

Leather & Footwear **HIVE**

Q4 | Oct-Dec 2024 Issue

A Quarterly Magazine of Footwear Exchange

ISSN 3078-4549



2024 Year in Review

Looking Back at an Eventful year for The Economy,
Politics, and The Leather & Footwear Industry



SHOE MAKER'S
MOST
TRUSTED

**AUTOMATIC
CARTON**
MANUFACTURER



www.aligroupbd.net

amfori
Trade with purpose



**MIAH
SONS &
industries Ltd.**



SQM
UP TO 65000/DAY

PLY
3/5/7

FINISH DECKLE
1800MM

Ph : 02-58956407
Cell : 801866 990 700
01866-990720

✉ E-mail: miahandsons@gmail.com

📍 Head Office: House# 45 (Lavel-2), Road # 15
Rabindra Saroni, Sector # 03, Uttata, Dhaka.

Editor's Note

Celebrating Milestones, Charting New Paths

As we step into 2025, it is with immense pride and gratitude that we bring you the year-end issue of Leather & Footwear HIVE, our quarterly magazine dedicated to the leather and footwear industry. This marks not just the close of another calendar year but also a moment of reflection on a journey filled with growth, achievements, and the collective effort of our passionate community.

When we embarked on this venture, our vision was clear: to create a platform that informs, inspires, and connects stakeholders across the leather and footwear value chain. Over the course of 2024, with the successful publication of three issues, we have begun to see the fruits of this endeavor. Each issue has brought forward stories of innovation, insights into market trends, and discussions on challenges and opportunities within the industry.

One of our proudest milestones this year has been securing an ISSN number, a testament to our magazine's credibility and commitment to excellence. This recognition underscores our dedication to maintaining high standards of quality and content that truly matter to our readers. Another highlight has been the growing engagement from our audience. From industry leaders and entrepreneurs to students and enthusiasts, your positive feedback has affirmed that we are fulfilling a real need in the industry—a reliable, insightful resource for navigating this dynamic sector.

This issue of Leather & Footwear HIVE is particularly special. It features a comprehensive Year in Review of 2024, examining key developments in the leather and footwear sector worldwide. From political transitions and energy crises to labor unrest and shifting global market dynamics, this year has tested the industry's adaptability and resilience. Despite these challenges, the sector has showcased its potential for growth and underscored areas where improvements are needed. We delve into these themes while celebrating the industry's strength and highlighting the opportunities that lie ahead.

As we turn the page to a new year, we remain committed to our mission of being your trusted companion in this ever-evolving journey. None of this would have been possible without the unwavering support of our contributors, partners, and most importantly, you—our readers. Your trust and encouragement drive us to keep pushing boundaries and delivering content that adds value to your professional and personal pursuits.

As we prepare to launch into 2025 with renewed vigor, we invite you to continue being part of this journey. Together, let's explore new horizons, celebrate successes, and tackle challenges head-on. Here's to a year of possibilities and progress!

Thank you for being with us.

Warm regards,

PRICE: BDT 300.00 or USD 5.00

ISSN 3078-4549

Get your **FREE SUBSCRIPTION** today!
Go to www.footwearexchange.com/subscribe
or email: magazine@footwearexchange.com

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.

EDITOR

Mizanur Rahman

CONTRIBUTORS

Firoz Alam Talukder

Naveed Anwar, PhD

Professor Amin Hosseinian-Far

Dr Oluwaseyi Omoloso

Dr Chijioko Uba

Dr Ebenezer Laryea

Md. Abdullah Bin Arif

Md. Kauser Ali

Afsa Rahman

Md. Musfiqur Rahman

COVER & GRAPHICS DESIGN

Md. Firoz Ahmed

PRINTING

Dotcode

54, Sher-E-Bangla Road,

Hazaribagh, Dhaka-1209

Mobile: +8801711-416486

Email: info@dotcodebd.com

Web: www.dotcodebd.com

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

PUBLISHED BY

Footwear Exchange

House # 218 (3F), Road # 02

Baridhara DOHS, Dhaka Cantonment

Dhaka 1206, Bangladesh

Mobile: 8801622000000

Email: info@footwearexchange.com

The views expressed in the magazine by authors are not necessarily those of the publisher or the editor. We have taken 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.

www.footwearexchange.com/magazine

Contents

Celebrating Milestones, Charting New Paths

Q4 | October-December 2024



4-6 FEATURE

Trump Re-Elected:

Impact on the Global Leather and Footwear Industry

Donald Trump's re-election as President of the United States will likely have significant implications for the global leather and footwear industry. The industry, which relies heavily on international supply chains, and environmental aspects is sensitive to changes in trade policies, tariffs, and labor costs—areas Trump has strongly influenced during his previous term and presidential campaign.

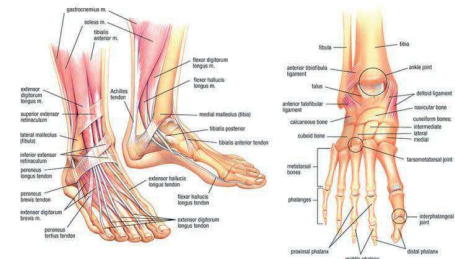


10-13 FEATURE

Bangladesh: 2024 Year in Review

Looking back at an eventful year for the economy, politics, and the leather & footwear industry

As 2024 draws to a close, Bangladesh's leather and footwear industry finds itself at a critical juncture. The year has been a learning curve, marked by challenges and opportunities that underscore the sector's resilience and potential for growth. Political transitions, energy crises, labor unrest, and shifting global market dynamics have tested the industry's adaptability and highlighted areas for improvement. This review reflects on the key events and trends of 2024 that have shaped the sector's trajectory.



7-9 TECHNOLOGY

Understanding Human Feet: The Foundation for Footwear Design

In this article, we will delve into the intricate structure of the human foot, its various components, and how this knowledge can inform your design process. Moreover, we'll explore how appreciating the artistry in our feet can elevate your creative approach in shoe design.

14-16 LEADER'S INSIGHT

In Conversation with Deborah Taylor, Managing Director, Sustainable Leather Foundation

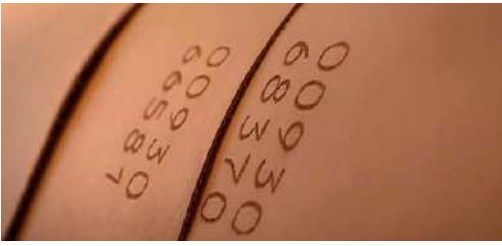


17-19 SUSTAINABILITY

Sustainability is a Necessity for the Leather and Footwear Industry

Bangladesh is very well-placed to take active steps towards sustainable leather production. By implanting sustainability into its operations as an unmovable imperative, the tannery sector in Bangladesh can protect the environment, improve the livelihood of its workers and the affiliated communities, and ensure a lasting prosperity.

20-21 FASHION The State of Fashion 2025



27-29 TRACEABILITY Traceability: Science Based Targets initiative (SBTi), The key tool to calculate Sustainability



30-33 EDUCATION Overcoming Common Merchandising Mistakes in Bangladesh's Footwear Industry for Sustainable Growth

This report explores 10 common mistakes merchandisers make in Bangladesh's footwear sector and provides actionable insights to overcome them, ensuring a pathway to sustainable growth.



34-35 INVESTMENT Setting up a branch office in Bangladesh A branch office is an extension of a parent company that operates in a foreign country. It is not a separate legal entity but rather a representation of the parent company in Bangladesh. This means that while the branch can engage in business activities, the parent company remains liable for its operations and obligations.



22-26 REPORT

Leather & Footwear Talk

Voices of Progress: Insights and Opportunities from Bangladesh's Leather and Footwear Industry Leaders

This TALK encapsulates the invaluable insights shared by these voices of the industry. Their experiences, perspectives, and narratives paint a vivid picture of the challenges faced and opportunities available within the sector. From evolving global market trends to addressing sustainability, value addition, and technological adaptation, these conversations shed light on the critical steps required to drive sectoral enrichment and long-term competitiveness.

36-37 REGULATION

A Manifesto for Leather on the occasion of COP29 Buy better, buy less, buy leather



38-40 PROJECT

LeatherTrace Bangladesh:

Traceable and Circular Leather Production (TCLP) in Bangladesh

The "LeatherTrace Bangladesh: Traceable and Circular Leather Production (TCLP)" project is a transformative initiative aimed at advancing sustainability, transparency, and environmental responsibility within Bangladesh's tannery, footwear, and leather goods sectors.



TRUMP RE-ELECTED: IMPACT ON THE GLOBAL LEATHER AND FOOTWEAR INDUSTRY

L&F Hive Desk

Donald Trump’s re-election as President of the United States will likely have significant implications for the global leather and footwear industry. The industry, which relies heavily on international supply chains, and environmental aspects is sensitive to changes in trade policies, tariffs, and labor costs—areas Trump has strongly influenced during his previous term and presidential campaign. Here’s how his re-election could shape the global leather and footwear market:

1. Trade Policies and Tariffs

One of the hallmarks of Trump’s economic strategy has been the imposition of tariffs to protect American industries and reduce the U.S. trade deficit.

- Tariffs on leather products and footwear from countries like China could increase production costs

for U.S. manufacturers reliant on imported raw materials or finished goods. American footwear brands like Nike and Adidas, which rely heavily on Chinese manufacturing, might face higher costs.

- Countries such as Vietnam, Indonesia, Bangladesh, and Cambodia, which are already growing as footwear manufacturing hubs, could gain market share as brands seek to diversify away from China.

President-Elect Donald Trump on Nov. 25, 2024, announced his intention to impose additional 10 percent tariffs on China, as well as additional 25 percent tariffs on Mexico and Canada. He has not yet indicated which authority (given to the president by Congress) he would use to impose these tariffs.

Making the announcement via Truth Social, President-Elect Trump indicated that these tariffs would be part of his first Executive Orders on Jan. 20, 2025, the date of his inauguration. President-Elect Trump's posts further indicated that the tariffs would continue until China, Mexico and Canada addressed the movement of drugs and undocumented immigrants across the U.S. border. President-Elect Trump's posts did not detail the legal basis for these tariffs.

These tariffs, if imposed, would significantly impact trade relations with the United States' largest trading partners. Per the U.S. Census Bureau, imports of goods to the U.S. from China totaled \$426.9 billion in 2023, a decrease of 20.4 percent (\$109.4 billion) from 2022. Imports of goods to the U.S. from Mexico totaled \$475.2 billion in 2023, an increase of 5.1 percent (\$23.2 billion) from 2022. Imports of goods to the U.S. from Canada totaled 418.6 billion in 2023, a decrease of 4.3 percent (\$18.8 billion) from 2022.



Source: Holland & Knight Alert

2. Environmental Regulations

Leather production is often criticized for its environmental impact, including high water usage and pollution from tanning processes. Trump's first term saw a rollback of several environmental regulations to support industries in the U.S.

- If Trump's second term continues to prioritize deregulation, U.S.-based leather tanneries might experience reduced compliance costs. However, this could raise concerns over environmental sustainability and ethical practices, which are increasingly demanded by consumers globally.
- Countries with stricter environmental regulations, such as those in the EU, may face cost disadvantages compared to U.S. producers or suppliers from countries with less stringent policies.

3. "America First" Manufacturing

Trump's "America First" agenda prioritizes boosting domestic manufacturing, including leather and footwear industries.

