

Q3 | July-September 2024 Issue

Leather & **HIVE**

A Quarterly Magazine of Footwear Exchange



**STEPPING INTO THE FUTURE:
CHANGING CONSUMER LANDSCAPE
IN BANGLADESH FOOTWEAR**

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Editor's Note

Stepping into the future

Welcome to the long-awaited third issue of Leather & Footwear HIVE magazine!

In the dynamic landscape of Bangladesh's economy, a new wave of energy is surging forward—a wave driven by the inventive spirit of Generation Z. This vibrant generation, infused with creativity and an avant-garde approach, is not just reshaping traditional business practices but is setting the stage for a revolutionary era of leadership and innovation. With global shifting, Bangladesh has witnessed an incredible evolution in its footwear market, driven by a perfect storm of shifting consumer preferences of young people, growing women empowerment, rapid urbanization, wellness wave, and flying social commerce. This vibrant landscape has opened a treasure trove of options for consumers, ranging from beloved local favorites to globally recognized giants. We have gathered five trends that merit close attention in general in our main story of this edition.

In this issue, we have featured 'Riff Leather Ltd' – the first LWG-certified tannery in Bangladesh, a 100% export-oriented crust and finished leather manufacturer in Bangladesh, residing in Chattogram the largest commercial capital city of Bangladesh. Riff Leather has been setting industry standards in Bangladesh as a leather export industry since 1991. We talked with their Director (Operation & Sales) to understand his journey with Riff Leather and other thoughts on this sector.

The Bangladesh government has taken the initiative to establish a dedicated authority for the development and management of the country's leather industry, the second-largest export sector. On 13 Jun 2024, the Ministry of Industries released a draft of the "Bangladesh Leather Industry Management Authority Act 2024" on its website, aimed at overseeing and fostering the growth of this critical industry. We have published act to our readers to check and give feedback if any.

Eid al-Azha, the Festival of Sacrifice, is one of Muslims' most significant religious observances worldwide. Each year, millions of animals are sacrificed, following the tradition of Prophet Ibrahim. We published an article that explores the number of animals sacrificed, the implications for local and global animal populations, and the economic contributions of this festival.

From onwards, we have decided to publish our edition at the end of the quarter that was previously published beginning. We believe by this change; our readers will get a closer look at the quarter.

I would like to take a moment to thank our staff for their contributions and hard work to the launch of the third edition of this magazine.

Happy reading!

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Leather & Footwear HIVE

Leather & Footwear HIVE is a quarterly magazine of Footwear Exchange, a platform of people from all around the world who make the footwear, leather and allied industry work. Our mission is to advance all stakeholder of footwear, leather and allied industry through gathering and sharing knowledge.

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'Leather & Footwear HIVE' magazine is published by Footwear Exchange.

PUBLISHED BY

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The views expressed in the magazine by authors are not necessarily those of the publisher or the editor. We have take every effort to ensure data and information accuracy. Also provide necessary sources if applicable. Footwear Exchange does not accept any liability for claim made for advertisement.

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I foresee several factors in the coming days that we need to overcome. First, sustainability will continue to be a driving force, with an increased focus on eco-friendly production methods and the development of a low-environmental impact tanning process. The demand for traceability will grow, to track and verify sustainable practices. Adapting to ever-evolving sustainability standards, which are more challenging to implement in developing countries like Bangladesh.



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Under the "China+1" strategy, many footwear brands are seeking procurement opportunities outside of China. The introduction of Die-Less Cutting technology is key to helping footwear companies enhance their global competitiveness. By digitizing and automating production processes, companies can reduce production costs, increase production efficiency, and minimize material waste, thereby gaining a more advantageous position in the global market.

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Bha - a new footwear sizing system, specifically designed for Indians, is in the works. Named 'Bha' for 'Bharat', it aims to replace existing UK/European and US sizes. The findings of a recent survey -- conducted between December 2021 and March 2022, included 3D foot scanning of over 100,000 Indians across 79 locations - provided insights into the size, dimensions, and structure of the average Indian foot.



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10 Common Foot Problems: Causes and Treatment

Foot health is crucial for overall well-being, yet it's often overlooked until problems arise. From minor aches to severe conditions, foot issues can significantly impact your quality of life. Understanding common foot problems, their causes, and effective treatments is essential for maintaining healthy feet. This article explores ten prevalent foot issues, supported by past research, and offers practical advice for prevention and management.



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Leather industry to get dedicated authority, govt unveils draft act

On Jun 13 2024, the Ministry of Industries released a dra of the "Bangladesh Leather Industry Management Authority Act 2024" on its website, aimed at overseeing and fostering the growth of this critical industry. Officials concerned with the Act said the feedback from stakeholders will be considered before finalizing the law.

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STEPPING INTO THE FUTURE: CHANGING CONSUMER LANDSCAPE IN BANGLADESH FOOTWEAR

Footwear Exchange Analytics

Amid massive shifts in the consumer landscape, companies can't afford to rely on yesterday's consumer insights. These are just some of the large-scale shifts taking place in the global consumer landscape. With global shifting, Bangladesh has witnessed an incredible evolution in its footwear market, driven by a perfect storm of shifting consumer preferences of young people, growing women empowerment, rapid urbanization, wellness wave, and flying social commerce. This vibrant landscape has opened a treasure trove of options for consumers, ranging from beloved local favorites to globally recognized giants.

Footwear Exchange proposes a reflection based on the trends that will impact on our society and world over the next few years. As a result of this exercise, we will offer some insights into economic, demographic, social, and cultural trends, while we consider their implications not only from a global or local point of view but also focusing on the impacts on the footwear industry in Bangladesh in particular. Here are five trends that merit close attention.

1. EMERGING YOUNG CONSUMERS

country experiencing demographic dividend till 2033-2040

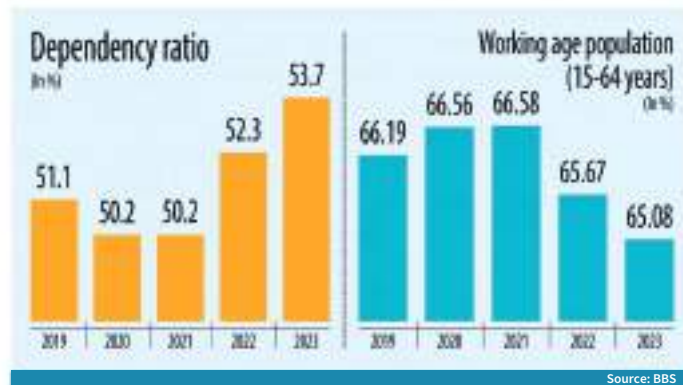
Bangladesh is currently enjoying the benefits of the demographic dividend as the number of young people outnumbers the non-working-age population. The demographic dividend is accelerated economic growth resulting from a country's declining mortality and fertility rates and subsequent changes in the age structure of the population. The proportion of working-age people declined to 65.08 percent in 2023 from 66.58 percent in 2021, according to a survey of the

Bangladesh Bureau of Statistics (BBS). A year before, the proportion was 65.67 percent.

Similarly, the dependency ratio of people who are over 65 rose to 9.4 percent last year from 8.6 percent in 2022. The dependency ratio is a measure of the age structure of a population and also relates to the number of individuals likely to be economically "dependent" on the support of others.

In Bangladesh, there are two opinions among analysts and demographers about the dividend's beginning period. One group thinks it started in the 1990s while the other group says it arrived after 2000.

According to the government's Eighth Five-Year Plan, the share of the working-age population started to increase in 1978, heralding the beginning of the demographic window of opportunity. Analysts and demographers warn Bangladesh's first demographic dividend window will close between 2033 and 2040.



YOUNG PEOPLE

Country experiencing demographic dividend till 2033-2040

Change in consumer behavior

Young people are pragmatic, informed consumers

Young consumers tend to be 'informed consumers', and will often research and weigh up options before making a buying decision. While they are price conscious, they aren't as price-centric as some previous generations. They tend to be much less attached to specific brands, instead preferring to shop around for the best deal.

Young consumers are socially aware

The younger generations are acutely aware of what's genuine and what's not when it comes to brands publicizing how socially aware they are.

Young consumers switch between channels frequently

Despite being the most online generation, they also like shopping in-store. They also like having real shop assistants to help them with queries. They have high expectations as consumers, both in terms of customer service and product quality. They like individualized shopping experiences that can be tailored to their personal preferences.

Brand response to consider

Increase demand of products with real value

Products and brands need to show a mixture of value, quality and ethical practices to tap into young consumers' wallet. Young consumers' respond well to personalized messaging, and they want to see the value in what they pay for.

Thinking of ways to become a more responsible brand

Brand should start thinking about how socially aware your brand is. The occasional post on social media about current trending causes isn't good enough. They should be investing in initiatives that benefit the local community, the environment, important causes, etc.

Brands should consider implementing an omnichannel strategy

Brands stand the best chance of capturing as many customers as possible if they follow an omnichannel strategy. Although this is true of all generations, it's especially so when it comes to young consumers. They use many different channels to shop (including social media), and they respond well to personalized experiences/messaging.

2. WOMEN EMPOWERMENT

Gap in male and female empowerment in reducing.

Women's empowerment has advanced significantly in Bangladesh over the past few years, resulting in notable changes in many facets of society. Women in Bangladesh have become a key factor in the nation's development, improving access to healthcare, education, and the workforce as well as increasing

economic participation. The empowerment programs, laws, and real-world examples that have impacted Bangladeshi women's lives and helped them move toward a better future are examined in this article.

Education is essential for empowering women because

■ FEATURE

it gives them the knowledge, abilities, and self-assurance they need to participate fully in society. Bangladesh has made outstanding strides in advancing girls' education. The World Bank reports that the gender parity index in primary and secondary education has almost reached parity. Government initiatives, including stipends for girls' education, the opening of schools in rural areas, and the abolition of gender-based discrimination in educational institutions, are responsible for this accomplishment. According to the Quarterly Labour Force Survey provisional report 2022, female labour-force participation increased to 42.68 per cent in 2022 from 36.3 per cent in 2016/17. Yet, it is roughly half of the male participation, which stood at 80.5 per cent in 2022. According to the 2021 Time Use Survey carried out by the Bangladesh Bureau of Statistics in

collaboration with UN Women, women spend about 6 hours daily on household and care work, whereas men spend 45 minutes on average [1]. Women own only 6.9 per cent of agricultural land in the climate-vulnerable areas of Bangladesh, whereas men own 93.1 per cent [2]. Only 1.7 per cent of formal enterprises in Bangladesh have female-majority ownership, and when considering formal and informal firms together, women's ownership rate stands at 10 per cent [3]. Female migrant workers, who comprise around 13.85 per cent of the migration flow abroad [4], are often subjected to exploitation and discrimination and face greater difficulty reintegrating into society due to social stigma. Despite strong policy commitments, women entrepreneurs still face challenges that include a lack of opportunity to access information, financial resources, and markets, among others.

WOMEN EMPOWERMENT

Gap in male and female empowerment in reducing.

Change in consumer behavior

Higher % of women in education

Women will have higher education attendance acquiring new and developed skills to access the labour market.

Disposable income rising

As more women start to work outside the house, female disposable income will rise. This will result in growing purchase power of them.

Brand response to consider

Increasing demand of women footwear

As more and more women started to come out, work outside the house, there will be an increasing demand for women's footwear.

Fashion, fashion and fashion

Fashion is part of lifestyle for young professional women, will result in demand for more fashionable women's footwear and accessories.

Better fit become more important

Women are more conscious about image and looks. That encourage them to look more on style, which will show growing demand for better fitted footwear.

3. URBANIZATION

A new hot spot

The process of urbanization is usually acknowledged as a vital driver of economic development. Bangladesh, a lower-middle-income country with an urban population of nearly 57 million people in 2016, has been urbanizing at the average annual rate of 1.37% since 2011. Although this rate is lower than the average rate of the lower-middle-income countries, it is anticipated that by 2050 the country's share of urban population will reach 56%. Both rapid urbanization and

swift industrialization in the country have secured an annual GDP growth rate of above 7% in the last three financial years, significantly above the annual GDP rise of 5.3% in lower-middle-income countries. In 2023, urban population for Bangladesh was 40.5 %. Urban population of Bangladesh increased from 9 % in 1974 to 40.5 % in 2023 growing at an average annual rate of 3.13%.

URBANIZATION

A new hot spot

Change in consumer behavior

Concentration in cities continues

Cities will continue to attract people from rural areas.

Migration will be intense

Migration inside the country increase as infrastructural improvement happening.

Act as Global citizen

Due to access of media and with global trend, consumer preferences and standardization behavior will change. These will be highly influenced by social phenomena and global citizenship.

Brand response to consider

Brand become more important

Access of media, internet will increase overall and brand awareness will increase. Brands become more relevant and important.

Retail become easier in urban areas

Due to the huge concentration of people, brand stores are mainly located in cities and urban areas, where more sophisticated type of consumers lives and shops.

Style sensitive

As consumers are more located in the cities and urban areas, where fashion and image are key elements, consumption will become more style sensitive.

4. THE WELLNESS WAVE

Bangladesh is part of global village



Wellness set to be one of the megatrends shaping consumer behaviors to 2030. Although wellness has been a major trend for a while, the pandemic only increased its relevance as consumers felt more vulnerable; 18% of consumers experienced some health concern or issue in 2022, according to Euromonitor's Voice of the Consumer: Health and Nutrition Survey.

Today, these categories are also growing quickly in emerging markets, and in some cases, growth in intent to spend on health and wellness products in emerging markets is outpacing growth in advanced markets.

In emerging markets such as China, India, and the Middle East, the percentage of consumers who intend to increase their spending on wellness products and services is two to three times higher than in advanced

markets such as Canada and the United States. It's not only Gen Zers and millennials who are propelling growth in this space, but also Gen Xers and baby boomers.

Weight management products and services, in particular, could help induce growth in the wellness sector over the next several years. By 2035, just over half of the world's population is projected to be overweight or obese.

In Bangladesh, the wellness market is nascent. We have some multinational brands offering product lines but still, there is no concentrated effort to turn it into a phenomenon that is visible worldwide. This will need a good deal of planning and investment. But this is certainly a business worth exploring.

THE WELLNESS WAVE

Bangladesh is part of global village

Change in consumer behavior

Renewed motivation to improve individual health and wellness.

Pandemic experiences have varied across the globe, but a nearly universal takeaway is the renewed focus on preventative health and wellness behaviors. For example, 76% of global consumers say they will eat and drink more healthily due to COVID-19, and 41% plan to be more physically active

Wellness is the new black

No longer merely a lifestyle choice, wellness is now a significantly influential trend in global fashion. Activewear sales are booming, and active sports apparel and footwear is one of the fastest-growing categories in fashion today.

Trust and expertise take center stage

With the rise of misinformation and an abundance of health and wellness products available on the market, today's consumers who are interested in purchasing health and wellness products want a trusted guide to lead them through their purchasing journey

Overweight population

Weight management products and services, in particular, could help induce growth in the wellness sector over the next several years. By 2035, just over half of the world's population is projected to be overweight or obese.

Brand response to consider

Products design become more important

Products designed to optimize physical health and mental wellness at all life stages will help consumers protect themselves, their families and their communities.

Demand of performance footwear increase

Consumers will remember the brands that prioritized health in their products and give right solution of their wellbeing issues.

Brands need to be honest in their communication

Brands need to deliver the desired qualities of comfort, functionality, and performance. They need to be honest and details for their communication.

Footwear adapted to health problems

New types of footwear and new models of shoes design to suit customers with different health problems (shoes for diabetics, shoes for people suffering from overweight, shoes for people with specific allergies).

5. ONLINE

Social commerce takes flight.

For several years, China has led the world in the adoption of social commerce, in which consumers browse and buy directly through social media and content creation platforms. Today, social-commerce markets in both China and India continue to mature, while those in other emerging-market countries are close behind. Consumers in these countries consistently spend more on purchases made through social media platforms, compared with consumers in Europe and the United States.

Bangladesh is the 31st largest market for eCommerce with a predicted revenue of US\$10,959.5 million by 2024, placing it ahead of Chile. Revenue is expected to show a compound annual growth rate (CAGR

2024-2028) of 23.2%, resulting in a projected market volume of US\$25,240.9 million by 2028. With an expected increase of 38.7% in 2024, the Bangladeshi eCommerce market contributed to the worldwide growth rate of 10.4% in 2024. Like in Bangladesh, global eCommerce sales are expected to increase over the next years. Seven markets are considered by ECDB within the Bangladeshi eCommerce market. Electronics is the largest market and accounts for 23.8% of the Bangladeshi eCommerce revenue. It is followed by Hobby & Leisure with 20.4%, Fashion with 18.9%, Furniture & Homeware with 11.7%, Grocery with 9.4%, Care Products with 8.2%, and DIY with the remaining 7.6%.

The Bangladeshi Fashion eCommerce market is predicted to reach US\$2,075.5 million by 2024 and accounts for 18.9% of the total eCommerce market in Bangladesh. It is expected to increase over the next years. The expected compound annual growth rate for the next four years (CAGR 2024-2028) will be 18.5%, resulting in a projected market volume of US\$4,087.8 million by 2028. Within the Fashion market ECDB considers the following three sub-markets: Apparel, Footwear, and Bags & Accessories.

The Bangladeshi Footwear eCommerce market is predicted to reach US\$539.9 million by 2024 and accounts for 26.0% of the Fashion eCommerce market in Bangladesh. It is expected to increase over the next years. The expected compound annual growth rate for the next four years (CAGR 2024-2028) will be 17.6%, resulting in a projected market volume of US\$1,033.1 million by 2028. The Footwear eCommerce market is a sub-market of the Fashion market. Further categories within the Fashion market are: Apparel, and Bags & Accessories.

ONLINE

Social commerce takes flight

Change in consumer behavior

Growing Online

The online presence is the companies and brands will continue to grow as more and more people have access to the internet, social platform.

Online as a sales channel

The online segment will continue to be a sales channel that cannot be ignored by brands. Comfort, convenience, price, return policy etc could be the key elements to bear in mind in certain shopping decisions.

Online as a marketing tool

Online marketing presence is happening very strongly, as companies and customers are using more and more social networks.

Brand response to consider

Adapting different dynamic

Online sales will have a different dynamic from traditional ways, in terms of markets, products and brands.

Brands need to adopt new buying experience

The OMNICHANNEL integration, combining traditional store retail chain, IT components at the store, and online elements will lead to a new buying experience. Brands need to adapt those.

Multiplatform and customized network

Brands loyalty management across a multiplatform integrated with a common aim to retain customers. Demand for customized communication will increase.

Reference:

1. Bangladesh Benefits from Demographic Dividend | Demographic dividend: How long can Bangladesh enjoy it? (thedailystar.net)
2. WEE (unwomen.org)

RIFF LEATHER LTD., LONE TANNER OF CHATTOGRAM, SURVIVES ITS STYLE

L&F Hive Desk

The history of the leather tanning industry dates further back than you can imagine, and it's unlikely we'd be where we are today without leather. Since prehistoric times, leather has been an essential tool in almost every aspect of life. Leather can be made into a light and fabric-like vellum or a hard book cover. It can form soft, delicate gloves as well as impenetrable armor. Leather belts and straps have been incorporated into everything from human attire, to luggage cases, to saddlery, to machinery. This incredibly versatile resource has helped men and women to travel great distances on foot and then harness horses. In the past, it has also allowed us to bottle water, protect our bodies and homes from the elements, communicate, and even conduct business. Whether used for playing sports or playing musical instruments, animal hides or skins have played a key role in our cultural rituals.

The first tannery in what is now Bangladesh was set up at Narayanganj sometime in the 1940s. After eight years later, it was in Chattogram. The leather processing industry began its journey in Chattogram in 1948 and 22 tanneries were built subsequently. Now, 21 tanneries – including Orient, Monty, HRC, Zaman Rahman, Seiko Leather, Karnaphuli, Jubilee Tannery, Asia, Metropolitan, and Chittagong Tannery – are closed. RIFF LEATHER LIMITED – the lone tanner in Chattogram – remains in the tannery trade. In this report, we would like to discover how this lone survivor survives in this difficult time.

RIFF LEATHER LIMITED, is a 100% export oriented crust and finished leather manufacturer in Bangladesh, residing in Chattogram the largest commercial capital city of Bangladesh. Riff Leather has been setting industry standards in Bangladesh as a



leather export industry since 1991, maintaining high quality with strictness. RIFF is the sister concern industry of the countries leading group of company **T. K. Group of Industries.**

We were curious to know why RIFF LEATHER maintained a distinctive positive approach despite having a difficult time in the overall industry. Mr. Mokhlesur Rahman, who is currently working as Director of RIFF LEATHER LIMITED answer 'First, our LWG certification. We got our LWG certification in 2019 and were the first tannery who receive LWG certificate in the country in raw hides to finished leather category. It paid us – our LWG certification has significantly boosted our credibility and business prospects. Second, I would say our vision. We embrace the philosophy that the only constant is change, and we are always prepared to adapt and improve. And finally, our products, as this is our core thing to offer. We predominantly export our value-added finished leather, allowing us to collaborate directly with the end users and shoe factories.'

RIFF Leather process all local Bangladeshi hides and goat skins into shoe upper and lining leathers. They operate from two sites across the road from each other, one the main production site and offices the other housing the Beamhouse and Waste Water Treatment Plant. It has the combination of latest technology and control to produce its unique quality crust and finished leather for the Local & Global market. The annual production capacity of RIFF Leather Limited is 12.0 million square feet of leather to meet the ever-growing global market demand and constant improvements in the service of its customers with sustainable growth. RIFF Leather is exporting its product globally, especially in many Asian, American, and European countries, e.g. Italy, Spain, China, Japan, Hong Kong, Vietnam, etc.

Quality has no compromise

Production operation in RIFF leather is being carried out through the most modern and efficient techniques and in full compliance with environmental and labor standards and keeping an open eye on the quality control programs. Basically, quality of leather largely depend on quality raw materials – hides/skins of animal. They ensure well-preserving premium quality



raw hides from selected markets. They are using high quality chemicals keenly collected from the manufacturers of EU countries and maintained ZDHC MRSL in leather processing.

Modern technology made them unique

RIFF Leather Limited has modern Beamhouse, Post tanning and Leather finishing on 95,000 sq. feet area, which reflects the state of the art in Italian machinery and equipment, processes and technology with precision lime splitting. Conservation of the environment in every stage of processing is carefully controlled and the production is being monitored by laboratory. Wet blue leather is being produced through hair save un-hairing and liming system to maintain the uniform flexibility and softness and color in every section of the leather offering the highest cutting value. It symbolizes an "Eco Friendly" environment and in addition promotes "Eco Friendly" articles, which are free from the Amine of Azo Dyes, PCP and Chrome (VI) and other restricted substances.

We Produce Leather In Following Types As Per Demand Of Our Valued Customers.

- A) Full Chrome Crust / Finished Shoe Upper And Lining Leather
- B) Semi Chrome Leathers
- C) Vegetable Tanned Leathers
- D) Chrome Free Leathers
- E) Metal Free Leathers
- F) And Many Others

Environmental Policy

RIFF Leather Limited is always concerned about environmental awareness and it is an integral and fundamental business strategy. We are well known for the Environmental Management System. Our common goal is to continually improve environmental

■ MANUFACTURING

management activities and performance through implementation by developing and maintaining sustainable environmental, health and safety programs with commitments to:

- Providing a safe and healthful workplace and ensure that personnel are properly trained with the appropriate safety and emergency equipment.
- Complying with applicable legal and other requirements to which the Company subscribes with relate to its environmental aspects.
- Explore new technologies to confront waste, curtail pollution, diminish health and safety risks, and dispose of waste safely and responsibly, adhering to all local laws.
- Encourage environmental protection among suppliers and business partners.
- Promptly evaluate, report and implement corrective actions as required.

Energy Policy

RIFF Leather Limited have an Energy Policy aimed to reduce Carbon generation, utilize natural resources, e.g. Sunlight by Solar panel & uses of daylight, etc. We concern about the Carbon footprint of Leather manufacturing and always try to minimize the emission. The Company is committed to a continuous improvement for its energy use through regular surveys of the main energy consuming areas.

Sustainability Practices

We believe in continually finding new ways forward that challenge old assumptions and the public's perception of manufactured leather. We

manufactured durable leather that can be recycled and reconstituted at the end of its useful life.

ETP

RIFF Leather Limited operates own Effluent Treatment Plant (ETP) with the capacity of 29 m3/hr. and reuse the treated wastewater. Our ETP is well equipped with modern machineries & H2S (hydrogen sulphide) detector with continuous monitoring.

Solid Waste Management:

The solid waste generated during leather making is significant. We keep waste inventory and separate the wastages based on Hazard & Non-hazard. We strictly follow 5R in waste management.

Restricted Substance List (RSL)

RIFF Leather Limited have own RSL that based on customers requirement and ZDHC MRSL. We comply with the RSL limits of our products (Wet blue, Crust & finished Leather).

Health And Safety

We believe Safety begins with safety culture and the company is very keen on improving safety performance and establishing safety culture in the tannery production. It also emphasizes the need of traditional health and safety objectives and developing strategies to provide for improved employee health and well-being. The company is much attentive of continual improvement for workers' safety and welfare as per legal law, ILO rules & OSHAS





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IN CONVERSATION WITH MR. MOKHLESUR RAHMAN

DIRECTOR, RIFF LEATHER LIMITED.



I foresee several factors in the coming days that we need to overcome. First, sustainability will continue to be a driving force, with an increased focus on eco-friendly production methods and the development of a low-environmental impact tanning process. The demand for traceability will grow, to track and verify sustainable practices. Second, customization of products has become another challenge for the leather industry as alternative materials are considered cheaper, faster, and more fashion-oriented. There will be a continued push towards innovative uses of leather, that is adapting to the evolving demands of consumers while upholding the timeless appeal of leather.

Q. Overall, the tanning industry going through a tough time nowadays. What are the reasons for going through his tough time as industry?

A. We need to see this from both local and global perspectives. Globally, there is a widespread misconception that animals are killed specifically for leather, whereas leather is a by-product of the meat industry, a material that is produced through the tanning process to be reused in other sectors rather than disposing as waste to the environment. Utilizing leather is an example of upcycling, which is considered more environmentally friendly than the alternatives like 'eco-leather' or 'vegan leather' often rely heavily on plastics and synthetic materials, which have more environmental impact due to their non-biodegradable nature and the pollution associated with their production. The climate change is another aspect as the duration and intensity of winter are decreasing globally, leading to reduced demand for boots, jackets, and other leather products. Cheap, fast-to-produce alternative materials are widely used that overshadow leather. And lastly, rapid change in fashion discourages young consumers from investing in expensive leather goods that might go out of style quickly. As Bangladesh is part of the global community, we can't deny those impacts. At the same time, we don't have enough sustainable tanneries who can offer sustainable leather to the big brands.

Q. Although the image of the Tanning industry is not good, but we see Riff Leather maintained a distinctive positive identity. What are specific distinctions you have that others don't?

A. I would say, 3 distinctive advantages made us separate from others. First, our LWG certification. We got our LWG certification in 2019 and were the first tannery to receive an LWG certificate in the country in the raw hides to finished leather category. It paid us – our LWG certification has significantly boosted our credibility and business prospects. Second, I would say our vision. We embrace the philosophy that the only constant is change, and we are always prepared to adapt and improve. And finally, our products, as this is our core thing to offer. We predominantly export our value-added finished leather, allowing us to collaborate directly with the end users and shoe factories.