- Domestic manufacturers might see increased government support in the form of subsidies, tax breaks, or incentives to produce leather and footwear locally. However, higher labor and production costs in the U.S. could limit the feasibility of large-scale production.
- While high-end footwear brands may benefit from domestic manufacturing, mass-market brands that depend on low production costs will likely continue sourcing from abroad.

America First refers to a populist political theory in the United States that emphasizes the fundamental notion of "putting America first", which generally involves disregarding global affairs and focusing solely on domestic policy in the United States. This generally denotes policies of non-interventionism, American nationalism and protectionist trade policy.

The term was coined by President Woodrow Wilson in his 1916 campaign that pledged to keep America neutral in World War 1. A more non-interventionist approach gained prominence in the interwar period, it was also advocated by the America First Committee, a non-interventionist pressure group against U.S. entry into World War 2. Donald Trump used the slogan in his first 2016 and later on 2024 presidential campaign and during his first presidency (2017-2021) period, emphasizing the U.S.'s withdrawal from international treaties and organizations in the administration's foreign policy.

4. Shift in Manufacturing Hubs

The China +1 strategy, which encourages companies to diversify their production locations, could accelerate under Trump's re-election. This would impact the leather and footwear industry in several ways:

- Countries like Vietnam and Indonesia have already emerged as major players in the footwear industry, offering competitive costs and favorable trade agreements. Trump's policies might further push companies to relocate production to Southeast Asia.
- Countries like Bangladesh and India as an emerging footwear manufacturing hub, Bangladesh could benefit from this shift, especially in producing low-cost, labor-intensive footwear products.



China +1 strategy

China Plus One Strategy (C+1) is a diversification and smooth supply chain strategy that encourages companies to diversify their supply chain and manufacturing activities away from China to any other country. Under China+1, multinational companies are asked to seek alternative manufacturing countries apart from China.

The strategy encourages companies to minimize their supply chain dependency on China and asks them to diversify the countries they source parts from. The strategy emerged in 2013 due to concerns about global dependency on China and in the present times, the concept has become more popular due to trade wars between US-China, COVID-19 disruptions, and rising labor costs in China.

Beijing's Zero-Covid policy after 2020, has led to continuous supply chain disruptions which made firms think to look for alternatives.

If the focus is on a single country apart from China, it is known as China+1 and if the the diversification takes place in more than one countries, it is known as China+N.

The shift to other countries depend upon various considerations such as costs of manufacturing, Labour cost, Political stability, infrastructure and more. India is working to improve all these parameters.

Officials and companies in Japan and the United States have been planning to diversify away from China as early as 2008. And this has gained more popularity due to US-China trade tensions in the present.

5. Geopolitical and Economic Uncertainty

Trump's foreign policy decisions could influence global economic conditions and consumer demand:

- Prolonged trade tensions or geopolitical conflicts could lead to economic slowdowns in key markets, reducing demand for leather and footwear, particularly in luxury and premium segments.
- Fluctuations in currency values due to Trump's economic policies could affect production costs and pricing in international markets.

Conclusion

Trump's re-election is likely to bring mixed effects for the global footwear industry. While protectionist policies and tariffs may create challenges for Chinese exporters, they present opportunities for alternative manufacturing hubs like Vietnam, Indonesia, and Bangladesh. However, to fully capitalize on these shifts, emerging markets need to address infrastructure and compliance challenges while aligning with global trends in sustainability and digital commerce. For U.S. footwear brands and consumers, the balance between cost, quality, and supply chain diversification will shape the future of the industry.

Source:

- <https://www.hklaw.com/en/insights/publications/2024/11/a-look-at-the-upcoming-trump-administrations-policy-priorities>
- <https://www.globalpolicywatch.com/2024/10/the-impact-of-the-u-s-elections-on-trade-and-international-supply-chains/>
- <https://www.pwc.com/us/en/election-2024/election-results-trump-wins.html>
- <https://www.hindustantimes.com/ht-insight/international-affairs/2024-us-election-and-its-ripple-effects-on-global-trade-101732972904154.html>
- <https://www.mckinsey.com/industries/travel-logistics-and-infrastructure/our-insights/diversifying-global-supply-chains-opportunities-in-southeast-asia>
- <https://www.cnbc.com/2024/11/07/what-trumps-historic-election-victory-means-for-the-global-economy.html>
- <https://theconversation.com/how-the-trump-presidency-might-change-the-global-economy-242980>
- Joe Raedle|Getty Images

UNDERSTANDING HUMAN FEET: THE FOUNDATION FOR FOOTWEAR DESIGN

Naveed Anwar, PhD

The human foot is an extraordinary marvel of biological engineering, designed for both function and adaptability. As footwear designers, our understanding of the foot's anatomy is essential to creating shoes that not only fit well but also promote health and wellbeing. In this article, we will delve into the intricate structure of the human foot, its various components, and how this knowledge can inform your design process. Moreover, we'll explore how appreciating the artistry in our feet can elevate your creative approach in shoe design.

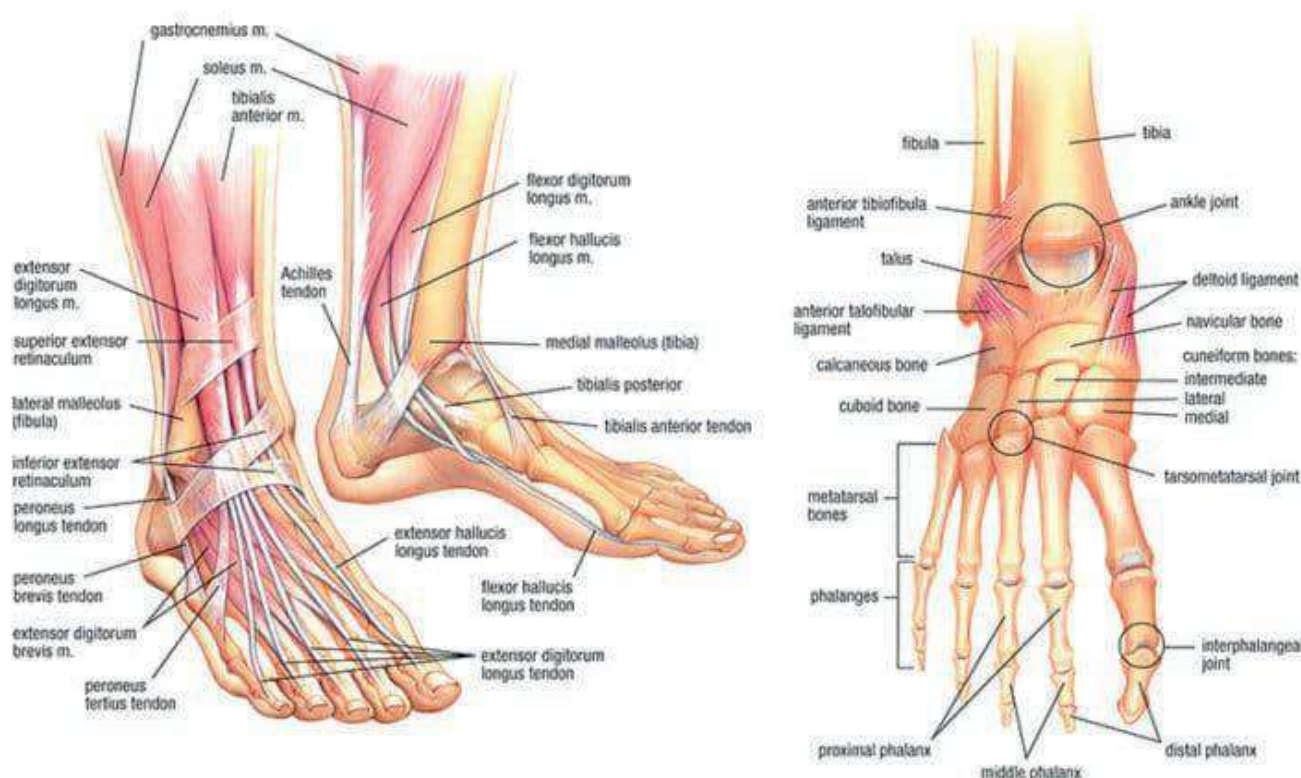


Image: ModPodPodiatry

The Anatomy of the Human Foot

The human foot comprises 26 bones (a quarter of all bones in our body), 33 joints, and multiple muscles and tendons that work collaboratively to support movement. A basic understanding of its key components is vital:

1. Bones:

- The foot includes three distinct sections: the forefoot (containing metatarsals and phalanges), midfoot (cuneiforms, navicular, cuboid), and hindfoot (talus and calcaneus).
- Each bone serves a specific role; for example, metatarsals bear weight while providing leverage during walking.

2. Ligaments & Tendons:

- Ligaments connect bones to other bones, providing stability, while tendons link muscles to bones, enabling movement.
- This network not only holds together various segments but also allows flexible movement crucial in navigating diverse terrains.

3. Muscles:

- Intrinsic muscles work within each foot, offering fine motor control and aiding balance.
- Extrinsic muscles located from leg compartments give rise to broader movements such as plantarflexion or dorsiflexion.

4. Arches:

- The longitudinal arch stretches from heel to toe, facilitating shock absorption; ideally formed arches are paramount for optimal balance, reducing stresses on skeletal structures during movements [1].

Challenges Faced by Feet Today

Modern life demands constant activity from our feet, leading to issues like plantar fasciitis or bunions, primarily due to improper footwear choices misalignments influenced by fashion often lead individuals astray [2].

Can you imagine designing a collection with comfort at its forefront? By blending knowledge about pressure points with artistic vision, you create unique designs addressing real-life concerns facing consumers every day!

As we dive deeper into the challenges faced by feet today, it's crucial to acknowledge the role of our increasingly sedentary lifestyles. Many people spend much of their day sitting, whether at desks or in cars, which can weaken foot muscles and lead to complications like flat feet and poor circulation. Coupled with the rise of fast fashion, where style often trumps substance, many individuals find themselves in shoes that offer little support or comfort. This disconnection from proper footwear doesn't just impact aesthetics; it can contribute to chronic issues like joint pain and limited mobility over time. By addressing these modern-day dilemmas through thoughtful design choices focused on comfort and health, we can create footwear that not only looks good but also nurtures our bodies, bridging the gap between form and function for a healthier future.

The Human Foot is a Masterpiece of Engineering and a Work of Art (Leonardo da Vinci)

As a footwear designer stepping into conceptualization juxtaposes form against function, a delicate ballet articulating precision craft coupled with aesthetic appeal holds immense potential influence over the consumer experience!

1. Functionality meets aesthetics:

Designing around arch support provides structural integrity, while candidly integrating chic elements transforms standard orthotics into alluring lifestyle products enticing consumers grappling mobility compromises; subsequently, teeteringly adhered principles supporting quality craftsmanship resonate more profoundly.

When we think about the fusion of functionality and aesthetics, it's essential to remember that today's consumers are getting smarter about their choices. They're looking for footwear that aligns with their personal style without compromising on comfort. Incorporating features like cushioned insoles, arch support, and breathable materials can enhance a shoe's practicality while still allowing for an artistic flair in design. For instance, using innovative textiles or eye-catching patterns can create visually stunning pieces that don't sacrifice performance. The true challenge lies in striking this balance; as designers, we have the exciting opportunity to craft not just shoes but holistic experiences where each pair tells a story of thoughtful engineering intertwined with striking design elements. This approach not only appeals to fashion-conscious individuals but also opens new markets where style meets necessity—a win-win for both creators and consumers alike!