Q. What do you think are the biggest challenges our industry will face in the next 5 years? What is your next 5- and 10-year plan to mitigate challenges?

A. Looking ahead, I foresee several factors in the coming days that we need to overcome. First, sustainability will continue to be a driving force, with an increased focus on eco-friendly production methods and the development of a low-environmental impact tanning process. The demand for traceability will grow, to track and verify sustainable practices. Adapting to ever-evolving sustainability standards, which are more challenging to implement in developing countries like Bangladesh. Second, customization of products has become another challenge for the leather industry as alternative materials are considered cheaper, faster, and more fashion-oriented. There will be a continued push towards innovative uses of leather, that is adapting to the evolving demands of consumers while upholding the timeless appeal of leather.

In Riff, we are very much aware of the challenges. So, our 5-10 years plan focuses on becoming more innovative, efficient and sustainable for our products and processes. We also plan to invest in green energy and advanced technology to stay ahead.

Q. Nowadays technology has become very important, and we are talking about Industry 4.0 where automation and AI will be important. How do you see this from leather industry perspective?

A. There is no denying using automation and AI in any industry. The leather industry has also gone through these changes, and we must embrace these technologies as soon as possible. But you should also acknowledge that the investment of those technology is considerably high. And we need to act very smart and efficient for investing such a huge amount. I would rather ask my team to investigate more on more how small change in current process make us more efficient and sustainable. In nutshell, we need to embrace and acknowledge about technological changes and need to be careful also for investing newness and make sure that we are getting maximum with minimum investment.

Q. Sustainability is becoming a new norm worldwide and the tanning industry is claimed for pollution, vegan leather is

becoming more popular day by day. How do you see these issues overall? What should be our call to action for the industry? How does RIFF Leather address this issue?

A. In fact, the leather industry is linked with sustainability. As said, it is a by-product of the meat industry, and we are upcycling the process. But of course, there is always room for improvement. No doubt, there were a lot of past shortcomings, and we must acknowledge them. And then we must address the industry's issues with facts and figures, not by perception. By transparently sharing our journey and improvements, we demonstrate proactive efforts towards sustainable solutions, underscoring our commitment to a more responsible future for the leather industry. Every year, tanneries around the world recover over 8 million tons of raw hides, whose disposal to the land field may produce 5 million tons of greenhouse gases. Its also crucial to address the misleading information surrounding alternatives. Many of these alternatives, while marketed as more environmentally friendly, mostly rely on plastics and synthetic materials. The industry should actively educate consumers about these misconceptions, clarifying the differences between genuine leather and these alternatives in terms of longevity, environmental impact, and overall sustainability.

Q. Leather traceability also become very vital. The developed countries even trace this from cattle farms and monitor their carbon footprint. How can we track our leather so that this leather can be used for LWG-certified tannery?

A. Totally agreed. We need to focus on enhancing traceability in our leather supply chains. This involves ensuring that every step, from sourcing to production, we track our leather and ensuring regional traceability. And very honestly, here the country should come forward to make it happen. Currently, we are not doing any kind of traceability for our cattle. It is difficult and our castles are not typically raised on large farms like developed countries. It is more on small farming farms. Developing a traceability system will require substantial effort and collaboration. We must need to do it, at least start initiatives so that can give a positive signal to our stakeholders abroad.

LEADER'S INSIGHT

Q. What would be your expectation from different stakeholders (government, development partners, policymakers) to turn around this industry? How tannery itself can support it?

A. Tannery owners alone cannot drive any transformation that requires policy support or a collaborative approach. For example, traceability of or hide should come from country farming regulations, not from tannery owners. Good that the government is forming the Leather Development Authority, hope this authority will bring all stakeholders under one umbrella and provide support to reform this industry. We should remember that this is one of the few industries where the supply of raw materials would never ending.

Q. What is your leadership philosophy?

A. As a leader, you should understand the strengths and points to improve of your team. You should value and consider the opinions of your team members. And finally, you have to create a culture of embracing mistakes and learning in your team where you encourage learning from mistakes and ensuring that they are not repeated mistakes.

Q. What would be your advice/suggestion for newcomers who would like to make a career in the leather industry in the coming days?

A. I have only 2 advice:

- Focus and focus on learning, adapting new technology and mastering the craft of leather in the initial years
- Don't chase for money initially, focus of skills. Opportunity should follow you if you are talented.

At the same, I urge tannery owners or stakeholders to support newcomers by providing them with learning opportunities. Allowing them to make mistakes and offering competitive remunerations so that talented students get attraction to the industry. A well-fed, motivated workforce is essential for innovation and improvement of this industry.



Mokhlesh Rahman
Director
Riff Leather Limited.

Mr. Mokhlesur Rahman is a distinguished figure in the leather industry, renowned for his expertise and leadership. His journey began in 1983 as a leather technologist, where he swiftly progressed to roles of increasing responsibility, culminating in his tenure as a production manager.

In 1996, Mr. Rahman ventured into entrepreneurship by founding Masma Leather World, marking a significant milestone in his career. His visionary leadership and commitment to excellence were evident early on, establishing Masma Leather World as a respected name in the industry.

Recognized for his exceptional contributions and profound knowledge, Mr. Rahman joined Riff Leather in 2009 as a Director. Under his guidance, Riff Leather attained notable achievements, including becoming the first company to receive the LWG (Leather Working Group) certificate from raw materials to finished products. This accomplishment underscored Mr. Rahman's dedication to sustainability and quality standards in the leather manufacturing sector. Throughout his career, Mr. Mokhlesur Rahman has exemplified innovation, integrity, and a relentless pursuit of excellence, solidifying his reputation as a visionary leader in the global leather industry.

USING DIE-LESS CUTTING TECHNOLOGY TO TRANSFORM MANUFACTURING AND BOOST GLOBAL COMPETITIVENESS IN THE "CHINA+1" STRATEGY

YANG LIU

Driven by global economic integration and digitalization, the manufacturing industry is undergoing unprecedented changes. To respond quickly to market changes and meet the diverse needs of brands and consumers, manufacturing companies are actively seeking new technologies and solutions. In this context, Die-Less Cutting technology, with its unique advantages, is leading the transformation of manufacturing and providing companies with more opportunities and competitiveness in the "China+1" industrial transfer process.

Introduction to Die-Less Cutting Technology

Die-Less Cutting technology breaks the limitations of traditional die cutting, bringing unprecedented flexibility and efficiency to the manufacturing industry. This technology, through digitalization and intelligence, allows companies to respond quickly to market demands, achieve rapid design iteration, and personalized customization. This not only helps companies meet the increasingly diverse needs of consumers but also allows them to stand out in fierce market competition.

Application in the "China+1" Strategy

Under the "China+1" strategy, many footwear brands are seeking procurement opportunities outside of China. The introduction of Die-Less Cutting technology is key to helping footwear companies enhance their global competitiveness. By digitizing and automating production processes, companies can reduce production costs, increase production efficiency, and minimize material waste, thereby gaining a more advantageous position in the global market.

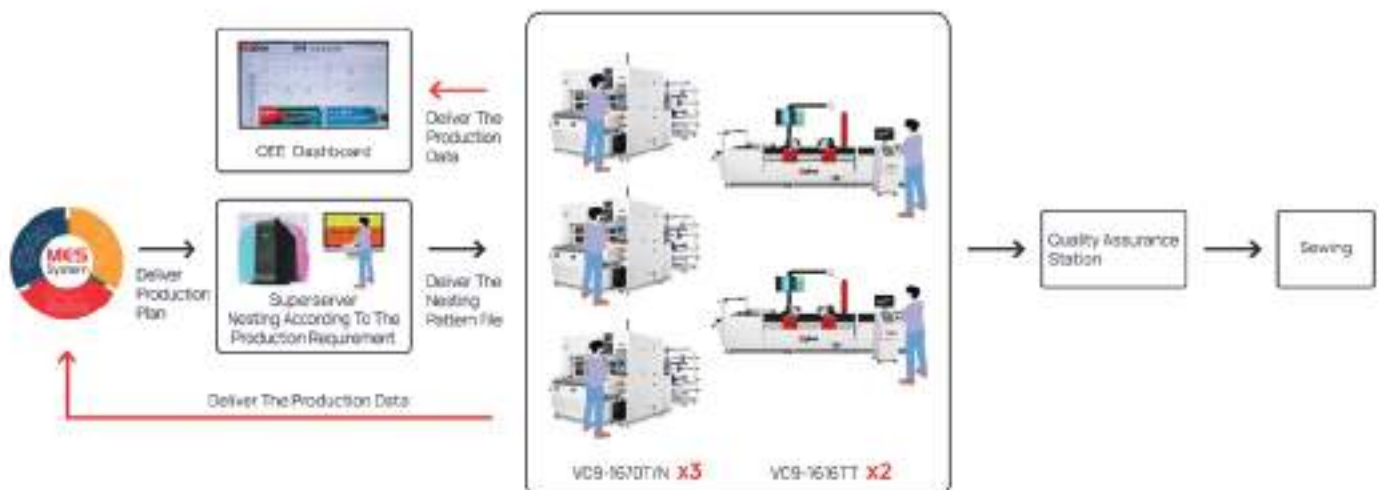
Precision and Consistency in Cutting

The precision and consistency of cutting pieces are crucial for the successful introduction of automated sewing and assembly in the later stages of production. Die-Less Cutting technology ensures high precision and consistency for each cut piece, providing reliable support for subsequent automated production. This technical feature significantly enhances the overall efficiency and product quality of the footwear production line, giving companies more competitive advantages in the global market.

gbos CENTRALIZED cutting center Project Program

ghat IoT-Bridge
Open · Compatible
Empower The Industry 4.0

IoT Workflow Explanation[®] Regular Roll Material



■ TECHNOLOGY

Case Studies

In Bangladesh, Die-Less Cutting technology has also gained widespread attention. Many footwear companies have begun to introduce this technology and have achieved significant results. Companies such as Maf, Edison, Apex, Bay, and Youngone have successfully digitized their production processes, significantly improving production efficiency and reducing production costs after introducing GBOS Die-Less Cutting technology.



For local sports shoe manufacturers Maf and Edison, the introduction of GBOS Die-Less Cutting technology is revolutionary. Traditional die cutting is time-consuming and labor-intensive, and it limits product diversity and personalization. However, the introduction of Die-Less Cutting technology has completely changed this situation. Maf found that with GBOS Die-Less Cutting technology, they could quickly respond to market trends and consumer demands, achieving rapid product design iteration. Edison discovered that this technology significantly reduced material waste, increased material utilization, and thus lowered production costs. Youngone, by reducing manual operations, improved production efficiency and shortened delivery times.



For leather shoe company Apex, the introduction of GBOS Die-Less Cutting technology has also brought significant changes. In both pattern room use and mass production, Apex has achieved a leap in

production capacity and cost reduction through this technology. First, Die-Less Cutting technology allows Apex to adjust product designs more flexibly to meet market and consumer needs. Second, this technology significantly increases material utilization and reduces material costs through precise cutting and waste reduction. Finally, with the introduction of automated and intelligent equipment, Apex has reduced manual operations and improved production efficiency.

These changes make Apex more competitive in both the Bangladeshi and global markets. Through Die-Less Cutting technology, Apex can provide higher quality, more competitive products, winning the trust and favor of consumers.

Summary of Case Studies: 5 Key Savings and Their Value

1. Energy Savings:

By using GBOS Die-Less Cutting technology, companies can significantly reduce energy consumption in production. Traditional die cutting requires a lot of electricity, but the efficient digital operation of Die-Less Cutting technology greatly lowers energy use. This not only reduces production costs but also aligns with modern manufacturing's energy-saving and emission-reduction trends.

2. No Need for Dies:

Die-Less Cutting technology eliminates the need for traditional dies, meaning companies no longer need to design and manufacture dies for each product, saving time and costs. Traditional die design and manufacturing are time-consuming and expensive, while Die-Less Cutting allows direct digital cutting, improving production efficiency and reducing preparation time.



3. No Die Cutting Boards:

Since Die-Less Cutting technology doesn't require dies, there is no need for die cutting boards either. This

reduces the use of equipment and lowers the maintenance and replacement costs of cutting boards, which wear out during use and need regular replacement, a problem avoided with Die-Less Cutting.

4. No Die Storage:

Traditional dies require a lot of storage space, and different products need different dies, making storage management complex and costly. Die-Less Cutting technology is fully digital, eliminating the need for physical die storage, significantly reducing storage space and management costs, and improving warehouse utilization.



5. Labor Cost Savings:

Die-Less Cutting technology is highly automated, reducing reliance on manual labor. Traditional die cutting requires extensive manual operations, including design, manufacturing, installation, and maintenance of dies. Die-Less Cutting simplifies these processes through digital operations, cutting labor costs, reducing the risk of human error, and improving production accuracy and consistency.

ESG Strategy and Corporate Social Responsibility



Using Die-Less Cutting technology benefits companies not only by reducing production costs and improving efficiency but also by demonstrating positive contributions in environmental, social, and corporate governance (ESG). By reducing energy consumption and carbon emissions, companies can practice green manufacturing, contributing to the protection of the planet and sustainable development. This not only enhances the company’s social image but also attracts more environmentally conscious consumers, further strengthening market competitiveness.

Each GBOS Die-Less Vibrating Knife Cutting Machine performs excellently in energy saving and emission reduction, providing strong support for the green and sustainable development of the manufacturing industry.

Digitalization

All Die-Less Cutting technologies can easily achieve real-time monitoring of equipment operation, usage details, and overall efficiency through GBOS’s IoT Bridge, providing strong support for company decision-making. At the same time, IoT Bridge can achieve data intercommunication between devices, promoting continuous optimization and development of enterprises.

In the process of digital development and Industry 4.0, the introduction of Die-Less Cutting technology is undoubtedly the trend of the manufacturing industry and an effective means to enhance core competitiveness. Through this technology, manufacturing companies can gain more opportunities and competitiveness in the global market and meet future challenges.



About Author

YANG LIU, serves as the General Manager at GBOS AUTOMATE INC. & GBOS LASER INC., overseeing the development of GBOS's overseas markets. With 14 years of experience in digital cutting and 7 years specifically in digital cutting for the footwear industry, Yang Liu is an expert in this field. His professional capabilities include mastering advanced digital cutting technologies, optimizing production processes, and implementing innovative solutions to enhance efficiency and product quality in the manufacturing sector.



GEN Z

HOW TO LEAD GEN Z IN WORK

L&F Hive Desk

The generation born between 1996 to 2010 is expected to overtake Baby Boomers in the full-time workforce. They are bringing to the office a different set of values, behaviors, and expectations than prior generations.

In terms of characteristics, lifestyles, and attitudes, Generation Z individuals are the new conservatives. They have returned to old-school values such as respect, trust, and restraint. They are planned, structured, and self-controlled children. They save the cash they receive for Christmas and birthdays. These individuals are more conforming, less likely to take risks and engage in violence. They are a little more aware of consequences. They are more responsible and increasingly internalize their behavior rather than expecting someone else to look out for them. Many Gen Zs embrace traditional beliefs and value the family unit.

They are accustomed to high-tech and multiple information sources, with messages bombarding them from all sides. They will likely continue trends in increased technology use. In addition, they are influenced by new media, virtual friends, and the power that comes with technology. They are newly

independent thinkers seeking answers in all areas of life. Although parents may complain about their self-centered tunnel vision, 8- to 12-year-olds begin to develop almost-adult levels of thinking. Gen Z values authenticity in that realness is a core value of the current generation. They are street-smart and have considerable marketing savvy.

Peer acceptance is very important to Generation Z. They value fitting in. Music, fashion, cosmetics, and video games are important in terms of peer acceptance and fitting in. They are a global and diverse generation who come from a wider mix of backgrounds with different experiences and ideas. Generation Z knows that serving others feels good. Puberty is beginning earlier than ever for this generation. Gen Z values security more than ever.

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01

Keep a balance between technology and humanity.

Gen Zers' managers need to find a balance between embracing the technology that this cohort uses in all aspects of their lives and nurturing a "human" approach to work.

02

Culture the value of DEIA.

Generation Z is perhaps the most social aware generation to date. This group places a high value on DEIA (diversity, equity, inclusion, and accessibility): not only will they actively seek employers whose policies support DEIA, but they will even choose to leave employers whose policies undermine it.

03

Include Mental Wellbeing in the safety manual.

Increasingly referred to as the 'loneliest generation'. The blame for this is often placed on technology, changes in family structure, young adults marrying later and both parents going back to full time careers early in their child's development. Gen Zers haven't grown out of this inherent sense of loneliness, and many will bring it with them to work.

04

Fostering team collaboration and communication.

Despite their fluency in digital communication technology, the Gen Z workforce value social interaction, Encouraging these face-to-face interactions will go a long way in keeping Gen Z engaged in the workplace, creating a culture that fosters team collaboration and communication.

05

Act progressive with them

With global news and opinions live at their fingertips, Gen Z are more politically progressive than any generation that came before them, and their views differ from their elders in a number of key ways.

06

Provide autonomy and ownership

Managers should take advantage of Gen Z's independence and self-motivation by entrusting them with extra-curricular responsibilities and giving them the opportunity to share their ideas. Give them the tools for independent research and nurture their interests to encourage both personal and professional development.

07

Offer flexibility

Gen Z entered a working world where remote and hybrid work were already widely accepted. Because of this, flexibility in the workplace has become an expectation of Gen Z employees. Companies should try to provide as much flexibility as possible for their workers.

08

Create a positive company culture

With the lines between work and home more blurred than ever, Gen Z employees expect their working lives to feel as positive as their personal lives. Building a positive company culture is key to motivating Gen Z in the workplace.

09

Be a Mentor, not Boss.

By giving them ample opportunities for career development (through training, one-on-one meetings, mentorship, etc.), you not only help them grow but also show them that you care about their growth and value them.

10

A stable pay is must

Gen Z grew up watching their parents struggling through multiple economic downturns. This has given them a savvy outlook when it comes to finances. Economic security is of huge importance to Gen Z workers. Driven by pragmatism and security, they want stable incomes and to avoid debt at all costs.



EID UL AZHA: BEYOND THE FESTIVAL OF SACRIFICE

Footwear Exchange Analytics

Eid al-Azha, the Festival of Sacrifice, is one of Muslims' most significant religious observances worldwide. Each year, millions of animals are sacrificed, following the tradition of Prophet Ibrahim. This ritual not only holds deep religious significance but also has profound economic and ecological impacts. In this article, the footwear exchange team explores the number of animals sacrificed, the implications for local and global animal populations, and the economic contributions of this festival.

Global Scale of Sacrifice

As of 2024, the global Muslim population is estimated to be around 1.9 billion people, making up approximately 24% of the world's total population. This large population base contributes to the significant number of animals sacrificed during Eid al-Azha.

During Eid al-Azha, it is estimated that around 50 million animals are sacrificed globally each year. Here's a breakdown of the numbers from various countries:

- Pakistan: Around 9 million animals were sacrificed in 2023, although this number can vary each year.
- Bangladesh: Estimates indicate about 13 million animals are sacrificed each year.
- Indonesia: Around 2 million animals are sacrificed during the festival.

- Saudi Arabia: During Hajj, millions of animals are sacrificed, with some estimates suggesting around 1.5 million animals sacrificed annually during Eid al-Adha.

These figures highlight the global scale of the festival and its significant impact on livestock populations. In addition this figure corresponds to 0.05% of the 92.2 billion animals sacrificed every year in global food ecosystem.

Eid-ul Azha in Bangladesh: beyond the festival of sacrifice

According to statistics released by the divisional livestock department, the estimated demand for livestock for sacrificial animals during Eid-ul Azha this year stands at 1.07 crore. Of these sacrificial animals, 52.7 lacs are cows, 1.6 lacs are buffaloes, 68.5 lacs goat, 7.7 lacs are sheep and 1,850 other species were ready for sacrifice during the Eid-ul-Adha.

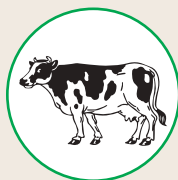
Every year around Eid-ul-Azha, about Tk One Lacs Crore is transacted in the economy of Bangladesh. The main driver of the sacrificial economy is the sale of cattle, and the trade is worth Tk 60,000 crore. Thousands of crores of taka are traded including various types of animal feed, medicines required to keep the animal

EID UL AZHA BUSINESS IN BANGLADESH

Total Demand: **1.07 Crores**

Total Supply: **1.30 Crores**

Surplus: **22-23 Lacs**



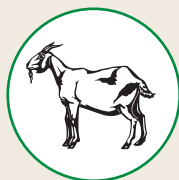
Cows

52.7 Lacs



Buffaloes

1.6 Lacs



Goats

68.5 Lacs



Sheep

7.7 Lacs



Other Species

1,850

Transaction in the economy of Bangladesh during Eid-ul Azha:

Tk **100,000 Crores**



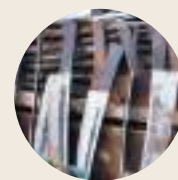
Cattle Trade

60,000 Crores



Meat Processing

8,400 Crores



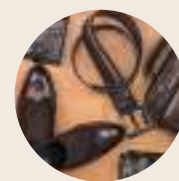
Accessories

1,000 Crores



Different Spices and Commodities

6,000 Crores



Associates with Leather and Allied Industry

11,000 Crores

healthy; knives, utensils, chapatis, refrigerators and other accessories for processed meat.

On the other hand, after sacrificing those cattle, the meat processing will require at least three workers and one butcher per cow. It cost around Tk 8,400 crores. Besides, during this Eid, most of the different types of spices are traded with an economic value of around Tk 6,000 crore. Thousands of crores of takas spent on transportation, travel and entertainment for homebound people on Eid. In addition to the regular flow in these sectors, activities of a few more sectors are being added to the economy.

This includes a potential multi-thousand crore takas for government officials and employees. In addition, a significant portion of the millions of shop workers, 7 million workers in the garment and textile sector across the country will receive Eid-allowances, which will bring ever-increasing momentum to the Eid economy.

And Bangladesh Leather Industry

One of the most prominent economic activities during Eid ul Azha is the sale of hides and skins. After the sacrificial animals are offered, the hides and skins become valuable by-products. This leads to a bustling trade in hides and skins, with buyers and sellers engaged in transactions. Tanners and leather manufacturers actively participate in this trade, purchasing hides and skins to process them into leather goods. The sale of hides and skins not only

generates revenue but also supports the local leather industry, creating employment opportunities for skilled workers, technicians, and artisans. The influx of raw materials during this time strengthens the leather industry's supply chain and contributes to its growth. Bangladesh produces around 100-150 million square feet of raw hides and skins annually, with about 85% of this output exported in the crust and finished forms. The remaining hides and skins are used to manufacture leather goods for the local market. According to the BTTC data, more than 50 percent of raw hides and skins are collected during the Eid-ul Azha. Although the main market of this sector is 5 thousand crore taka, more than 11 thousand crore taka is transacted in this sector including other markets associated with it. According to Bangladesh Tannery Association, said that about 7.5 million pieces of rawhide might be collected during this Eid-ul Azha.

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TRACEABILITY

CONTROL OF RESTRICTED SUBSTANCES- THE KEY TOOL OF CHEMICAL MANAGEMENT

Firoz Alam Talukder

In the 1980s and 1990s, incidents such as chemical spills, pollution disasters and their environmental and health impacts began to gain significant attention. By the early 2000s, organizations and industry groups started actively developing guidelines and lists of restricted substances. The mid-2000s increased collaboration among stakeholders, including brands, manufacturers, NGOs, and governments, to standardize MRSLs across industries and established in 2011. MRSL stands for Manufacturing Restricted Substance List, is a list of chemical substances that are banned from intentional use in facilities processing textile materials, leather, rubber, foam, adhesives and trim parts in textiles, apparel, and footwear. MRSL is applicable for RAW materials (chemical).

The ZDHC MRSL offers brands and suppliers a single, harmonized list of chemical substances banned from intentional use during manufacturing and related processes in supply chains. There are many groups of hazardous chemicals being banned, e.g.-Alkylphenols/ Alkylphenols Ethoxylates (AP/APEOs), Chlorobenzenes & Chlorotoluene, Chlorophenols, Dyes- including Azo, Navy Blue Colorant, Carcinogenic and Disperse (Sensitizing), Flame retardants, Glycols, Halogenated Solvents, Organotin Compounds, Polycyclic Aromatic Hydrocarbons (PAHs), Perfluorinated and Polyfluorinated Chemicals (PFCs), Phthalates, Fat Liquoring agents (such as SCCPs), Heavy Metals, Volatile Organic Compounds (VOCs) and so on.

Heavy Metals					
Substance	CAS No.	Applicability	Supplier Guidance	Formulation Limit	General Techniques for Analyzing Chemicals
Chromium (Cr)	7440-47-3	Leather	No Intentional use	Dyes & Pigments - 100 mg/kg	Acid digestion, ICP/AAS
Chromium (Cr)	18540-29-9	Leather	No Intentional use	10 mg/kg	HPLC / DAD Ion chromatography (IC) with UV detection

Example source: ZDHC Manufacturing Restricted Substances List (ZDHC MRSL) V3.1 May 2023 (one item for format only)

RSL stands for Restricted Substances List, is a list of hazardous chemicals that are restricted to a certain threshold in finished products. RSL does not have any involvement with the manufacturing process, only applies to finished articles and materials.

Heavy Metals (Extractable)				
CAS No.	Chemical Name	Max. Limit on Final Product	Regulation	Test Method
7440-47-3	Chromium	2 mg/kg (children) 200 mg/kg (other)	Egypt ES 7322/2018 for leather	ISO 17072-1
18540-29-9	Chromium (Cr6+)	3 ppm for leather	European Union REACH Regulation (EC) No. 1907/2006 Annex XVII	EN ISO 17075-1:2017 and EN ISO 17075-2:2017

Example source: AAFA Restricted Substance List (RSL), Version 23 (one item for format only)

RSL is used as a tool to aid regulatory compliance to product safety standards. There are many regulatory bodies in different regions, such as REACH, CPSIA, California Proposition 65, Guo Bio Standards, Blue sign System, OEKO-TEX® Association, American Apparel & Footwear Association (AAFA), Environmental Protection Agency (EPA), Consumer Product Safety Commission (CPSC), Occupational Safety and Health Administration (OSHA), American Apparel & Footwear Association (AAFA), European Chemicals Agency (ECHA), National Industrial Chemicals Notification and Assessment Scheme (NICNAS), Australian Competition and Consumer Commission (ACCC), Textile, Clothing and Footwear Union of Australia (TCFUA), China National Textile and Apparel Council

(CNTAC), Bureau of Indian Standards (BIS), National Accreditation Board for Testing and Calibration Laboratories (NABL), Bangladesh Standards and Testing Institution (BSTI), Global Initiatives and Standards and other State & Territory Regulations.

Every substance in our physical world is made up of chemicals, including us. There are natural and man-made chemicals. Natural chemicals are found in the land, in our food, air and water. Man-made chemicals are often manufactured like drugs, cosmetics, household cleaners, and industrial chemicals. Both man-made and natural chemicals have hazards associated with them. Chemicals have physical, health and environmental hazards. If chemicals are not used, stored, and handled properly, they can cause injury, illness, disease, fire, explosions, or environmental effects. Having a chemical safety program in the workplace will reduce health and safety risks, lower environmental impact, and reduce operation costs.