2. Emphasizing Diversity through Design:

Every person's feet tell a story; varying shapes, such as wide versus narrow, create opportunities ripe for exploration! Including features accommodating broader requirements strengthens inclusivity, thereby complementing individual aesthetics aligning seamlessly as part of one's identity. One cannot understate the ways artisanship promotes self-expression via coveted collections breaking free traditional molds [3].

Highlighting diversity through design is about recognizing that every foot is unique, influenced by factors like age, gender, and cultural background. The traditional one-size-fits-all approach simply doesn't cut it anymore. Instead, brands are beginning to celebrate this diversity by creating footwear options that cater to a wider range of foot shapes and sizes. For example, introducing customizable features like adjustable straps or varying widths allows people to find the perfect fit for their individual needs. Moreover, incorporating a variety of styles that reflect different cultures can enrich the overall aesthetic landscape while providing functional benefits tailored to those specific lifestyles. This inclusive perspective not only enhances comfort but also empowers consumers; when individuals see themselves represented in a brand's offerings, they feel more connected and valued. By embracing this diverse approach in footwear design, we not only honor the masterful engineering behind our feet but also create a space where everyone can find shoes that truly resonate with who they are.

3. Sustainable Practices Interwoven: Bridging Nature & Innovation:

Utilizing materials harmoniously sourced embraces progressive philosophies, allowing environmentally friendly practices to unearth fresh perspectives, further igniting inspiration at overarching levels and satisfying both conscious consumerism and allied trends, steering us forward responsibly towards sustainable futures [4].

In today's world, the conversation around sustainability is more critical than ever, and the footwear industry has a unique opportunity to lead by example. By interweaving sustainable practices into the design process, brands can create products that not only celebrate our engineering marvels but also honor our planet. For instance, utilizing eco-friendly materials like organic cotton, recycled plastics, or natural rubber can significantly reduce environmental impact without compromising on style or quality. Some companies are now innovating with bio-based materials that decompose over time and leave no harmful trace. This shift towards sustainability goes hand-in-hand with modern craftsmanship; by integrating cutting-edge technology like 3D printing and automated manufacturing techniques, we can minimize waste while maximizing creativity in design. Moreover, brands committed to transparency about their production processes attract consumers who share their values; this connection builds trust and fosters loyalty in an increasingly conscientious marketplace. Ultimately, bridging nature with innovation isn't just a trend; it's a holistic approach that honors both human artistry and environmental stewardship for generations to come.

Conclusion: Embrace Knowledge for Better Designs!

Understanding human anatomy offers invaluable keys to unlocking designs weaving comfort intricately alongside aesthetics, generating impactful innovations, and revolutionizing modern shoemakers' realm today! As industry professionals committed continuously engaging learning journeys foster conversations discovering fascinating aspects further elevating craft engagement imbues purpose-driven narratives.

In conclusion and perhaps most importantly for aspiring designers whenever reflecting upon our own lower limbs resumes engage artistry envisionings explore bounds stretching customary approaches manifest expressions deeply nurtured relationships developing end-products serving thoughtfully crafted journeys delivering value across generations inspiring many along the way ahead!

As we wrap up our exploration into the fascinating interplay of the human foot, design innovation, and sustainability, it's crucial to recognize the power of knowledge as a driving force for better designs. Embracing insights from biomechanics and ergonomic studies can lead us to create footwear that not only serves aesthetic purposes but also enhances health and functionality. For instance, understanding how foot shape varies across different demographics enables designers to craft shoes that truly fit not just in size but also in comfort and support.

Furthermore, engaging with customers directly through feedback loops allows brands to grasp real-world experiences with their products. This dialogue not only informs future iterations but helps foster a community centered around shared values of inclusivity and respect for nature. When designers put themselves in the shoes quite literally of their users, they can innovate in ways that are both ambitious and practical.

Ultimately, by embracing knowledge from scientific research to user experiences we're well-positioned to inspire meaningful change within the industry. So let's continue this journey together advocating for thoughtful design choices while honoring both our unique anatomy and our beautiful planet. By doing so, we don't just craft better products; we pave the way for a more inclusive world where everyone feels seen and heard in every step they take.

References:

- [1] Becker R.G., et al., "Biomechanics Of Walking" Journal Of Biomechanics (2019).
- [2] Phillips L.S., "Common Foot Conditions Linked To Improper Shoe Choices" American Podiatric Medical Association(2020).
- [3] Turner C.R., "Inclusive Footwear Design Principles" Fashion & Sustainability Forum(2021).
- [4] Roberts E.J., Sustainable Materials-Sourcing Dynamics In Modern Apparel Industry Journal.(2022).

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.



BANGLADESH: 2024 YEAR IN REVIEW

LOOKING BACK AT AN EVENTFUL YEAR FOR THE ECONOMY, POLITICS, AND THE LEATHER & FOOTWEAR INDUSTRY

L&F Hive Desk

As 2024 draws to a close, Bangladesh's leather and footwear industry finds itself at a critical juncture. The year has been a learning curve, marked by challenges and opportunities that underscore the sector's resilience and potential for growth. Political transitions, energy crises, labor unrest, and shifting global market dynamics have tested the industry's adaptability and highlighted areas for improvement. This review reflects on the key events and trends of 2024 that have shaped the sector's trajectory.

POLITICAL VIEWPOINTS

The year 2024 was a defining moment in Bangladesh's political history, marked by heightened tensions, significant events, and shifting dynamics within its

democratic framework. As the nation navigated an election year, the interplay of governance, opposition strategies, and international influences shaped the country's political narrative.

Political Transitions and Policy Impacts

In 2024, Bangladesh experienced significant political upheaval, marking one of its most transformative years since independence.

January 2024: Controversial Elections

On January 7, the ruling Awami League, led by Prime Minister Sheikh Hasina, secured a fourth consecutive term in an election boycotted by major opposition parties. The election was marred by allegations of voter

suppression and lack of transparency, leading to widespread discontent.

Mid-2024: Student-Led Protests and Government Crackdown

In June, a nationwide movement spearheaded by students erupted, demanding reforms to the public sector employment quota system, which they viewed as discriminatory. The government's response was severe, involving police and military interventions that resulted in over 2,000 deaths and more than 20,000 injuries. The administration also imposed internet shutdowns and curfews to suppress dissent.

August 2024: Overthrow of Sheikh Hasina's Government

The escalating protests culminated on August 5, when demonstrators stormed Prime Minister Sheikh Hasina's residence, forcing her to flee to India. This event ended her 15-year tenure and led to the establishment of an interim government headed by Nobel laureate Muhammad Yunus.

November 2024: Interim Government and Reforms

Under Yunus's leadership, the interim government initiated extensive political reforms aimed at establishing a more inclusive and democratic society. However, challenges persisted, including economic instability and ongoing protests. The interim administration faced pressure to organize national elections promptly, with political parties advocating for a clear electoral roadmap.

December 2024: Bangladesh declared 'Country of the Year 2024' by Economists

The Economist, a prestigious London-based magazine, has declared Bangladesh the country of the year for 2024, referring to the "recognition of the efforts of student-led street protests" that toppled an autocratic regime. The magazine made the announcement on its website and saying: "Our winner is Bangladesh, which also overthrew an autocrat."



Source: The Economist

In 2024, Bangladesh's economy faced significant challenges, including political upheaval, high inflation, and energy shortages, which collectively impacted various sectors.



Source: The Economist

ECONOMIC VIEWPOINT

2024 has been a transformative year for Bangladesh's economy. With a mix of opportunities and challenges, the nation has made notable strides in key sectors, though it also faced significant headwinds. Here's a comprehensive overview of the year's economic developments, supported by data, charts, and key insights.

Economic Growth and GDP Performance

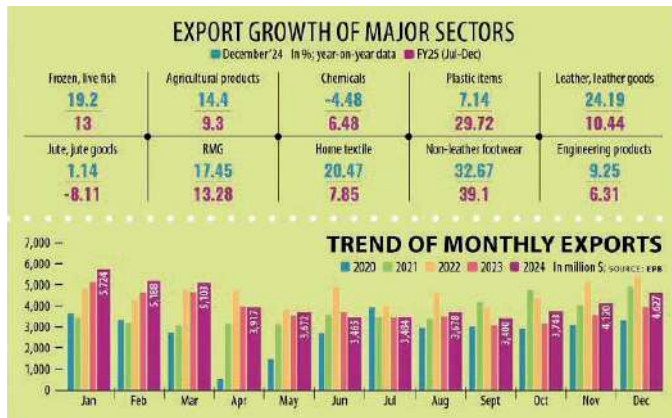
According to the International Monetary Fund (IMF), real gross domestic product (GDP) growth in Bangladesh is projected to slow to 3.8 percent in fiscal 2024-25 (FY25) due to output losses caused by the last public uprising, floods, and tighter policies. However, as policies relax, the growth is expected to rebound to 6.7 percent in FY26. The World Bank has downgraded the economic growth outlook of Bangladesh for the fiscal year 2024-25 to 4 per cent, while the output is estimated to have grown by 5.2 per cent in the fiscal year 2023-24. The global financial institution came up with the forecast in a latest report – South Asia

FEATURE

Development Update for October 2024 – on Thursday. Earlier in June, it predicted a 5.7 per cent growth for the Bangladesh economy in the fiscal year 2024-25.

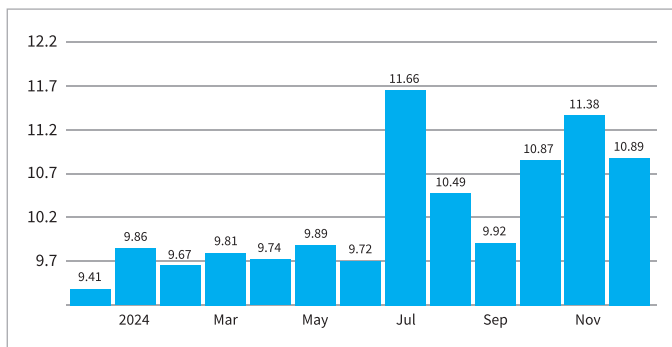
Export Sector: Resilience Amid Global Challenges

The export sector continued to be the backbone of the economy, contributing \$57 billion in revenue in 2024, up from \$55 billion in 2023. The ready-made garment (RMG) industry accounted for 82% of total exports, followed by leather goods and footwear at 6%. Key export markets such as the United States and the European Union showed resilience, while emerging markets in Asia and Africa contributed to growth.