MRSLS (Manufacturing Restricted Substances List) and RSL (Restricted Substances List) are crucial tools in chemical management, especially within industries like textiles, apparel, footwear, leather (tannery) and other consumer goods. MRSLS and RSL ensure product safety by specifying substances that are restricted or banned due to their harmful effects on human health or the environment.

MRSLS and RSL help manufacturers to comply with the regulations and compliances by providing clear guidelines on which substances are restricted or prohibited. These also help mitigate risks associated with chemical exposure.

Consumers are increasingly concerned about the safety and sustainability of the products they purchase. Adhering to MRSLS and RSL standards demonstrates a commitment to product safety and environmental stewardship, enhancing brand reputation and consumer trust.

Implementing successful chemical management system companies are motivated to find alternative substances or technologies that achieve the same product performance while minimizing environmental and health impacts. Compliance with MRSLS and RSL encourages innovation in chemical management practices.

Effective chemical management ensures safety, environmental responsibility, and regulatory compliance in industries. Chemical Management includes- reviewing Safety Data Sheets, maintaining Chemical Inventory, keep appropriate Chemical

Storage, safe Handling Chemicals, and manage accidental Spills & Leaks of chemicals.

A Safety Data Sheet (SDS) is a document that provides information on the properties of hazardous chemicals and how they affect health and safety in the workplace. The minimum information that an SDS must contain is:

- Product name, product identifier and chemical identity including composition and information on ingredients;
- Supplier details (name, address, telephone) including an Australian emergency telephone contact number;
- Hazard(s) identification



- Physical and chemical properties including stability and reactivity;
- Toxicological and ecological information;
- First aid measures and emergency information including firefighting and accidental release measures;
- Precautions for safe use, storage, transportation and disposal;
- Exposure controls and personal protection; and
- Regulatory and any other relevant information.

Purchasing chemicals with compliance verification is very important to mitigate the risk factor. The chemical suppliers need to provide relevant Safety Data Sheets for safe handling of their products and chemicals must comply with the compliance guidelines, e.g. ZDHC MRSLS, Blusign, and other customer specifications.

Selected chemicals from selected suppliers shall be ordered for purchase should have Manufacturing Batch / Lot no., Manufacturing date, Expiry date and or Shelf life, comply with company's Chemical Management Policy and ZDHC MRSLS.

Chemical Inventory & Storage have to be appropriate and strictly maintain chemical compatibility chart. Each internal department is responsible for properly managing the chemical inventory within their work area. It is their responsibility to ensure that all chemicals are properly purchased, handled, stored

■ SUSTAINABILITY

and labeled. Chemicals should not be exposed to direct sunlight or localized heat. Containers of corrosive chemicals (acids & bases) must be stored in trays large enough to contain spillage or leakage. Chemical containers must be in good condition, have tightly closing lids, and be compatible with the contents.

Liquid hazardous chemicals classified as acids, bases, or solvents should not be stored above shoulder height. Shelves should be painted or covered with chemical resistant paint or other chemical resistant

chemicals, use secondary containment for chemical storage to prevent spills and leaks.

In case of chemical getting in contact with skin or is being inhaled or is being swallowed or spilled into eyes, immediately refer the common safety data instruction displayed in local language or refer material safety data sheet of the available with safety manager. Always be aware of and educate work force on the locations of Eye Body Washer(s), Spill Kit(s), First aid Box (es), Fire Extinguisher(s) and Fire Alarm call points.

		Oxidizing	Flammable	Corrosive: ACD	Corrosive: BASE	Health hazard / toxic
Oxidizing		Green	Red	Yellow	Yellow	Yellow
Flammable		Red	Green	Red	Red	Yellow
Corrosive: ACD		Yellow	Red	Green	Red	Red
Corrosive: BASE		Yellow	Red	Red	Green	Yellow
Health hazard / toxic		Yellow	Yellow	Yellow	Yellow	Green

LEGEND

Not Compatible	Store according to SDS Section 7 and 10	Compatible
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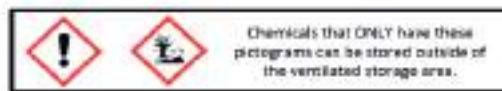
Note that two chemicals can have the same pictogram and still be incompatible!

Example: Acetic acid and triethylamine are both flammable, but cannot be stored together because they are an acid and a base.

coating. Shelves should be strong enough to hold chemicals being stored on them. Do not overload shelves.

All chemicals should be properly contained in secondary containment when required. This would include acids, bases and other incompatible waste and glass waste containers.

Safe handling of chemicals is important to prevent accidents, injuries, and environmental damage. Users have to be well trained to handle the chemicals. He might take some precautions to protect himself from injury and environmental pollution. Wearing PPE's such as Gum Boots, Gloves, Masks and Goggles should be worn before handling the chemicals, and respirator masks should be used when handling Acids, Ammonia, Aldehydes, Solvents and solvents containing



MRSL and RSL play a crucial role in chemical management by promoting safer products, ensuring regulatory compliance, managing supply chain risks, enhancing brand reputation, and aligning global supply chain

practices. Their importance will likely continue to grow as awareness of environmental and health impacts of chemicals increases globally.

About Author

Mr. Firoz Alam Talukder, has gained as a seasoned ESG practitioner of Leather and Footwear industries with both academic and professional track records. He is also certified auditor and practitioner for LWG internal auditing and preparation, SLCP, SEDEX, ISO14001, CMM, CrVI, H2S assessment, ZDHC (RSL/MRSL) and more sustainability performance indicators for the industry. He is also member of LWG Tannery of the Future Group and Traceability Working Group.



SHOE SIZING: BHA - THE NEW INDIAN SHOE SIZING SYSTEM

L&F Desk

Bha - a new footwear sizing system, specifically designed for Indians, is in the works. Named 'Bha' for 'Bharat', it aims to replace existing UK/European and US sizes. The findings of a recent survey -- conducted between December 2021 and March 2022, included 3D foot scanning of over 100,000 Indians across 79 locations -- provided insights into the size, dimensions, and structure of the average Indian foot.

Why does India need a new shoe sizing system?

INDIA is the second largest footwear producer after China with an annual production of 2257 million pairs. It has a huge domestic retail market, 2021 million pairs are sold domestically. Footwear (leather and non-leather) export accounts for about 43.5% share in India's total leather & leather products export.

The Footwear products mix: Gents 58%, Ladies 30%, Children 9% and others 3% footwear for the domestic market is predominantly produced in the small sectors or sometimes cottage sector. For very long, INDIA has been following the British Shoe Sizing System with equivalents to the European and American sizes. The Indian consumer is becoming increasingly aware of FOOT Comfort and Foot Health. Not always do the English sizes fit the shoe. Design of footwear is a complex, multidisciplinary task spanning many fields

of Science and Engineering. Comfort of a shoe and proper foot health is ensured by a proper footwear size.

The design of footwear is a complex, multidisciplinary task spanning many fields of Science and Engineering. The "comfort" of a shoe and proper foot health is of prime essence and can be achieved only by the Design and Manufacture of 'properly fitting footwear' which would ensure absolute comfort to the wearer and prevent foot debilitation caused due to the wearing of improper footwear. In the absence of a 'Footwear Sizing System' in India, it is imperative that an 'Indian Footwear Sizing system' be developed based on the Foot Dimensions of the Indian feet. This is essential because footwear made on adapted Sizing systems prevalent in other countries, as is being followed in India, can never be comfortable for our feet as the foot

■ REGULATIONS

characteristics are very different in India as compared to the feet of people from where this sizing system is adapted. The Bureau of Indian Standards has notified its Footwear Sizing standards under IS 1638 – 1969 standards published in 1969. This requires to be updated since the anatomy and functional requirements of footwear for children, youth and adults (both Men and Women) have changed in the last five decades and it has become necessary to design and develop scientifically correct footwear exclusively for them.

The “comfort” of a shoe and proper foot health is ensured by a proper “last” (3D representation of a foot). To arrive at the “last” parameters it is crucial that a foot measurement survey be carried out and anthropometric investigations of the feet be undertaken. Statistical techniques play a major role in this study as it is impossible to measure each and every person. Hence, CSIR-CLRI has embarked on a Project to capture the foot data pan India, statistically analyze the data and evolve the ‘Footwear Sizing System’ for the Indian feet.

Scope of Foot Survey

The main objective of this foot survey is to collect data on the anthropometric properties of the Indian population’s feet. It is expected that the survey:

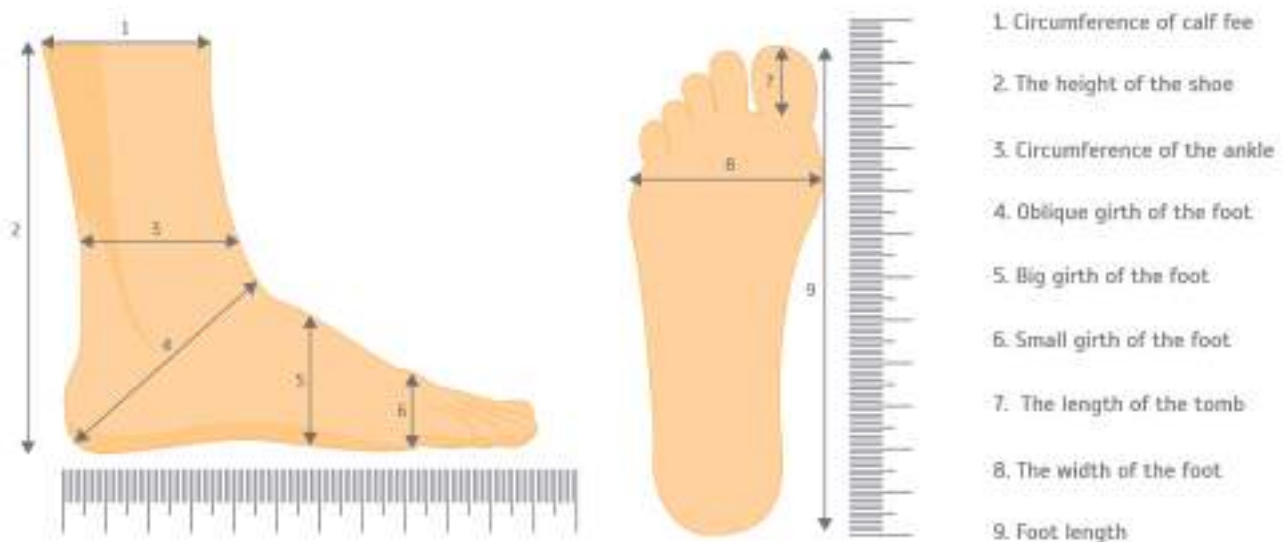
- Will reveal differences among various ethnic groups and geographic areas - if they exist or prove that no differentiation is needed when footwear is produced and supplied to any part of the country.
- Determine characteristic age and size groups requiring specific attention when footwear is designed for them.
- Set basic measurements to be used for marking sizes of footwear.
- Establish size ranges providing the required coverage of the population with footwear to be produced for retail.

C-GROUP	Childred (boys and girls aged 4-11)
G-GROUP	Girls (only girls aged 12-18)
B-GROUP	Boys (only boys aged 12-18)
W-GROUP	Women (only women aged 19-55)
M-GROUP	Men (only men aged 19-55)

- Produce rules and numerical databases for designing well-fitting shoe lasts with specified length and width groupings, which will ensure comfort to the wearer and prevent foot debilitation.

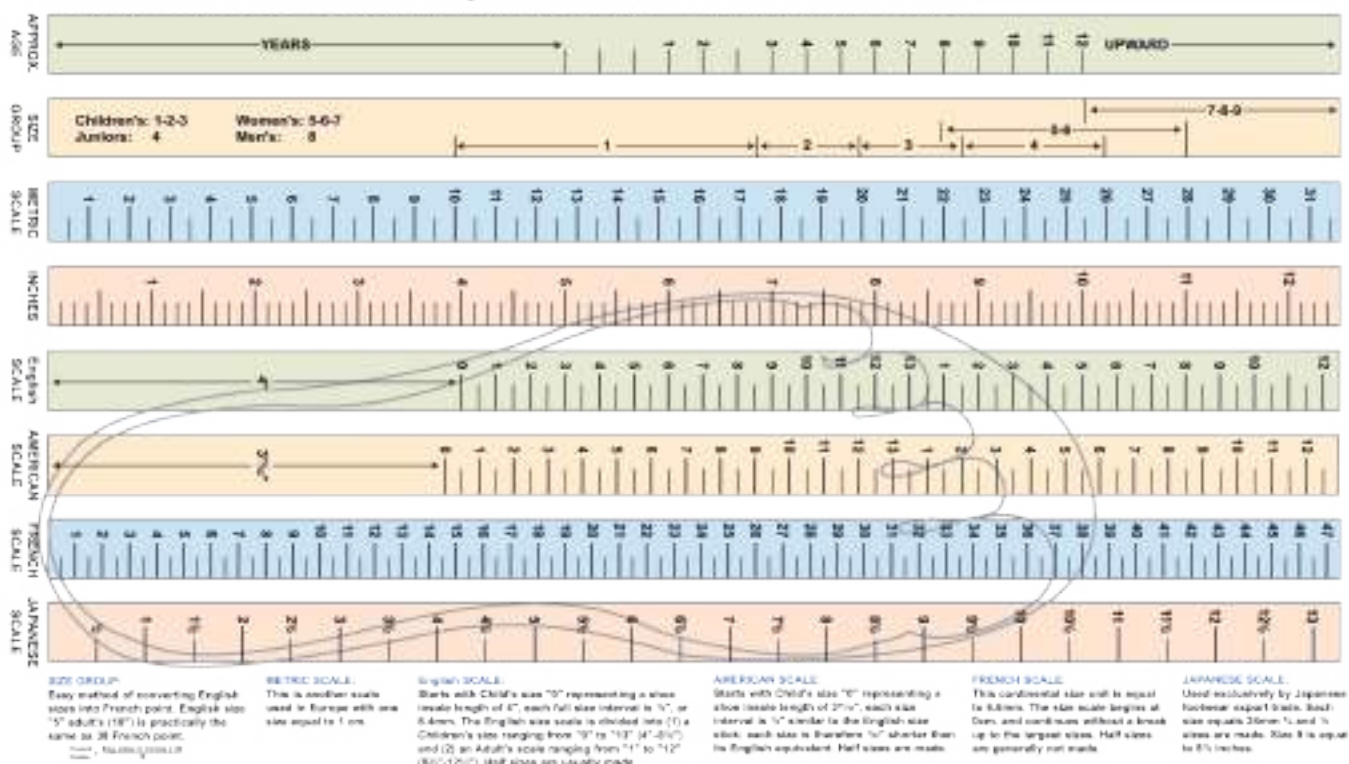
Methodology of the survey

- The sample sizes for measurement are first determined and the places of measurement are selected based on geographical, ethnic, social and biological variables.
- Based on the desired Confidence Level of the Survey and Error of Measurement inherent in any mass survey the Statistical Minimum Number of Feet Measurements that need to be taken is computed.
- The country is Zonated into 4 Zones (North, South, East (further split into North East and rest of East) and West).
- Based on the Foot Growth parameters the population is divided into various Age and Gender Groups which can be classified as:
- For a very ROBUST Survey and for better Statistical correlation it was decided that a total of 2 Lakh feet measurements would be taken pan India which would mean that we would be carrying out a total of 40,000 measurements in each of the above 5 groups for all zones combined.
- The Foot Measurement Technology that would be used is the most advanced “3D Digital Imaging”



COMPARATIVE SIZE CHART

ENGLISH VERSUS AMERICAN SIZES: To convert an English Size to American, add 1½ sizes, thus size 4 is marked size 5½



technique which comprises of a 3 Dimensional foot scanner which scans the foot form and the anatomical landmark points and measures automatically over twenty-foot measurement parameters through an optical laser scanning system.

- The scan data is captured as a cloud point data and can be saved and exported to various file formats like CSV, DXF, VRML and STL for further Statistical investigations.

What did the survey find?

The survey revealed that Indian feet are generally wider than those in Europe or America. It also revealed that the current footwear sizing system has many Indians wearing shoes that are either too large or have poor fitting. The survey further found that the average foot size growth for Indian women peaked at 11 years old, while for Indian men, it peaked at around 15 or 16 years old.

It revealed that shoelaces were often tightened excessively, disrupting normal blood flow for the wearer, which, in turn, led to discomfort, injuries, and foot health issues, especially among the elderly and people with diabetes.

What does the survey and 'Bha' recommend?

'Bha' proposes eight footwear sizes catering to different age groups, ranging from infants to adults. They are the following:

- I – infants (0 to 1 year)*
- II – babies (1 to 3 years)*

III – small children (4 to 6 years)

IV – children (7 to 11 years)

V – girls (12 to 13 years)

VI – boys (12 to 14 years)

VII – women (14 years and above)

VIII – men (15 years and above)

The adoption of 'Bha' would streamline the manufacturing process, as footwear manufacturers would only need to produce eight sizes, eliminating the need for half-sizes and reducing the complexity of the current sizing systems.

The survey also recommends initially working on manufacturing footwear sizes III to VIII for commercial purposes as this would cover about 85 per cent of the population.

How will Bha be implemented?

To ensure the efficacy of 'Bha', users will be provided with footwear manufactured according to the new standards for trial, testing, and feedback. It is anticipated that 'Bha' will be fully implemented by 2025, heralding a new era of comfortable, well-fitted footwear for Indians nationwide. With 'Bha', both users and footwear manufacturers stand to benefit.

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1. The Leather Post (CSRI – Central Leather Research Institute), volume no 5, edition 6, Nov 2020
2. What is Bha: The new shoe sizing system proposed specifically for Indians | India News - Business Standard (business-standard.com)

10 COMMON FOOT PROBLEMS: CAUSES AND TREATMENT

Naveed Anwar, PhD

Foot health is crucial for overall well-being, yet it's often overlooked until problems arise. From minor aches to severe conditions, foot issues can significantly impact your quality of life. Understanding common foot problems, their causes, and effective treatments is essential for maintaining healthy feet. This article explores ten prevalent foot issues, supported by past research, and offers practical advice for prevention and management.

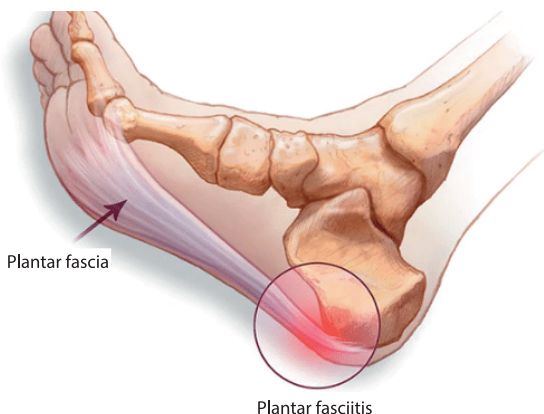
01 Plantar Fasciitis

Plantar fasciitis is characterized by pain at the bottom of the heel. It is predominantly seen in runners, overweight individuals, and those wearing unsupportive footwear. A study by Riddle et al. (2003) found that specific stretches and strengthening exercises can alleviate symptoms and prevent recurrence.

Causes

Plantar fasciitis occurs when the plantar fascia, a thick band of tissue running across the bottom of your foot, becomes inflamed. Common causes include:

- Overuse from activities like running or standing for long periods.
- Poor footwear lacks adequate support.
- Obesity, increases stress on the foot.



Treatments

- Rest and apply ice to reduce inflammation.
- Stretching exercises to improve flexibility.
- Orthotic devices for better arch support.
- Physical therapy and, in severe cases, corticosteroid injections.

02 Bunions

A bunion is a bony bump that forms on the joint at the base of the big toe. Genetics, footwear choices, and biomechanical imbalances contribute to its development. Conservative management, including proper footwear and orthotics, is often recommended as initial therapy (Nix et al., 2010).

Causes

A bunion is a bony bump that forms on the joint at the base of your big toe, often due to:

- Genetic predisposition.
- Wearing tight or narrow shoes.
- Arthritis.



Treatments

- Wearing wide-toed shoes to alleviate pressure.
- Using padding or splints to reduce discomfort.
- Medications to manage pain.
- Surgical intervention is needed for severe cases.

03 Athlete's Foot

A fungal infection that leads to itchy, red, and cracked skin. It's highly contagious and can spread in damp communal areas like gyms or swimming pools.

Antifungal treatments and maintaining dry, clean feet can prevent its spread (Foster et al., 2014).

Causes

This fungal infection thrives in warm, moist environments and spreads through:

- Direct contact with infected surfaces.
- Wearing damp socks or tight shoes.
- Poor foot hygiene.



Treatments

- Antifungal creams or sprays.
- Keeping feet dry and clean.
- Wearing breathable, moisture-wicking socks.
- Avoid sharing personal items like towels and footwear.

04

Ingrown Toenails

Ingrown toenails occur when the nail grows into the toe skin, leading to pain and infection. Improper nail trimming, tight footwear, and toe injuries are common causes. Prevention includes proper nail care and selecting appropriate footwear (Singh et al., 2005).

Causes

Ingrown toenails develop when the edges of the toenail grow into the surrounding skin, often due to:

- Improper nail trimming.
- Tight-fitting shoes.
- Injury to the toenail.



Treatments

- Soaking feet in warm water to soften the skin.
- Gently lift the nail and place cotton under it.
- Antibiotics for infection.
- Surgery in persistent cases.

05

Hammertoe

Hammertoes are deformities of the second, third, or fourth toes, causing them to bend at the middle joint. Factors include improper footwear, muscle imbalance, and genetic predisposition. Physical therapy and proper shoe fit are effective non-surgical treatments (Smith et al., 2007).

Causes

Hammertoe is a deformity causing one or more toes to bend downward, primarily caused by:

- Wearing tight shoes.
- Muscle imbalance.
- Trauma.



Treatments

- Switching to comfortable footwear.
- Orthotic devices to correct toe position.
- Exercises to strengthen toe muscles.
- Surgery if conservative measures fail.

06

Heel Spurs

Heel spurs are bony growths on the heel bone, often associated with plantar fasciitis. They can occur due to excessive foot strain and poor arch support. Treatment may involve orthotic support and physical therapy (Khan et al., 2009).

Causes

Heel spurs are bony growths on the heel bone, often resulting from:

- Long-term strain on foot muscles and ligaments.
- Arthritis.
- Excess weight.



TECHNOLOGY

Treatments

- Rest and apply ice.
- Stretching exercises for the Achilles tendon.
- Orthotic devices for better heel support.
- Surgery in severe, chronic cases.



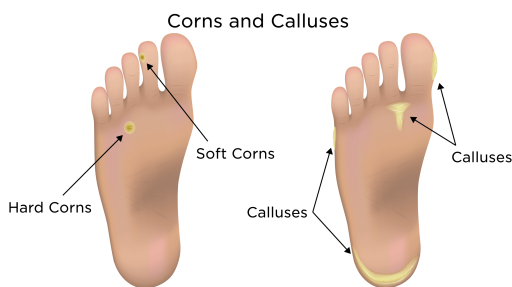
07 Corns and Calluses

These are areas of thickened skin caused by friction and pressure. They are commonly found in individuals who frequently wear ill-fitting shoes. Treatment focuses on relieving pressure and can include wearing protective padding or using medicated creams (Jones et al., 2012).

Causes

These thickened skin areas develop due to:

- Repeated friction or pressure.
- Ill-fitting shoes.
- Abnormal foot mechanics.



Treatments

- Using protective pads.
- Applying moisturizing lotions.
- Pumice stones to gently remove excess skin.
- Orthotic devices to redistribute pressure.

08 Flat Feet

Flat feet, or fallen arches, can lead to pain and discomfort due to altered biomechanics. In many cases, supportive shoes and orthotics are sufficient to provide relief and improve foot function (Singh et al., 2008).

Causes

Flat feet occur when the arches of the feet flatten out, often caused by:

- Genetic factors.
- Injury.
- Rheumatoid arthritis.

Treatments

- Supportive footwear and orthotics.
- Physical therapy.
- Weight management to reduce strain on the feet.
- Surgery in severe cases with significant symptoms.

09 Gout

Gout is a form of arthritis that affects the feet, particularly the big toe joint, causing severe pain and swelling. It results from elevated uric acid levels in the blood. Dietary management and medication can control gout attacks (Choi et al., 2005).

Causes

Gout is a type of arthritis characterized by sudden, severe pain, redness, and tenderness, typically in the big toe, caused by:

- High levels of uric acid in the blood.
- Dietary factors (e.g., excessive consumption of red meat and alcohol).
- Genetics.



Treatments

- Medications to lower uric acid levels.
- Anti-inflammatory drugs for pain relief.
- Lifestyle changes, including dietary adjustments.
- Hydration to help flush uric acid from the system.

10 Morton's Neuroma

Morton's neuroma is a painful condition that affects the ball of your foot, most commonly the area between your third and fourth toes. Morton's neuroma may feel

as if you are standing on a pebble in your shoe or on a fold in your sock.

Causes

Morton's neuroma is a thickening of tissue around a nerve leading to the toes, often resulting from:

- Wearing high-heeled or tight shoes.
- Activities that place pressure on the forefoot.
- Abnormal foot structure.



Treatments

- Changing to comfortable, flat shoes.
- Custom orthotics.
- Corticosteroid injections for inflammation.
- Surgery if symptoms persist despite conservative treatments.

Conclusion

Foot problems can significantly impact mobility and quality of life, but understanding their causes and treatments can help in effective management. Preventive measures, such as wearing appropriate footwear, maintaining good hygiene, and performing regular foot exercises, are essential. If you experience persistent foot issues, consulting a healthcare professional is crucial for accurate diagnosis and treatment.

Maintaining foot health is a lifelong commitment. By taking proactive steps and staying informed about common foot problems, you can ensure your feet remain strong and healthy, supporting you in all your daily activities.

By leveraging past research and integrating practical advice, this article aims to provide a comprehensive overview of common foot problems and their management strategies. Stay proactive and attentive to your foot health to avoid complications and maintain a high quality of life.

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About Author

Mr. Naveed Anwar, PhD, A committed and passionate professional footwear expert, has consistently been to transcend the limits of innovation and design within the footwear industry.

LEATHER INDUSTRY TO GET DEDICATED AUTHORITY, GOVT UNVEILS DRAFT ACT

L&F Hive Desk

On Jun 13 2024, the Ministry of Industries released a draft of the "Bangladesh Leather Industry Management Authority Act 2024" on its website, aimed at overseeing and fostering the growth of this critical industry. Officials concerned with the Act said the feedback from stakeholders will be considered before finalizing the law.

The government has taken the initiative to establish a dedicated authority for the development and management of the country's leather industry, the second-largest export sector. On 13 Jun 2024, the Ministry of Industries released a draft of the "Bangladesh Leather Industry Management Authority Act 2024" on its website, aimed at overseeing and fostering the growth of this critical industry.

The proposed authority will be responsible for establishing and managing both public and private leather industry zones, ensuring effective oversight and development initiatives.

This move comes in response to demands from leather industry businesses and stakeholders for a separate entity under the Prime Minister's Office to reduce dependence on the ready-made garment sector and diversify the country's export portfolio.

Prime Minister Sheikh Hasina announced the formation of such an authority on 12 October last year, during the inauguration of the Bangladesh Leather Footwear and Leather Goods International Sourcing Show (BLISS 2023). Officials concerned with the Act said the feedback from stakeholders will be considered before finalizing the law.

PROPOSED DRAFT OF BANGLADESH LEATHER INDUSTRY MANAGEMENT AUTHORITY ACT 2024

The authority will be responsible for establishing and managing both public and private leather industry zones, ensuring effective oversight and development initiatives.