Inflation and Currency Management

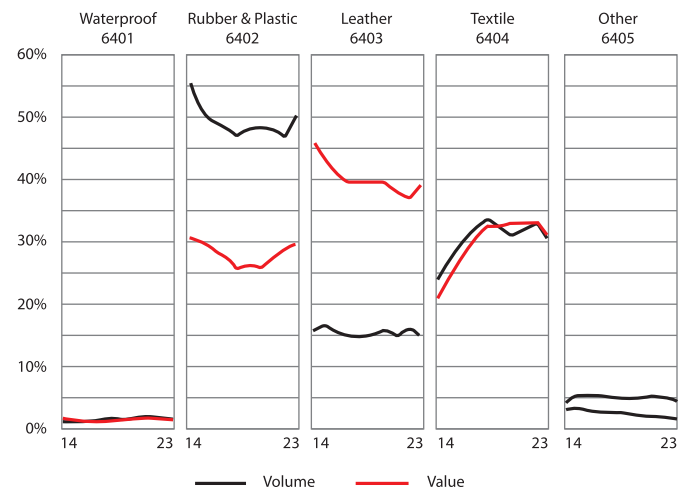
Bangladesh's annual inflation rate eased to 10.89% in December 2024 from a four-month high of 11.38% in the previous month. Prices moderated for food and non-alcoholic beverages (12.92% vs 13.8% in November), furnishings, household equipment, and routine household maintenance (6.96% vs 7.07%), health (5.17% vs 10.5%), and communication (9.72% vs 9.99%). Conversely, costs accelerated for housing and utilities (9.67% vs 9.6%), transport (6.08% vs 5.66%), alcoholic beverages and tobacco (17.13% vs 16.8%), clothing and footwear (9.69% vs 8.99%), recreation and culture (7.92% vs 7.75%), education (9.14% vs 8.09%), restaurants and hotels (12.13% vs 11.04%), and miscellaneous goods and services (14.85% vs 14.78%). On a monthly basis, consumer prices fell for the second consecutive month to 1.02% in December from 0.5% in the previous month.



LEATHER & FOOTWEAR INDUSTRY OVERVIEW

Global footwear continues dominating by non-leather segments

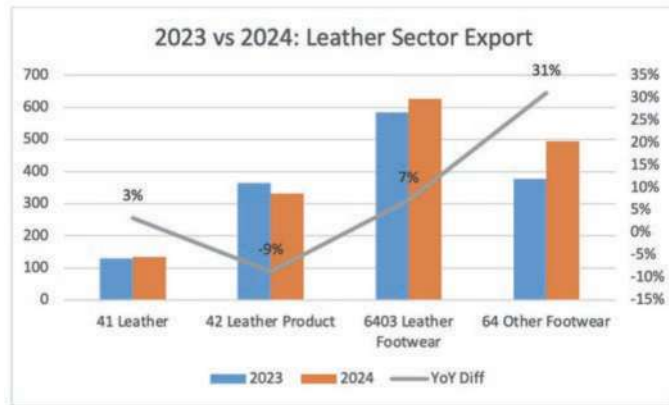
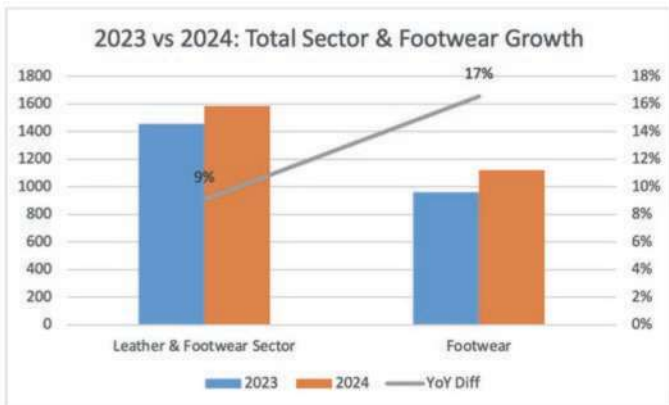
The global footwear export market is dominated by three primary categories: rubber & plastic, leather and textile footwear. Together, these segments constitute 94% of the total export volume and an impressive 97% of the overall value, figures that have remained relatively stable over the past decade. During the initial half of the previous decade, textile footwear experienced a significant surge in market share, primarily at the expense of rubber & plastic and leather products. However, this trend stabilized in subsequent years and, in 2023, textile footwear's share fell by approximately 2 percentage points. In terms of export volume, rubber & plastic footwear accounts for half of the global exports, followed by textile footwear at 29% and leather footwear at 15%. Nevertheless, when evaluating the export value, leather footwear assumes a commanding lead with a 38% share, while rubber & plastic and textile footwear each contribute approximately 29% to 30% of the total value.



Stepping Ahead: The Evolution and Progress of Bangladesh's Leather and Footwear Industry

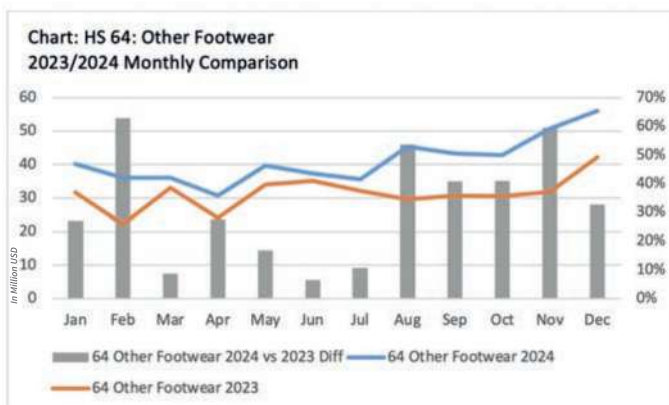
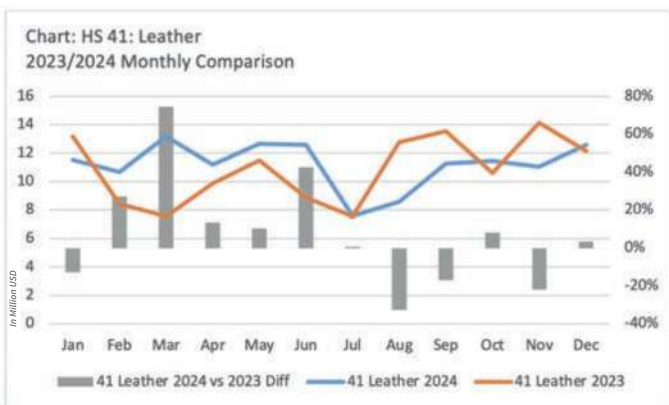
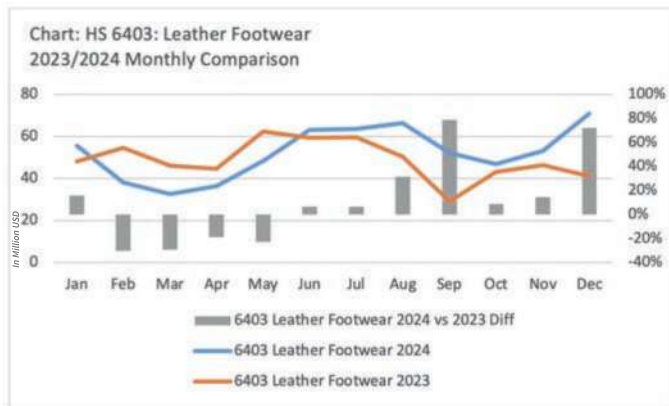
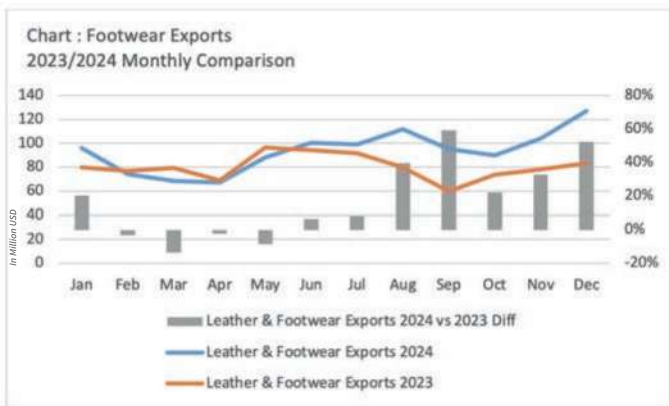
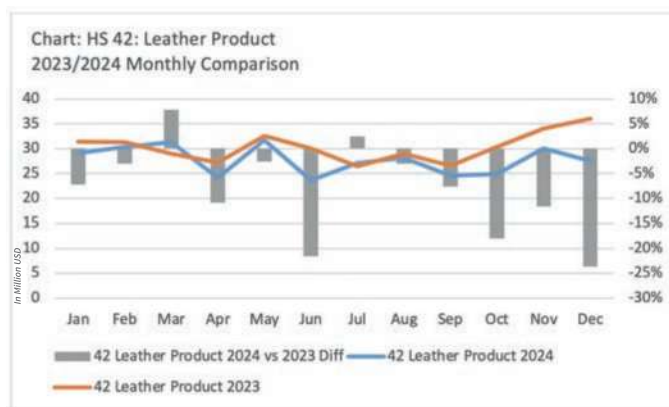
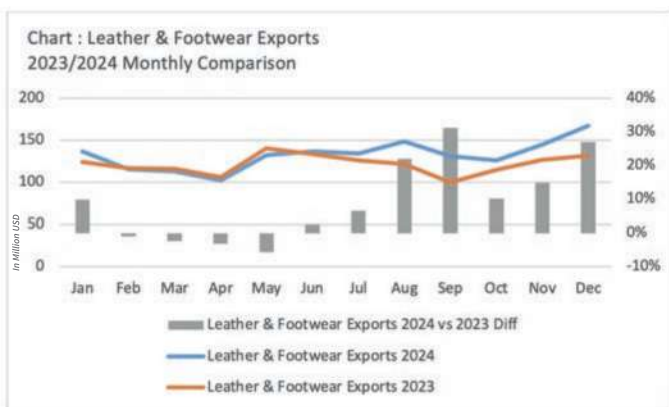
The leather and footwear industry of Bangladesh has demonstrated remarkable growth in 2024, with export figures significantly surpassing those of 2023. This upward trajectory is evident not only in the annual total but also in the monthly export data, highlighting a consistent and sustained increase throughout the year. This report delves into the details of this growth, analyzing the factors behind the success and its implications for the industry.

In 2024, Bangladesh's leather and footwear exports recorded a substantial year-on-year growth compared to 2023. The sector achieved 9% higher total exports than 2023 and 17% growth for the footwear sub-sector, a clear indication of its resilience and strong demand in global markets.



Source: Export Promotion Bureau

Monthly Trends A closer look at monthly data reveals a consistent increase in export figures throughout the year.



Source: Export Promotion Bureau

Source:

- <https://www.economist.com/leaders/2024/12/19/the-economists-country-of-the-year-for-2024>
- <https://www.textiletoday.com.bd/lessons-from-2024-for-bangladeshs-textile-and-apparel-industry>
- <https://www.fibre2fashion.com/news/textile-news/bangladesh-year-end-review-2024-on-a-political-correction-course-299838-newsdetails.htm#:~:text=insights,factories%20to%20operate%20below%20capacity.>

- <https://www.weforum.org/stories/2024/12/economics-stories-growth-inflation-2024/>
- <https://www.thedailystar.net/business/economy/news/fy24-one-the-gloomiest-years-economy-3645181>
- <https://www.tbsnews.net/economy/adb-trims-bangladeshs-growth-forecast-51-due-political-unrest-950156>
- <https://www.adb.org/publications/asian-development-outlook-december-2024>
- <https://www.bbs.gov.bd>
- https://epb.gov.bd/site/view/epb_export_data/

IN CONVERSATION WITH DEBORAH TAYLOR

MANAGING DIRECTOR, SUSTAINABLE LEATHER FOUNDATION



The best way to address misinformation and to answer questions around sustainability and the leather industry is through factual information informed by real data.