Prime Minister Sheikh Hasina announced the formation of such an authority on 12 October last year, during the inauguration of the BLISS 2023. The authority will consist of a chairman and three

members. The chairman will hold the rank of an additional secretary, and the members will be selected from joint secretary-ranked officials.

The authority will operate under an eight-member board, chaired by the secretary or senior secretary of the Ministry of Industries, with the chairman of the Leather Industry Management Authority serving as the member secretary. Other members will include the chairman of BSCIC, representatives from the Ministry of Environment, Forest and Climate Change, the Ministry of Commerce, the director of the ILET, DU, the president of the BTA, and the president of the BFLLEA.

The main office will be located in the Savar Leather Industrial Zone.

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1. Separate authority for leather industry on cards, govt unveils draft act | The Business Standard (tbsnews.net)
2. bd Leather Industry Management Authority Act 2024 Draft (moind.gov.bd)



বাংলাদেশ চামড়া শিল্প ব্যবস্থাপনা কর্তৃপক্ষ আইন, ২০২৪ (খসড়া)

বাংলাদেশ চামড়া শিল্প ব্যবস্থাপনা কর্তৃপক্ষ গঠন এবং ইহার সুষ্ঠু ব্যবস্থাপনা, পরিচালনা এবং উন্নয়নের জন্য বাংলাদেশ চামড়া শিল্প ব্যবস্থাপনা কর্তৃপক্ষ প্রতিষ্ঠাকল্পে প্রণীত আইন।

যেহেতু বাংলাদেশ চামড়া শিল্প ব্যবস্থাপনা কর্তৃপক্ষ গঠন ও বিকাশের নিমিত্তে এবং ইহার সুষ্ঠু ব্যবস্থাপনা, পরিচালনা, উন্নয়ন এবং আনুষঙ্গিক বিষয়াদির জন্য “ বাংলাদেশ চামড়া শিল্প ব্যবস্থাপনা কর্তৃপক্ষ” প্রতিষ্ঠাকল্পে বিধান করা সমীচীন ও প্রয়োজনীয়:-

সেহেতু এতদ্বারা নিম্নরূপ আইন করা হইল :-

১। **সংক্ষিপ্ত শিরোনাম ও প্রবর্তন**।---(১) এই আইন ‘বাংলাদেশ চামড়া শিল্প ব্যবস্থাপনা কর্তৃপক্ষ আইন, ২০২৪’ নামে অভিহিত হইবে।

(২) সরকার, সরকারী গেজেটে প্রজ্ঞাপন দ্বারা, যে তারিখ নির্ধারণ করিবে সেই তারিখে এই আইন কার্যকর হইবে।

২। **সংজ্ঞা**।--বিষয় বা প্রসংগের পরিপন্থী কোন কিছু না থাকিলে, এই আইনে-

(১) "কর্তৃপক্ষ" অর্থ এই আইনের ধারা ৩ অনুযায়ী প্রতিষ্ঠিত বাংলাদেশ “চামড়া শিল্প ব্যবস্থাপনা কর্তৃপক্ষ”;

(২) "চেয়ারম্যান" অর্থ বাংলাদেশ চামড়া শিল্প ব্যবস্থাপনা কর্তৃপক্ষের চেয়ারম্যান;

(৩) "নির্ধারিত" অর্থ এই আইন ও এই আইনের অধীনে প্রণীত বিধিমালা দ্বারা নির্ধারিত;

(৪) "বোর্ড" অর্থ এ আইনের ধারা ৮ অনুযায়ী গঠিত বোর্ড

(৫) প্রবিধান: এই আইনের অধীনে প্রণীত প্রবিধান

(৬) "বিধি" অর্থ এই আইনের অধীন প্রণীত বিধি;

(৭) "ব্যক্তি" ব্যক্তি অর্থে চামড়া শিল্প নগরীতে শিল্প স্থাপনে আগ্রহী ব্যক্তি, ব্যক্তি মালিকানাধীন প্রতিষ্ঠান, কোম্পানী, অংশীদারী কারবার, ফার্ম বা অন্য কোন সংস্থাও উহার অন্তর্ভুক্ত হইবে;

(৮) "সভাপতি" অর্থ বোর্ডের সভাপতি; এবং

(৯) সদস্য অর্থ বোর্ডের সদস্য

৩। **কর্তৃপক্ষ প্রতিষ্ঠা**।--- (১) এই আইন কার্যকর হইবার পর সরকার, যতশীঘ্র সম্ভব, এই আইনের উদ্দেশ্য পূরণকল্পে, সরকারি গেজেটে প্রজ্ঞাপন দ্বারা, চামড়া শিল্প ব্যবস্থাপনা কর্তৃপক্ষ নামে একটি কর্তৃপক্ষ প্রতিষ্ঠা করিবে।

(২) কর্তৃপক্ষ একটি সংবিধিবদ্ধ সংস্থা হইবে এবং উহার স্থায়ী ধারাবাহিকতা ও একটি সাধারণ সীলমোহর থাকিবে এবং এই আইনের বিধানাবলী সাপেক্ষে, ইহার স্থাবর ও অস্থাবর উভয় প্রকার সম্পদ অর্জন, সংরক্ষণ ও হস্তান্তর করিবার ক্ষমতা থাকিবে এবং কর্তৃপক্ষ উহার নামে মামলা দায়ের করিতে পারিবে এবং উহার বিরুদ্ধে মামলা দায়ের করা যাইবে।

৪। **প্রধান কার্যালয়**।--কর্তৃপক্ষের প্রধান কার্যালয় ঢাকার সাভারস্থ চামড়া শিল্প নগরীতে থাকিবে এবং প্রয়োজনবোধে, সরকারের পূর্বানুমোদনক্রমে, দেশের যে কোন স্থানে উহার শাখা কার্যালয় স্থাপন করা যাইবে।

৫। **কর্তৃপক্ষ গঠন**, ইত্যাদি:- (১) একজন চেয়ারম্যান ও তিনজন সদস্য সমন্বয়ে কর্তৃপক্ষ গঠিত হইবে।

(২) সরকার, সরকারী প্রজ্ঞাপন দ্বারা অতিরিক্ত সচিব পদমর্যাদার একজনকে চেয়ারম্যান ও সদস্যগণ এবং যুগ্মসচিব পদমর্যাদার কর্মকর্তাদের মধ্য হতে সদস্যগণকে নিযুক্ত করিবেন।

৬। **কর্তৃপক্ষের উদ্দেশ্য ও কার্যাবলী**।----কর্তৃপক্ষের উদ্দেশ্য হইবে বাংলাদেশে চামড়া শিল্প স্থাপন ও বিকাশের জন্য দেশের বিভিন্ন স্থানে সরকার কর্তৃক অথবা বেসরকারি উদ্যোগে চামড়া শিল্প নগরী স্থাপন এবং উহার সুষ্ঠু ব্যবস্থাপনা, পরিচালনা, উন্নয়ন এবং অন্যান্য আনুষঙ্গিক বিষয়াদি সম্পর্কে কার্যকর পদক্ষেপ গ্রহণ করা

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৭। সাধারণ পরিচালনা ও প্রশাসন।----(১) কর্তৃপক্ষের বিষয়াদি ও সাধারণ কার্যাবলী পরিচালনা ও প্রশাসন বোর্ডের উপর ন্যস্ত থাকিবে এবং কর্তৃপক্ষ যে সকল ক্ষমতা প্রয়োগ ও কার্যসম্পাদন করিতে পারিবে, বোর্ডও সেই সকল ক্ষমতা প্রয়োগ ও কার্যসম্পাদন করিতে পারিবে।

(২) কর্তৃপক্ষ উহার দায়িত্ব পালন ও কার্যসম্পাদনের ক্ষেত্রে এই আইন, বিধি, প্রবিধি ও সরকার কর্তৃক সময় সময় প্রদত্ত ও জারীকৃত আদেশ ও নির্দেশনা অনুসরণ করিবে।

৮। বোর্ড --- (১) এই আইনের উদ্দেশ্য পূরণকল্পে কর্তৃপক্ষের একটি বোর্ড থাকিবে, যাহার সভাপতি হইবেন সচিব/সিনিয়র সচিব, শিল্প মন্ত্রণালয়। অন্যান্য সদস্যগণ নিম্নরূপ

(ক)	চেয়ারম্যান, বিসিক	সদস্য
(খ)	প্রতিনিধি, বন ও জলবায়ু, মন্ত্রণালয় (অন্যনু যুগ্মসচিব)	সদস্য
(গ)	প্রতিনিধি, বাণিজ্য মন্ত্রণালয় (অন্যনু যুগ্মসচিব)	সদস্য
(ঘ)	পরিচালক, ইনস্টিটিউট অব লেদার ইঞ্জিনিয়ারিং এন্ড টেকনোলজি, ঢাকা বিশ্ববিদ্যালয়	সদস্য
(ঙ)	সভাপতি, বাংলাদেশ ট্যানার্স এসোসিয়েশন (বিটিএ)	সদস্য
(ছ)	সভাপতি, বাংলাদেশ ফিনিসড লেদার, লেদারগুডস এন্ড ফুটওয়্যার এক্সপোর্টার্স এসোসিয়েশন অব বাংলাদেশ	সদস্য
(জ)	চেয়ারম্যান, বাংলাদেশ চামড়া শিল্প ব্যবস্থাপনা কর্তৃপক্ষ	সদস্য-সচিব

(২) বোর্ড প্রয়োজনবোধে, সংশ্লিষ্ট বিষয়ে অভিজ্ঞ যে কোন ব্যক্তিকে বোর্ডের সদস্য হিসাবে অন্তর্ভুক্ত করিতে অথবা কোন সদস্যকে বোর্ড হইতে অব্যাহতি প্রদান করিতে পারিবে।

৯। সভা।--- (১) এই আইনের বিধানাবলী সাপেক্ষে, বোর্ড উহার সভার কার্য পদ্ধতি নির্ধারণ করিবে।

(২) বোর্ড সভাপতির সহিত পরামর্শক্রমে, বোর্ডের সদস্য-সচিব, বোর্ড সভাপতি কর্তৃক নির্ধারিত সময় ও স্থানে বোর্ড এর সভা আহ্বান করিবেন।

১০। বোর্ড এর দায়িত্ব ও কার্যাবলী।---বোর্ড এই আইনের উদ্দেশ্য পূরণকল্পে, নিম্নরূপ দায়িত্ব ও কার্যাবলী সম্পাদন করিবে, যথা :-

(ক) চামড়া শিল্প ব্যবস্থাপনা কর্তৃপক্ষের উন্নয়ন, পরিচালনা, ব্যবস্থাপনা এবং নিয়ন্ত্রণ বিষয়ক আবশ্যিকীয় নীতিমালা প্রণয়ন;

(খ) কর্তৃপক্ষের ব্যবস্থাপনা কার্যক্রম সুষ্ঠু ও সুচারুভাবে পরিচালনার লক্ষ্যে প্রয়োজনীয় আদেশ প্রদান ও নির্দেশনা জারী;

(গ) চামড়া শিল্প ব্যবস্থাপনা কর্তৃপক্ষকে বিনিয়োগকারীদের প্রদেয় সুবিধাদি নির্ধারণ;

(ঘ) চামড়া শিল্প ব্যবস্থাপনা কর্তৃপক্ষের ভূমি, ভবনের স্পেস বরাদ্দ, ভাড়া ও ইজারা প্রদানের শর্তাবলী ও হার নির্ধারণ;

(ঙ) সরকারি ও বেসরকারি অংশীদারিত্বে চামড়া শিল্প ব্যবস্থাপনা কর্তৃপক্ষ নির্মাণের জন্য শর্তাবলী নির্ধারণ; এবং (চ) চামড়া শিল্প ব্যবস্থাপনা কর্তৃপক্ষের উন্নয়ন, বিকাশ ও সুষ্ঠু ব্যবস্থাপনা সংশ্লিষ্ট অন্য যে কোন বিষয়। ১১। কর্মকর্তা ও কর্মচারী নিয়োগ। (১) সরকার কর্তৃক অনুমোদিত সাংগঠনিক কাঠামো সাপেক্ষে কর্তৃপক্ষ উহার কার্যাবলী সুষ্ঠুভাবে সম্পাদনের উদ্দেশ্যে প্রয়োজনীয় সংখ্যক কর্মকর্তা ও কর্মচারী নিয়োগ করিবে : (২) কর্তৃপক্ষ কর্তৃক কর্মকর্তা/ কর্মচারী নিয়োগ ও চাকুরীর কার্যাবলী প্রবিধান দ্বারা নির্ধারিত হইবে।

১২। ক্ষমতা অর্পণ: কর্তৃপক্ষ, সাধারণ অথবা কোন বিশেষ আদেশ দ্বারা, উহার যে কোন ক্ষমতা বা দায়িত্ব সুনির্দিষ্ট শর্তে চেয়ারম্যান, অন্য কোন সদস্য বা উহার কোন কর্মকর্তাকে অর্পণ করিতে পারিবে।

১৩। কর্তৃপক্ষের তহবিল: (১) কর্তৃপক্ষের একটি তহবিল থাকিবে এবং উহাতে নিম্নবর্ণিত অর্থ জমা হইবে, যথা:-

(ক) সরকার নিকট হতে প্রাপ্ত অনুদান;

(খ) সরকার কর্তৃক অনুমোদিত কোনো উৎস হইতে গৃহীত ঋণ;

(গ) কোন স্থানীয় কর্তৃপক্ষ বা কোন ব্যক্তি/ প্রতিষ্ঠান কর্তৃক প্রদত্ত অনুদান ;

- (ঘ) ব্যাংক গচ্ছিত অর্থ হইতে প্রাপ্ত সুদ; এবং
 (ঙ) কর্তৃপক্ষ কর্তৃক আদায়কৃত কর, টোল রেইট ও ফিস;
 (চ) অন্য কোন বৈধ উৎস হইতে প্রাপ্ত অর্থ

১৪। **বাজেট :** কর্তৃপক্ষ প্রতি বৎসর সরকার কর্তৃক নির্ধারিত সময়ের মধ্যে পরবর্তী অর্থ বৎসরের বার্ষিক বাজেট বিবরণী সরকার কর্তৃক নির্ধারিত ফরমে অনুমোদনের জন্য সরকারের নিকট পেশ করিবে এবং উহাতে উক্ত অর্থ বৎসরে সরকারের নিকট হইতে কর্তৃপক্ষের কি পরিমাণ অর্থের প্রয়োজন, উহার উল্লেখ থাকিবে

১৫। **হিসাব রক্ষণ ও নিরীক্ষা:** (১) কর্তৃপক্ষ নির্ধারিত পদ্ধতিতে ও ফরমে উহার হিসাব রক্ষণ করিবে এবং হিসাবের বার্ষিক বিবরণী প্রস্তুত করিবে।

(২) বাংলাদেশ মহা হিসাব-নিরীক্ষক ও নিয়ন্ত্রক, অতঃপর মহা হিসাব- নিরীক্ষক নামে অভিহিত, প্রতি বৎসর কর্তৃপক্ষের হিসাব নিরীক্ষা করিবেন এবং নিরীক্ষা প্রতিবেদনের একটি করিয়া অনুলিপি সরকার ও কর্তৃপক্ষের নিকট প্রেরণ করিবেন।

(৩) উপ-ধারা (২) মোতাবেক হিসাব নিরীক্ষার উদ্দেশ্যে মহা হিসাব- নিরীক্ষক কিংবা তাহার নিকট হইতে ক্ষমতাপ্রাপ্ত কোন ব্যক্তি কর্তৃপক্ষের সকল রেকর্ড, দলিল-দস্তাবেজ, নগদ বা ব্যাংকে গচ্ছিত অর্থ, জামানত, ভান্ডার এবং অন্যবিধ সম্পত্তি পরীক্ষা করিয়া দেখিতে পারিবেন এবং কর্তৃপক্ষের যে কোন সদস্য, কর্মকর্তা ও কর্মচারীকে জিজ্ঞাসাবাদ করিতে পারিবেন।

(৪) কর্তৃপক্ষের হিসাব প্রত্যেক অর্থ বৎসরে একবার বোর্ড কর্তৃক নিযুক্ত কোন নিরীক্ষক দ্বারা পরীক্ষিত ও নিরীক্ষিত হইবে।

(৫) কর্তৃপক্ষ উক্ত নিরীক্ষককে বোর্ড কর্তৃক নির্ধারিত হারে পারিতোষিক দিবেন।

(৬) প্রত্যেক অর্থ বৎসর সমাপ্তির দুই মাসের মধ্যে কর্তৃপক্ষের হিসাব নিরীক্ষা প্রতিবেদন অনুমোদিত হইতে হইবে।

১৬। **প্রতিবেদন:** (১) প্রতি অর্থ বৎসর শেষ হইবার পরবর্তী তিন মাসের মধ্যে কর্তৃপক্ষ তৎকর্তৃক উক্ত অর্থ বৎসরে সম্পাদিত কার্যাবলীর বিবরণ সম্বলিত বার্ষিক প্রতিবেদন সরকারের নিকট পেশ করিবে।

(২) সরকার, প্রয়োজনমতে, কর্তৃপক্ষের নিকট হইতে যে কোন সময় উহার যে কোন কাজের প্রতিবেদন বা বিবরণী আহ্বান করিতে পারিবে এবং কর্তৃপক্ষ উহা সরকারের নিকট প্রেরণ করিতে বাধ্য থাকিবে।

১৭। **কর্তৃপক্ষের জন্য জমি হুকুমদখল বা অধিগ্রহণ:** কর্তৃপক্ষের কার্যাবলী সম্পাদনের জন্য কোন জমি প্রয়োজন হইলে উহা জনস্বার্থে প্রয়োজনীয় বলিয়া বিবেচিত হইবে এবং এতদুদ্দেশ্যে উহা সরকারের এ সংক্রান্ত বিধি-বিধান মোতাবেক হুকুমদখল বা অধিগ্রহণ করা যাইবে।

১৮। **বিধিমালা প্রণয়নের ক্ষমতা:** সরকার এই আইনের উদ্দেশ্য পূরণকল্পে, সরকারী গেজেটে প্রজ্ঞাপন দ্বারা, বিধি প্রণয়ন করিতে পারিবে।

১৯। **প্রবিধান প্রণয়নের ক্ষমতা:** এই আইনের উদ্দেশ্য পূরণকল্পে সরকার, সরকারি গেজেটে প্রজ্ঞাপন দ্বারা, এ বিধান প্রণয়ন করিতে হইবে।

২০। **অসুবিধা দূরীকরণ:** এই আইনের বিধানাবলী কার্যকর করিবার ক্ষেত্রে কোন অসুবিধা দেখা দিলে সরকার উক্ত অসুবিধা দূরীকরণার্থে লিখিত আদেশ দ্বারা, প্রয়োজনীয় যে কোন ব্যবস্থা গ্রহণ করিতে পারিবে।

২১। **ইংরেজিতে অনূদিত পাঠ প্রকাশ।** --(১) এই আইন কার্যকর হইবার পর সরকার, সরকারি গেজেটে প্রজ্ঞাপন দ্বারা, এই আইনের মূল বাংলা পাঠের ইংরেজিতে অনূদিত একটি নির্ভরযোগ্য পাঠ (Authentic English Text) প্রকাশ করিবে।

(২) বাংলা ও ইংরেজি পাঠের মধ্যে বিরোধের ক্ষেত্রে বাংলা পাঠ প্রাধান্য পাইবে

STUDY IN LEATHER & FOOTWEAR

L&F Desk

The leather industry is one of the fastest-growing industries in the world. Footwear has become an indispensable fashion accessory. As a result, considerable attention is now centered on designing and creating footwear which are fashionable as well as long-lasting. In addition, the use of synthetic is also increasing because of growing demand. Hence, if you specialize in Leather Goods and Footwear Technology, you will be entering a flourishing new industry.

Career possibilities in Leather Goods and Footwear Technology

A specialist in Leather Goods and Footwear Technology generally works on one of the following aspects of this industry.

- You can get involved in the designing side where you design and choose the best combination of material for footwear, belts, bags, purses, baggage, toys, upholstery etc.
- You can work in the leather industry on the production side. These deal with the production of a wide range of leather goods including footwear, luggage, sports gear, hydraulic gear, seats etc.
- Leather industry is classified as a small-scale labor-intensive industry. As such, it gets a number of government benefits. If you specialize in Leather Goods and Footwear Technology, you can open your own unit also.
- Finally, you can decide to go into research and academics. There is ample scope of research in leather technology, especially those involving artificial leather. You can also teach Leather Goods and Footwear Technology in the training institutes.

Lleida University

In Igualada, Spain

Website: www.udl.cat/ca/en



Universitat de Lleida (UdL) develops its activities in the heart of the Leather Cluster Barcelona where one can find the bulk of the Spanish tanning industry. Its reputation in R&D and process innovation has reached all Spanish speaking countries which send their best

students in leather technology for upskilling; offering a high reputable Master's degree in Leather Engineering, advanced skills and multidisciplinary training to train professionals in competitiveness, sustainability and innovation.

ITECH

In Lyon, France

Website: www.itech.fr/en



ITECH has a diversified leather education offer that spans from tanning to all the major leather applications in the fashion industry with unique links to the French luxury sector and its Global supply chains. ITECH is offering a 4 years' degree in Engineering certified by Commission of Engineering Titles, which focuses on four majors: Formulation Chemistry (Paints, Inks, Adhesives, Cosmetics); Plastic Materials, Textile Materials and Leather.

EGE University

In Izmir, Turkey

Website: ege.edu.tr/eng-0/homepage.html



EGE attracts a high-level leather education and a diversified industrial hinterland in Izmir and Istanbul, as well as other dedicated leather clusters in Turkey. EGE offer in the scope of the project is covering a four years Leather Engineering Degree, being the Bachelor's Degree in Leather Engineering awarded to the graduates who have successfully completed the curricula and defended their thesis proposal and thesis work.

CIATEC

In Guanajuato, Mexico

Website: <https://www.ciatec.mx/en>



CIATEC promotes the technological development of the footwear, automotive and leather industry. Its capabilities to serve the leather, footwear and leather-goods industry have been enhanced, becoming one of the best providers in Latin America. This program offers Master and PHD degrees in Environmental Engineering and Industrial Engineering. CIATEC also offers a Specialization Programme on Tanning, along with the University of Lleida, as well as a Continuous Education Programme.

CSIR-CLRI

In Chennai, India

Website: www.clri.org



CSIR Central Leather Research Institute, Chennai was established in 1948 to provide quality education in the stream of Engineering and Architecture. The institute offers courses in the branch of Leather Technology and Chemical engineering to fulfil the needs of leather and Allied industries. CSIR Central Leather Research Institute, Chennai is affiliated with Anna University, Chennai. CSIR Central Leather Research Institute, Chennai offers undergraduate, postgraduate, doctoral and diploma courses in full-time mode.

ILET

In Dhaka, Bangladesh

Website: du.ac.bd/body/ILET



Institute of Leather Engineering and Technology (ILET) is affiliated as Institute of Dhaka University, aims at creating efficient human resources in the fields of the leather industry, the leather products industry, and the footwear industry. ILET is committed to providing students with the very best education and training opportunities to enable them to utilize their potential toward their ambitions through bachelor and masters degree in Leather, Footwear, and Leather Products Engineering. The students are strongly involved in applied research related to Leather, Environmental Science and related Engineering; project work (honors final year) and thesis (masters).

De Montfort University

In Leicester, United Kingdom

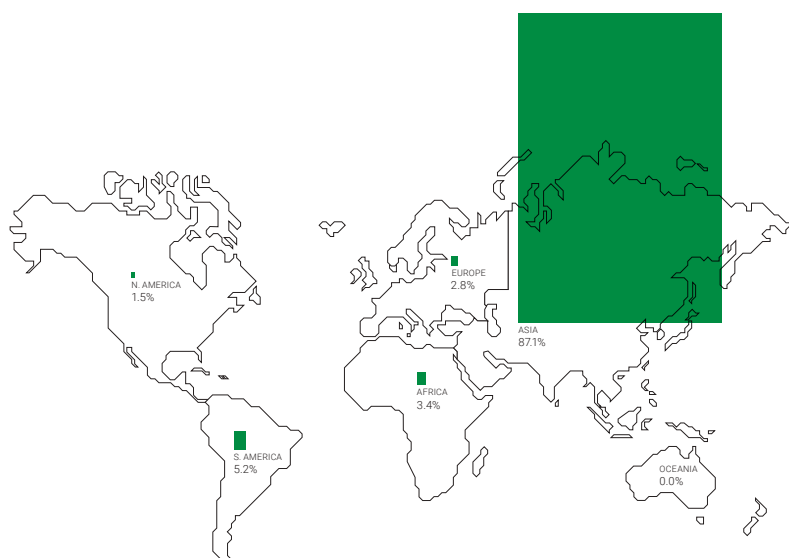
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Through this 3-years BA (Hons) course in shoe design and technical making skills will be developed, emphasizing the crucial relationship between design and manufacture and the needs of the footwear industry. You can specialize in performance footwear, unique for a UK university, or men's, women's, or children's footwear. You will develop drawing and illustration, bespoke biomechanics and model prototyping skills, along with the ability to present and communicate ideas and concepts to a high professional standard. You will learn technical modern shoemaking skills and make a range of prototype shoes using our excellent specialist studio facilities, including 3D design equipment.

WORLD FOOTWEAR PRODUCTION REPORT

L&F Hive Desk



PRODUCTION:

Global footwear production in 2023 reached 22.4 billion pairs, a 6% decrease over the previous year. Regional variations were significant with production falling more sharply in Africa (-14%), Asia (-7%) and Europe (-5%) by comparison with other continents. As a result, Asia slightly decreased its dominant share of global production. Over the past decade - excluding the COVID-19-induced decline in 2020 - footwear production remained relatively stable between 22 and 24 billion pairs. During this period, significant decreases were observed in Europe (-25%), North America (-18%), and Oceania (-17%), while Asia (-3%) and South America (-1%) experienced modest falls. Africa stood out with substantial growth (+38%). These shifts

indicate a redistribution of market share across regions. Africa gained ground while traditional manufacturing hubs in Europe and North America saw their shares diminish.

22.4 billion pairs of shoes produced in 2023

EXPORT:

The footwear trade has experienced a significant setback since last year, despite the proportion of footwear production exported remaining at 63%. Global footwear exports amounted to 14 billion pairs in 2023, implying a 9.1% year-on-year decrease. Amidst this challenging landscape, Asian countries consolidated their dominance in global footwear trade, with their collective share rising to 84.6% from 83.9% in 2022, albeit still below levels observed a decade prior. Conversely, Europe's share contracted slightly to 12.8%. Other continents played a relatively minor role in international footwear trade, collectively accounting for a mere 2.6% of worldwide exports.

RANK	COUNTRY	PAIRS (MILLIONS)	WORLD SHARE
1	CHINA	8 958	63.8%
2	VIETNAM	1 335	9.5%
3	INDONESIA	445	3.2%
4	GERMANY	349	2.5%
5	TÜRKIYE	301	2.1%
6	INDIA	257	1.8%
7	BELGIUM	220	1.6%
8	ITALY	191	1.4%
9	CAMBODIA	165	1.2%
10	SPAIN	156	1.1%

Top 10 Footwear Exporters (Quantity) 2023

-9.1% Variation of worldwide footwear exports in 2023.

Reference:

1. www.worldfootwear.com

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