Communication has long been neglected by the industry and this is a vital tool in ensuring that consumers understand the role of “greenwashing” by marketers who want to emotionally appeal to consumers in order to sell their products. You can’t fight greenwashing with more greenwashing; you do need to be able to counter it with credible, verifiable information. SLF enables the leather industry by recording real data from facilities that can prove our sustainable improvement and reduction of carbon emissions.

Q. Please tell us about the Sustainable Leather Foundation.

A. The Sustainable Leather Foundation (SLF) was established in 2020 with a vision to enable collective improvement and education globally, for more sustainable practices in leather manufacture and production. SLF is concerned with all aspects of sustainability; environmental, social and governance. As a not-for-profit organisation, the Foundation provides a transparent and inclusive approach to demonstrating sustainable good practice throughout the value chain, using its innovative SLF Transparency Dashboard™.

Coupled with this, the Foundation is committed to ensuring that consumers have a clear mechanism to see and understand the sustainable attributes of leather as a material, and the work that the industry does to ensure good practice.

The Foundation’s objective is to unite all leather value chain stakeholders in ensuring a sustainable future for the leather industry by shining a spotlight on innovation and best practice, providing a mechanism for improvement and education. To enable this, SLF’s uses its A.I.M. Approach; everything is Accessible, Inclusive and Modular. Offering an audit standard and certification programme, alongside awarding equivalency of existing certification, makes the SLF Transparency Dashboard™ the only tool of its kind in the industry that truly serves the betterment of the leather value chain.

Q. How do you see the leather industry worldwide?

A. Much has been written about the changes that our industry is dealing with, as it undergoes significant transformation to adapt to an evolving market shaped by consumer demand, technological innovation, environmental concerns, and regulation. The leather industry has been slow to adapt to the expectations of modern society and this has led to an unsettled period in recent years.

Leather has always been considered a superior material, particularly in the luxury end of the market, however, resting on that alone is not enough to ensure that the industry thrives in the future.

The current raft of regulations that are now coming into force such as the EUDR (European Union Deforestation Regulation) and the EU CSRD (European Union Corporate Sustainability Reporting Directive) place even more emphasis on good practice and the leather industry will need to meet the requirements of their customers and legislators to comply.

Leather's timeless appeal and ability to offer comfort and luxury can ensure that leather retains its position as the best performing material in its class, but we should be mindful of the continued innovation in new alternative materials and ensure we also continue to evolve to ensure that tradition meets innovation. Whether through advancements in sustainable leather production or the adoption of cutting-edge technology, our role in the leather industry is to ensure that we are meeting the sustainability expectations and regulations of the future.

Q. There are many issues, propaganda, and facts about the leather industry. How does SLF support to address those issues?

A. The best way to address misinformation and to answer questions around sustainability and the leather industry is through factual information informed by real data. Communication has long been neglected by the industry and this is a vital tool in ensuring that consumers understand the role of “greenwashing” by marketers who want to emotionally appeal to consumers in order to sell their products. You can't fight greenwashing with more greenwashing; you do need to be able to counter it with credible, verifiable information. SLF enables the leather industry by recording real data from facilities that can prove our sustainable improvement and reduction of carbon emissions.

We are now starting to see legislation and directives about the use of false claims and advertising and SLF sees this as a golden opportunity for the leather industry to rise above the plastics and other non-leather products. However, in order for the leather

industry to take and use this advantage, companies must get their facilities up to the international standards expected.

The harsh reality is that although we, as an industry, talk about leather being the sustainable choice, that is only the case if we are producing and operating in a sustainable way. Although the input raw material is sustainable, it depends on what we do in the processing of that material that determines whether leather is considered sustainable.

Q. You have been observing the Bangladesh leather industry for a long time, how do you evaluate this industry?

A. The leather industry in Bangladesh has a large potential for growth, however, generally there is a reactive, rather than a proactive approach to sustainable improvement and development.

As a developing country with a growing economy, leather has played a significant role in the reduction of poverty and is the second largest export sector for Bangladesh. However recent years have seen a decline in exports, primarily due to the sourcing requirements of brands that require compliance with international standards.

This is an area where Bangladesh continues to fall behind. For continued growth, equal weight has to be given to the protection of the environment and the people, not just creation of profit.

Q. What challenges do you think the Bangladesh leather industry is going through? How does SLF support the Bangladesh leather industry?

A. The single biggest challenge that still faces Bangladesh is the risk of environmental pollution through the failing common effluent treatment plant (CETP) in Savar.

When the relocation of tanneries from Hazaribagh to Savar began in 2015, the global industry was waiting for a triumphant emergence of a Bangladesh leather industry that would be able to meet international standards for wastewater treatment. However, it took 3 further years before the tanners were eventually forced to move to a new area that had a failing CETP and conditions were no better for the people or the environment.

LEADER'S INSIGHT

In the subsequent years, despite many reports, proposals and studies, the area of Savar is now as bad as Hazaribagh was. With the exception of few leading companies in the area, the problem has just relocated from one area to another.

SLF has for the last 4 years worked with tanneries in Bangladesh to encourage them to work on all the areas of ESG that are within their direct control. The failing CETP is just one element out of 33 on the SLF Transparency Dashboard™ that represent the sustainability compliance required by brands and society in general.

SLF has visited the country at least once every year to support the pathway to improvement. Crucially, the companies operating in the leather sector have to want to commit to improvement. Those companies that have, such as Austan Ltd, have seen the value of their commitment returned to them through reduced costs and increased efficiency, as well as retention of overseas business.

A mindset shift is now needed for the leather sector in general to approach sustainability from a different perspective and start to embrace the benefits it can offer in terms of better export potential, better profitability and better worker health, retention and lifestyle.

Q. Any feedback or suggestions you would like to give the Bangladesh leather industry stakeholders?

A. Yes, the biggest advice that SLF can give to the stakeholders is to please just start the sustainable pathway to improvement. Evaluate what your current performance is, where your ESG risks and gaps are, prioritise the risks into immediate actions, mid-term actions and long term strategic actions, and then just start the work.

You don't have to do it all at once, and no company is perfect, but you can create meaningful change in a short time, without huge expense if you just start.

SLF provides support, guidance, templates and tools that help companies to do the work themselves, in their own time, working towards the end objective of achieving certification.



The Sustainable Leather Foundation's vision is to enable collective improvement and education globally, for more sustainable practices in leather manufacture and production. SLF is concerned with all aspects of sustainability – Environmental, Social and Governance. As a not-for-profit organisation, the Foundation provides a transparent and inclusive approach to demonstrating sustainable good practice throughout the value chain.

Coupled with this, the Foundation is committed to ensuring that consumers have a clear mechanism to see and understand the sustainable attributes of leather as a material, and the work that the industry does to ensure good practice.

The Foundation's objective is to unite all leather value chain stakeholders in ensuring a sustainable future for the leather industry by shining a spotlight on innovation and best practice, providing a mechanism for improvement and education, while also preserving the social and economic wellbeing of communities in less advanced regions.

“Working together is key to ensure that we can accelerate the action required for our society's futures needs”

It can be done, it should be done, SLF can help.

For more information you can contact:
info@sustainableleatherfoundation.com or
visit the website:
www.sustainableleatherfoundation.com



SUSTAINABILITY IS A NECESSITY FOR THE LEATHER AND FOOTWEAR INDUSTRY

Professor Amin Hosseinian-Far, Dr Oluwaseyi Omoloso
Dr Chijioke Uba, Dr Ebenezer Laryea

Over the past few decades, the notion of sustainability has progressed from a fashionable, and often unknown slogan into a critical necessity for individuals, businesses, and organisations globally. Being a sustainable business, for instance, is no longer optional. This has become an existential element for corporate and industrial operations, considering the growing awareness, among consumers and the wider society, surrounding the global sustainability challenges. We live in an era where human-induced global changes are reality, water scarcity is endangering the lives of many communities, biodiversity is threatening our food supplies, and greenhouse gas emissions are ramping up, contributing to global warming. The extent to which, we can live and sustain within the current earth system boundaries is somewhat a mystery. However, what is known is that changes in our consumption behaviours and how our business operate are inevitably required.

Fundamentally, sustainability aims to ‘address current needs without compromising the ability of future generations to meet theirs’ [1]. It also reflects the

capacity of our systems to endure over time [2], by balancing the three core pillars i.e., ecological responsibility, social equity, and economic viability. These pillars of sustainability offer key guidelines, intended for practices that protect the planet, benefit people, and ensure longer-term profitability. That said, finding the right optimised balance between the three pillars is often deemed as a significant challenge for sustainability researchers and practitioners. The need to be sustainable is also evident in the leather and footwear industry, a vital contributor to global value chains, and nowhere is this more pertinent than in Bangladesh, where the sector is deeply entwined with the country’s economic framework.

For many businesses, the concept of sustainability may seem intangible or abstract, however, sustainability can be realised through practical and measurable actions. Consider, for instance, a footwear manufacturer that is transitioning to renewable energy systems to power its factories and can consequently reduce its carbon footprint. Then again, imagine a company that is manufacturing leather

■ SUSTAINABILITY

substitutes from sustainable materials such as coconut fibres without adding plastics. Another example is a brand adopting transparent and traceable supply chains that permits consumers to trace the origins of their purchases to ethically managed tanneries. These examples demonstrate how sustainability manifests itself in real-world business operations. Therefore, the impact of our sustainable operations and activities can be evidenced and seen through reduced environmental degradation, fair treatment of workers, and innovative practices that create enduring value.

The leather and footwear industry faces significant, yet unique challenges in its journey towards sustainability. Traditional tanning processes rely heavily on water and chemicals that often find their way into local water sources. This results in severe ecological damage, which then has subsequent direct and indirect impacts on our society, biodiversity, food security, and, ultimately, the global economy. Untreated wastewater, discharged into rivers, devastates aquatic ecosystems and endangers public health. This in particular affects communities that rely on these water sources for drinking, farming, and/or fishing. Some sustainability practitioners also raise concerns about instances of deforestation caused by animal farming due to the extensive land requirements for raising livestock and producing animal feed. The social dimension of sustainability, as it interacts with complexities of leather production supply chains, also raises its own challenges. Workers in tanneries can frequently face hazardous working conditions, some receiving inadequate wages below the living wage, and this itself damages the sector's reputation to uphold social responsibility.

Despite these obstacles, the leather and footwear industry is uniquely positioned to play a leading role in our collective efforts to transition to more sustainable commercial practices. Many companies in the sector are already embracing innovative solutions to address these issues. Vegetable tanning, for instance, uses plant-based substances rather than harmful chemicals, which can offer cleaner and more sustainable alternative materials for tanning albeit more expensive. Some firms are experimenting with alternative materials such as bio compostable fabrics derived from agricultural byproducts, which reduce dependence on traditional resources. Others are implementing circular economy models, where waste materials such as leather offcuts are repurposed into new products, which ultimately reduces waste and minimises resource inefficiency, whilst offering a revenue model from the upcycled waste. Investments in renewable energy, such as solar power, together with energy-efficient machinery, and water recycling

systems (Effluent Treatment Plants), can further demonstrate how sustainability can align with profitability.

In Bangladesh, the leather and footwear industry plays an important role in the national economy. The Bangladesh leather industry contributes significantly to exports and provides livelihoods for a substantial workforce, and many communities. However, the sector faces its own set of sustainability hurdles. The relocation of tanneries to Savar was well intended to reduce environmental harm. However, the lack of operational wastewater treatment facilities has offered its own limitations [3]. Water pollution remains a significant issue, which as highlighted earlier, threatens ecosystems, and also the communities that depend on clean water sources. Labour challenges, including unsafe and/or exploitive working conditions, limited use of Personal Protective Equipment (PPE) and inadequate pay, continue to affect the sector's reputation on the global stage. These challenges and issues delay progress towards broader sustainability ambitions and pose significant risks to the industry's long-term economic viability. Not limited to Bangladesh, bio compostable alternatives and fabrics are also cannibalising the leather market share, which is impacting the global economic viability of leather industry globally.

That said, Bangladesh holds enormous potential to become one of the global leaders in sustainable leather production. International standards and certifications such as those established by the Leather Working Group (LWG) examine the environmental and social performance of the players along the supply chain, offer a roadmap for improvement including clear action planning, and engaging tanneries in a meaningful audit process towards improvement. By engaging with and adhering to such standards and certifications, Bangladeshi tanneries, and leather manufacturers can access premium markets that prioritise ethical and sustainable sourcing. These certifications aim to enhance ecological and social practices and strengthen the industry's credibility with global buyers. Accordingly, government support, embracing creative thinking and innovation, together with will and aspiration of the key players will be instrumental in facilitating this transformation. Policies that promote the adoption of renewable energy, subsidise waste management technologies, and enforce labour protections can create an enabling environment for sustainable growth in the sector. Investments in technology, such as energy-efficient machinery, closed-loop water systems, and implementation of technologies that support transparent, ethical, and sustainable practices, can better position Bangladesh as a forerunner in

innovative and sustainable leather production methods.

Accordingly, this awareness of the challenges and the growing global demand for environmentally friendly and ethically produced goods present significant opportunities for the industry in the years to come. Global brands that embrace sustainability in their procurement, production, operations, and marketing can attract environmentally conscious consumers. This also helps these brands to differentiate themselves in highly competitive markets. For Bangladesh, demonstrating progress in sustainability can enhance the country's standing on the global stage. Imagine a future where the label "Made in Bangladesh" signifies quality and craftsmanship, whilst commanding a high level of confidence of sustainable leather making. This vision is certainly achievable and can redefine the Bangladesh image, by making it synonymous with excellence in sustainable leather production practices.

The path to sustainability is not without its challenges, but the rewards are substantial. The first step for individuals, businesses, and organisations is to gain a sound understanding of challenges and issues. Moreover, remaining abreast of the changes in consumers' behaviour, sustainability challenges and demands, and the evolving and dynamic markets is a key to success. Businesses that take the lead by designing and implementing context-relevant sustainability initiatives, conducting sustainability assessments, setting measurable goals, and embracing and nurturing collaboration among stakeholders are already paving the way for a brighter and a more sustainable future. This transformation demands a collective effort that includes upskilling employees through various capacity building workshops, forming partnerships with national and international organisations, gaining awareness of the global markets, and embracing cleaner and more sustainable technologies. This transformation also necessitates divergent and convergent thinking, a willingness to innovate, focused on exploring new sustainable materials in supply chains, reducing waste, rethinking traditional processes, and preparing an environment where sustainable innovation is cherished, adopted and celebrated. Moreover, adopting a holistic and overarching approach, as often referred to Systems Thinking, provides businesses with the opportunity to recognise the interconnectedness of ecological, social, and economic factors, whilst ensuring that solutions to one challenge do not unintentionally create new problems elsewhere within the supply chain or ecosystem [4]. In

other words, businesses and the wider players in the supply chain should be considerate of unintended consequences of any proposed and/or adopted solution.

Our will and the decisions we make today will shape the practices of tomorrow

For the leather and footwear industry in Bangladesh, sustainability must be more than a strategic advantage and must be regarded as a critical pathway to securing the country's place in a rapidly evolving and dynamic global value chain. Considering the highly skilled workforce in the Bangladeshi leather supply chain, its rich heritage, and the demand in the international markets, Bangladesh is very well-placed to take active steps towards sustainable leather production. By implanting sustainability into its operations as an unmovable imperative, the tannery sector in Bangladesh can protect the environment, improve the livelihood of its workers and the affiliated communities, and ensure a lasting prosperity. This will collectively contribute positively to economic growth, increase living standards, and ensure that the livelihoods associated with leather production are preserved for future generations.

Reference:

- [1] Bruntland, G., 1987. Our common future. The world commission on environment 1 and development, pp.45-65.
- [2] Hosseinian-Far, A., Laryea, E., Omoloso, O., Sarwar, D. and Uba, C.D., 2024. Introduction to Contemporary Sustainable Organisational Practices. In Contemporary Sustainable Organisational Practices: A Roadmap for Transformation (pp. 1-13). Cham: Springer Nature Switzerland.
https://doi.org/10.1007/978-3-031-62474-2_1
- [3] SMEP Programme, 2024. Improving environmental and social conditions in the tannery industrial estate in Savar, Bangladesh. SMEP Programme. Available at: <https://smepprogramme.org/project/improving-environmental-and-social-conditions-in-the-tannery-industrial-estate-in-savar-bangladesh/> [Accessed 5 December 2024]
- [4] Okonta, U. and Hosseinian-Far, A., 2024. Systems Approach for Sustainability. In Contemporary Sustainable Organisational Practices: A Roadmap for Transformation (pp. 17-33). Cham: Springer Nature Switzerland.
https://doi.org/10.1007/978-3-031-62474-2_2

About Author

Professor Amin Hosseinian-Far, University of Hertfordshire, UK
Dr Oluwaseyi Omoloso, University of Northampton, UK
Dr Chijioke Uba, University of Northampton, UK
Dr Ebenezer Laryea, Aston University, UK

The State of Fashion

The State of Fashion 2025 is the ninth annual

GLOBAL ECONOMY

CONSUMER

01. Trade Reconfigured

Global trade is shifting as major economies diversify and source from countries where they have more political alignment. This will accelerate in the fashion industry in 2025 due to rising costs, evolving trade policies and sustainability targets. As a result, fashion brands are likely to double down on diversifying their sourcing footprint in Asia and lay the foundations for nearshoring.



There has been a 5x increase in the number of trade barriers introduced since 2015, with ~3,000 restrictions imposed in 2023

02. Asia's New Growth Engines

China's economic deceleration, changing consumer preferences and the return of international travel are making growth in the country highly challenging, leading international fashion brands to look to other Asian markets. India will be a focus, particularly for high-street players, while Japan's luxury boom is expected to continue into 2025, fuelled by strong international and domestic spend.



63% of fashion executives believe APAC mature countries have promising growth prospects in 2025

03. Discovery Reinvented

Fashion shoppers are embracing choice, which negative engagement and conversion. However, a new product discovery is on the rise, underpinned by AI-powered content and search.



50% of fashion executives believe AI-powered product discovery as the top driver of generative AI in 2025

FASHION SYSTEM

06. The Human Side of Sales

Differentiating the in-store experience is key to reigniting demand for in-person shopping. Brands can achieve that by empowering their store associates to reach their full potential, as sales staff have a central and valuable role to play in connecting with customers. The benefits will be sizeable, since customer and employee experience are inextricably linked.



75% of shoppers are likely to spend more after receiving high-quality service from store staff

07. Marketplaces Disrupted

Following a tumultuous period for luxury e-commerce platforms, online non-luxury marketplaces are facing challenges of their own. Share prices have dropped as much as 98 percent since Covid-19 peaks due to existential business model challenges and disruptions. Non-luxury marketplaces globally must carve out a clear role in the fashion ecosystem to survive.



The share price of online fashion marketplaces declined 77% on average between January 2021 and September 2024

08. Sportswear Showdown

Challenger brands are making their mark, with over half of the sportswear brands reporting economic profit in 2024, up from 20% in 2020. This means the rise of challenger brands and incumbent brands in the sportswear market will continue to gain market share, brands will develop innovative products, hire the right ambassadors and tell unique brand stories.



Challenger sportswear brands are likely to generate 57% of the sector's profit in 2024

Fashion 2025

Annual report by McKinsey & Co and BoF Insights.

MARKET SHIFTS

Overwhelmed with... impacts their... rates with... era of brand and... the horizon, ... curation across

50%

Consumers see consumer... as the key use case for

04.

Silver Spenders

Fashion brands have typically focused on youth, but in 2025 they may struggle to grow sales from younger shoppers alone. The "Silver Generation" aged over 50 represents a growing population with a high share of global spend. Brands that engage these previously overlooked shoppers while creating inter-generational appeal will unlock incremental growth.



72% of total US population wealth is accounted for by those aged over 55

05.

Value Shift

Macroeconomic pressures and rising prices have driven fashion shoppers to adopt costconscious behaviours. This is expected to persist, even as some economies begin showing signs of recovery. This dynamic is fuelling growth in segments with strong value-for-money perception, such as resale, offprice and dupes, among others. To capture customers' share of wallet, brands will need to prove their value.



70% of consumers plan to continue shopping from outlets or off-price retailers in the next 12 months, even if they have more money to spend

Inventory

Forecast to generate... year segment's... up from 20 percent... battle between... in the growing... likely intensify. To... brands will need to... products and use the... channels to activate

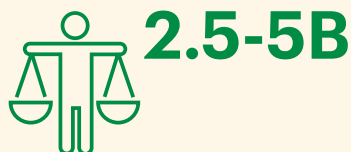
57%

Brands are expected to... segment's economic

09.

Inventory Excellence

Inventory remains a challenge for the industry with both excess stock and stockouts impacting brands. In 2025, margin pressures and sustainability regulation will place greater emphasis on end-to-end planning excellence, with brands increasingly adopting tech tools and adjusting their operating model to support agile supply chains.

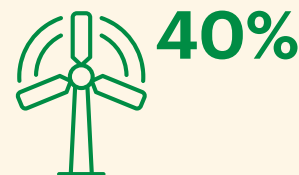


An estimated 2.5 billion to 5 billion items of excess stock were produced by the fashion industry in 2023, worth between \$70 billion and \$140 billion in sales

10.

The Sustainability Collective

Fragmentation and complexity across the fashion value chain, coupled with consumer reluctance to pay for sustainable products, are inherent barriers to reaching sustainability goals. But with decarbonisation efforts falling short of targets and the climate crisis accelerating, inaction is not an option. The fashion sector must act collectively to drive impact



40% of power in Bangladesh will be fuelled by renewable energy by 2041 thanks to collective energy initiatives



LEATHER & FOOTWEAR TALK

VOICES OF PROGRESS: INSIGHTS AND OPPORTUNITIES FROM BANGLADESH'S LEATHER AND FOOTWEAR INDUSTRY LEADERS

The leather and footwear industry of Bangladesh stands as a significant contributor to the nation's economic growth, employment generation, and global trade footprint. To capture the essence of its dynamic landscape and foster meaningful dialogue, Leather & Footwear TALK, the flagship podcast of Footwear Exchange, has continued its bold initiative during this year's Leathertech Fair.

At this premier industry event, we had the privilege of interviewing 22 distinguished experts from across the sector. These include business owners, managers, government officials, development agency partners, industry leaders, traders, exhibitors, and representatives from backward linkage industries. Each of these individuals has shared invaluable insights based on their experiences, offering a comprehensive view of the industry's current landscape.

This TALK encapsulates the invaluable insights shared by these voices of the industry. Their experiences, perspectives, and narratives paint a vivid picture of the

challenges faced and opportunities available within the sector. From evolving global market trends to addressing sustainability, value addition, and technological adaptation, these conversations shed light on the critical steps required to drive sectoral enrichment and long-term competitiveness.

As the industry navigates its path toward greater growth and resilience, this TALK aims to serve as a resource for stakeholders across the value chain. It offers a roadmap of actionable insights and fosters a collaborative spirit to tackle the pressing issues that shape the future of leather and footwear in Bangladesh. We extend our gratitude to all the interviewees who generously shared their expertise and stories, as well as to the participants of the Leathertech Fair, whose engagement continues to inspire progress in this vital sector. It is our hope that this compilation of expert views will spark innovation, encourage investment, and strengthen the position of Bangladesh's leather and footwear industry on the global stage.



MD. ANWAR HOSSAIN

CEO & Vice-Chairman, EPB
Administrator, BGMEA

“ The leather sector has not grown as expected due to CETP inefficiencies over the past 10-14 years, limiting global competitiveness. While a few factories have achieved LWG certification, most struggle to meet international standards. To mitigate this, we are working to have more ETP plants and coming up with a lot of reforms like reform in NBR, in the banking sector, support for skill development, and R&D to ease their business.



MR. NABEEUL ISLAM KHAN

Supply Chain Director
Bata Shoe Co. Ltd. (Bangladesh)

“ Following Trump’s election victory, Bangladesh faces both risks and opportunities in competing with China in leather and footwear industries. The risk lies in over-dependence on China. To seize opportunities, Bangladesh needs to improve sourcing, develop backward linkages, and focus on quality enhancement.



AMINUL ISLAM SHAMIM

CEO, Steps Footwear Ltd.

“ Although labor costs in Bangladesh are one-sixth of China's, China still offers more cost-competitive footwear. This is due to better research before investing, ensuring an optimal balance of skill sets, machinery, and resources based on specific shoe type areas where investors falls short before entering the footwear industry.



MD. GOLAM SHAHNEWAZ

Managing Director
Dhaka Tannery Industrial Estate Wasteage Treatment Plant Company Ltd.

“ CETP was never unworkable; the real issue was efficiency, which has now improved. Upgradation is ongoing, supported by the European Commission, providing a cost-free, European-standard assessment. Implementation begins in January, fully funded by them. Additionally, with the ministry and BSCIC, six tanneries have been permitted to establish self-ETPs, further advancing environmental compliance in the sector.



SADAT HOSSAIN SALIM

Founder & Managing Director
Craftsman Footwear and Accessories Ltd.

“ To promote Bangladesh's leather shoes, we should focus on bigger global platforms and effective marketing force . Instead of attending different fairs, a single-country fair with only our participants could strengthen it to spread that Bangladesh makes quality leather products. For new investors:

1. Avoid expecting quick returns.
2. Invest in technology.
3. Focus on research and development with your own product development team.



REPORT



TASLIMA MIHI

Managing Director, Leatherina Pvt Ltd.

“ SMEs need government support to set up a central bonded warehouse as managing individual bonded warehouses is challenging for them. With a central bonded warehouse, SMEs can import raw materials duty-free, enabling them to grow their businesses, generate employment, and compete effectively in the domestic market against foreign brands.



MD. MOZAHAR ALI

General Manager, Superex Leather Ltd.

“ To ensure LWG's continued success, the main challenge is managing restricted substances (RSL) by conducting monthly tests, preparing reports, and controlling particulate matter sizes. Maintaining these processes regularly is essential for compliance and achieving long-term sustainability.



MR. MOMINUL AHSAN

Managing Director, E-Zone HRM Ltd.

“ To attract the young and talented generation to our sector, both fresh graduates and organizations need to take active steps where freshers should focus on starting their careers without delay and organizations should create a positive work culture, implement good practices, prioritize employee satisfaction and finally use their employees as a brand to attract new generations.



MAZHARUL ISLAM

Regional General Manager, Advanced Manufacturing Group

“ China and Vietnam lead global footwear production, when China has a geopolitical barrier. This makes Bangladesh and Cambodia the next key destinations for footwear manufacturing due to their available capacity and growth potential.



QUAZI SALAHUDDIN MAHMUD

GM(Technical), Apex Footwear Ltd.

“ Zero chrome and Chrome free are not the same. "Zero chrome" means no chrome is used at any stage, and it is undetectable in tests. "Chrome-free" allows for controlled use of chrome within regulated limits, alongside other materials. Zero chrome replaces chrome with alternatives, while chrome-free uses chrome but ensures it remains within safe thresholds.



MOHIUDDIN AHMED MAHIN

Chairman, Bangladesh Finished Leather, Leather goods and Footwear Exporters' Association (BFLLEA)

“ To achieve a "China plus one" strategy, we must first evaluate whether we are equipped to handle such a large volume of business. Are we taking the necessary steps to attract foreign buyers? Without creating a clean, pollution-free environment, sustainable industries cannot thrive. Much like flowers won't attract bees in a polluted area, we cannot expect foreign investment or success without the right conditions.



SHAH MOHAMMAD MAHBOOB

Executive Member
(Additional Secretary) BIDA

“ BIDA has installed or established the largest virtual one stop service center so that investors can apply for many services online and BIDA can follow up and monitor how much time or resources or frequencies are taking to get that service or license and take necessary initiatives to mitigate obstacles.



TIPU SULTAN BHUIYAN

Managing Director
ASK trade & Exhibition Pvt Ltd.

“ From the first Leathertech Fair in 2013 to its 10th edition in 2024, significant improvements have been made. Initially, the industry had limited technology, but now, advanced machinery and equipment are showcased. The number of participants has increased, and exhibitors conduct thorough market studies to bring relevant technologies tailored to Bangladesh's needs. This has resulted in more high-end, costly machines being introduced to meet the growing demands of the industry, marking a major evolution in the fair's focus and offerings.



FIROZ ALAM TALUKDER

AGM, Business Strategy & ESG
Apex Footwear Ltd.

“ The current LWG protocol, 7.2.2, will soon be replaced by Standard 1 under Protocol 8. This new standard will be particularly challenging for countries like Bangladesh, India, and Pakistan due to its mandatory traceability requirements, as outlined by the EU regulation EUDR. Currently, traceability for incoming and outgoing materials is not obligatory, but the upcoming audit standard will incorporate this requirement, making compliance more demanding.



ZAHIR UDDIN JUEL

Managing Director, Zant Group of Industries

“ Backward linkage industries like foam face significant challenges in Bangladesh. All required chemicals are imported, but the country lacks chemical testing facilities or third-party labs to ensure quality control after in house. Additionally, there is a gap in technical education on PU (Polyurethane), forcing individuals to seek training abroad or rely on foreign professionals to fill these roles locally.



AFZAL HOSSAIN

Former Auditor
LWG & Leather Industry Audit Consultant

“ In Bangladesh, we often think leather production ends with just making leather. But globally, certified tanneries ensure the process includes proper liquid and waste management. We know this is important, but unfortunately, it mostly stays as talk in meetings or ministries without much action.



REPORT



DR. FOYASAL KHAN

Assistant General Manager,
LFMEAB



LFMEAB emphasizes regular engagement with government agencies for policy advocacy, ensuring that any proposals are supported by evidence, examples, and reliable information. This approach ensures that their suggestions are well-founded and more likely to be approved by the government.



NANDAGOPAL K

Director
ASK trade & Exhibition Pvt Ltd.



We need to tighten up the buyer-seller meeting to ensure more suppliers can connect with key players. This will help leading buyers identify and engage with the right suppliers, even with the limited time they have to explore the exhibition.



MD. AKMAL HOSSAIN

Deputy Managing Director
First Security Islami Bank Ltd.



The U pass system by Bangladesh Bank, allows exporters to import raw materials and pay after receiving export proceeds, without needing an LC upfront.



TRACEABILITY

SCIENCE BASED TARGETS INITIATIVE (SBTi), THE KEY TOOL TO CALCULATE SUSTAINABILITY

Firoz Alam Talukder

In 1983 UN Commission on Environment and Development (Brundtland Commission) had a big influence on the use of the term sustainability. Sustainability defines as development that meets the needs of the present without compromising the ability of future generations to meet their own needs. It is all about finding a balance between taking care of our planet, ensuring fairness and safety for everyone, and managing our resources wisely for the benefit of both present and future generations.

Sustainability is the key to make a product described as “responsible,” it typically means that they prioritize ethical, sustainable, and socially conscious practices throughout their operations. “Responsible” covers being sustainable and takes it a bit further, taking into account corporate governance and high ethical standards in business dealing as well.

Responsible companies have effective corporate governance structures in place to ensure accountability, transparency, and responsible decision-making at all levels of the organization.

The sustainability of leather is a hot topic in, for example, the fashion industry, which is encountering a selection of alternative materials and sometimes confusing messaging. The fact is that properly made and sourced leather is a truly sustainable material. Leather is-

- made from a by-product (recycle), and
- a long-lasting (durable) material, the very important aspects of sustainability.

Sustainability has become an essential part of global industries, and the leather sector is no exception. As environmental concerns, climate change, and natural resource depletion escalate, industries face increasing pressure to adopt sustainable practices. In this context, frameworks like the Science-Based Targets Initiative (SBTi) play a crucial role. The SBTi provides a clearly defined pathway for companies to reduce greenhouse gas emissions in line with the goals of the Paris Agreement, which aims to limit global warming to well below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C.

The Science Based Targets initiative (SBTi) is a collaboration between the CDP, the United Nations Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF), with a global team composed of people from these organizations.



Science-based targets provide a clearly defined pathway for companies to reduce greenhouse gas (GHG) emissions, helping prevent the worst impacts of climate change and future-proof business growth. Through SBTi sustainable criteria can easily be measurable and achievable.

Environment	Labor & Human Rights
<p>Operations:</p> <ul style="list-style-type: none"> • Energy consumptions & GHGs • Water • Biodiversity • Air Pollution • Materials, Chemicals & Waste <p>Products:</p> <ul style="list-style-type: none"> • Product Line • Product End-of-Life • Customer Health & Safety • Environmental Services & Advocacy. 	<p>Human Resources:</p> <ul style="list-style-type: none"> • Employee Health & Safety • Working Conditions • Social Dialogue • Career Management & Training <p>Human Rights:</p> <ul style="list-style-type: none"> • Child Labor, Forced Labor & Human Trafficking • Diversity, Equity & Inclusion • External Stakeholder Human Rights
Ethics	
<p>Corruption</p> <ul style="list-style-type: none"> • Anticompetitive Practices • Responsible Information Management • Sustainable <p>Procurement:</p> <ul style="list-style-type: none"> • Supplier Environmental Practices • Supplier Social Practices. 	

■ TRACEABILITY

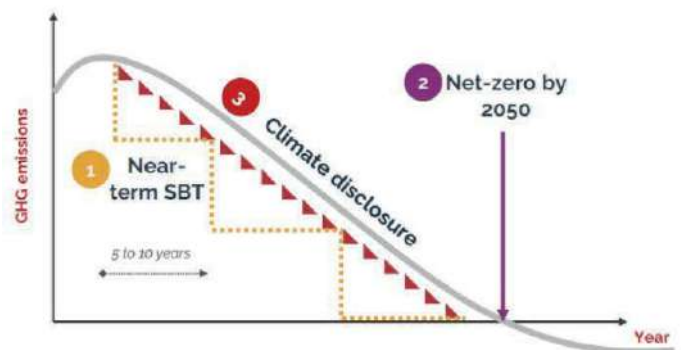
Science-based targets show businesses how much and how quickly they need to reduce their greenhouse gas (GHG) emissions to prevent the worst effects of climate change. The SBTi is especially keen to welcome companies in the highest-emitting sectors, who play a pivotal role in ensuring the transformation to a zero-carbon economy. More than 6,000 businesses around the world are already working with the Science Based Targets initiative (SBTi).

Integrating sustainability and SBTi within the leather sector is particularly important due to the industry's substantial environmental footprint, which includes water pollution, deforestation, greenhouse gas emissions, and waste generation. The leather sector, while economically significant, is resource-intensive, and adopting sustainability initiatives like SBTi is vital for its future viability.

The leather industry has long been associated with environmental challenges, primarily due to its dependence on cattle farming, water-intensive processes, chemical-heavy tanning, and waste management issues. Cattle farming is a major contributor to greenhouse gas emissions, particularly methane, which has a far higher warming potential than carbon dioxide over a short period. Land conversion for cattle grazing also contributes to deforestation, biodiversity loss, and reduced carbon sequestration. The SBTi offers companies the tools to set credible, measurable, and achievable emissions reduction targets based on scientific evidence. By incorporating SBTi principles, leather manufacturers and supply chain stakeholders can address their carbon footprints while enhancing their overall sustainability performance.

The SBTi's importance in the leather sector stems from its emphasis on accountability and transparency. In recent years, stakeholders, including consumers, investors, and policymakers, have increasingly demanded sustainable practices from companies. The leather industry, often scrutinized for its environmental and social impacts, needs robust frameworks to demonstrate its commitment to sustainability. The SBTi provides a pathway for leather companies to adopt targets that are validated against climate science, ensuring credibility and trust among stakeholders.

For example, a leather manufacturer can establish targets to reduce- scope 1 (direct emissions), scope 2 (indirect emissions from energy consumption), and scope 3 emissions (value chain emissions).

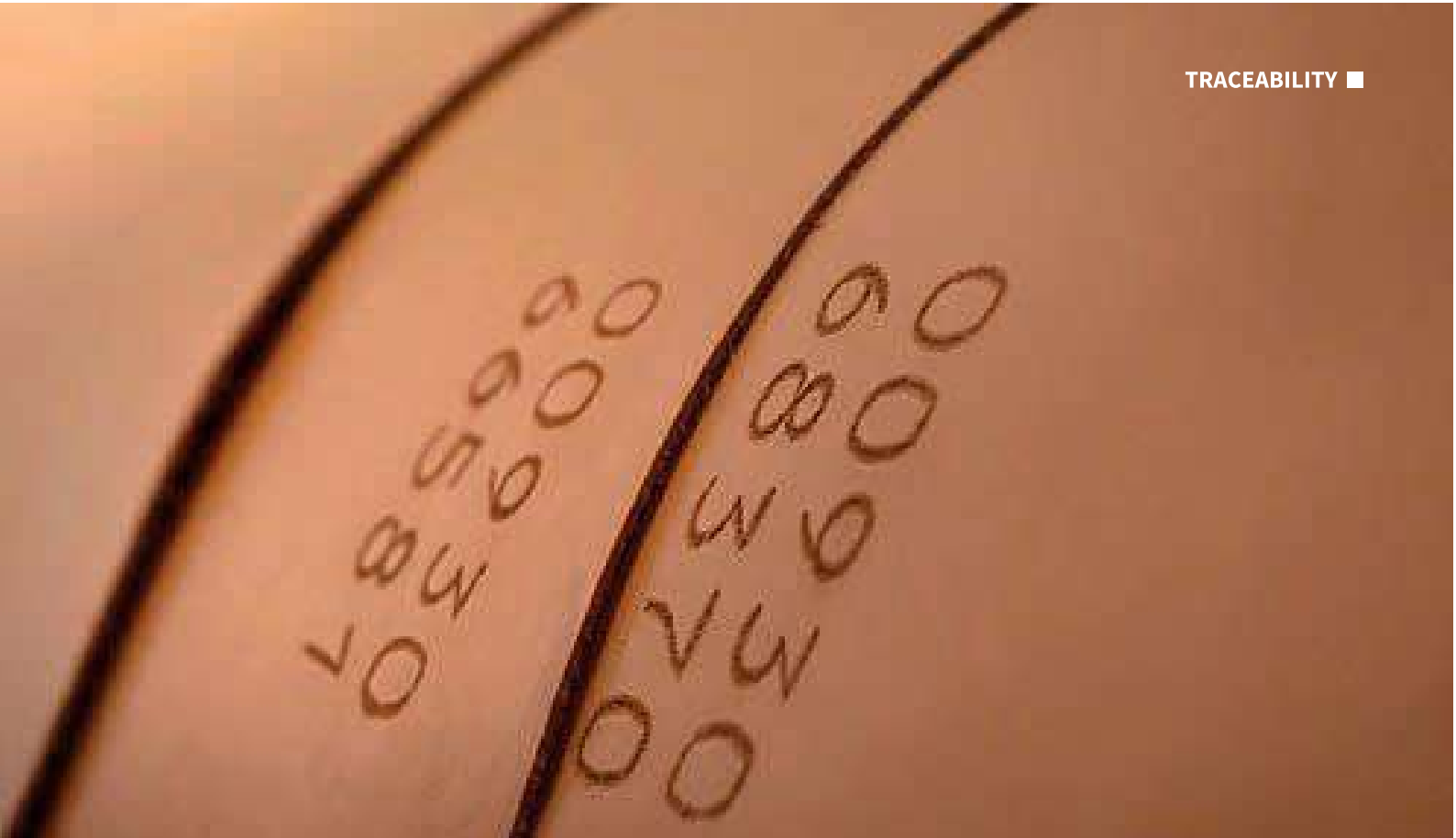


- 1 **(Near-term) science-based target:** Ensures that the company is taking near-term action to reduce emissions at a pace that is consistent with keeping warming below 1.5°C;
- 2 **Long-term net-zero target:** Provides clarity about the direction that the company will follow and serves as a north-star for long-term strategic and investment decisions;
- 3 **Annual disclosure:** Gives visibility on how the climate strategy is being implemented and provides transparency on progress against targets

By focusing on all three scopes, SBTi ensures that emissions reduction is holistic and meaningful. Companies that adhere to SBTi also benefit from improved operational efficiency, reduced energy consumption, and cost savings through optimized processes, making sustainability a driver of both environmental and economic value.

Leather industries may reduce their emissions through energy-efficient technologies, renewable energy adoption, and waste minimization. Circular solutions such as leather recycling and upcycling help minimize waste and resource extraction, aligning with SBTi goals.





Many leather manufacturers operate in developing regions where access to renewable energy, clean technologies, and sustainable raw materials is limited. The role of SBTi in driving sustainability within the leather sector is also closely linked to the United Nations' Sustainable Development Goals (SDGs). By reducing emissions and adopting sustainable practices, tanneries contribute to multiple SDGs, including Goal 12 (responsible consumption and production), Goal 13 (climate action), and Goal 15 (life on land). Sustainable leather production practices can also enhance livelihoods in farming communities and improve working conditions in tanneries, aligning with Goal 8 (decent work and economic growth). Integrating SBTi principles into sustainability strategies enables the leather industry to address environmental, social, and economic aspects simultaneously, fostering a more balanced and equitable approach to development.

Moreover, consumer awareness and preferences are playing a pivotal role in the leather sector's sustainability journey. Modern consumers are increasingly concerned about the environmental and ethical implications of their purchases. As a result, brands and retailers are under pressure to provide transparency and demonstrate accountability throughout their supply chains. By aligning with the SBTi tannery can provide verifiable evidence of their emissions reduction efforts, building trust and loyalty among consumers. Certifications and eco-labels, such as Leather Working Group (LWG) certification or SBTi verification.

In conclusion, the integration of sustainability principles and the adoption of science-based targets through the SBTi are essential for the leather sector to address its environmental challenges and align with global climate goals. The leather industry's substantial carbon footprint, water usage, and waste generation necessitate urgent action to mitigate its impacts. SBTi provides a credible and effective framework for leather companies to reduce emissions, improve efficiency, and enhance their sustainability performance. By committing sustainability and science-based targets, the leather sector can contribute to climate action, strengthen its resilience, and meet the growing demands of environmentally conscious stakeholders. Ultimately, the adoption of SBTi principles ensures that the leather industry remains relevant, competitive, and capable of thriving in a future where sustainability is no longer optional but imperative.

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.



OVERCOMING COMMON MERCHANDISING MISTAKES IN BANGLADESH'S FOOTWEAR INDUSTRY FOR SUSTAINABLE GROWTH

Md. Abdullah Bin Arif

Bangladesh's footwear industry has been on a remarkable growth trajectory, showcasing its potential as a global manufacturing powerhouse. With export revenues reaching \$1.25 billion in FY 2022-23—an impressive 32% year-on-year increase—this sector is poised for even greater opportunities. However, the path to sustainable growth requires overcoming persistent challenges, particularly in merchandising.

As someone with over 14 years of experience in the industry, I've witnessed firsthand how effective merchandising can act as the backbone of operational excellence. Collaborating with global brands such as Wolverine, Deichmann, ABC MA, Decathlon, ARIAT etc has highlighted the intricate balance required to meet

buyer demands, ensure compliance, and deliver on time. This article delves into ten common merchandising mistakes in Bangladesh's footwear industry and explores actionable strategies to overcome them, paving the way for long-term success.

However, I have seen that ineffective merchandising practices—ranging from poor communication to inadequate logistics planning—continue to hinder progress. These challenges, if unaddressed, can lead to costly errors, delays, and strained relationships with clients. This report explores 10 common mistakes merchandisers make in Bangladesh's footwear sector and provides actionable insights to overcome them, ensuring a pathway to sustainable growth.

Top 10 Mistakes Merchandisers Must Avoid

1. Misunderstanding Buyer Specifications

From my experience, one of the most critical aspects of merchandising is understanding buyer specifications in detail. Early in my career, I recall an incident where a slight misinterpretation of leather texture requirements led to an entire batch being rejected. This not only resulted in a financial loss but also damaged trust with the client.

Understanding the details of materials, design, sizing, and construction techniques is crucial for merchandisers to align production with buyer expectations. Misunderstanding product details—such as design, grading, material specifications (type, texture, color), or sizing—can lead to costly rework or rejection of products. In 2022 alone, the Bangladeshi footwear industry faced a loss of approximately \$10 million due to such specification issues. Merchandisers must avoid making assumptions about product details and instead ensure that they thoroughly confirm each specification with buyers to minimize these costly errors.

2. Overpromising Lead Times

Committing to unrealistic deadlines without considering production capacity or supply chain challenges can lead to delays and strained buyer relationships. In the footwear sector, especially in countries like Bangladesh, many factories over-promise delivery times in order to secure orders, failing to account for factors such as labor shortages, raw material delays, and transportation bottlenecks. As a result, an estimated 8-10% of orders in Bangladesh's footwear industry face delays due to over-committed timelines. In my experience, clear and honest communication about lead times has not only mitigated delays but also strengthened buyer relationships.

9% of footwear exports were delayed in 2023, impacting not only short-term delivery but also the long-term trust with buyers. Merchandisers must set realistic timelines by considering current production constraints and supply chain limitations to avoid these costly setbacks.

3. Inaccurate Costing or Lack of Costing Knowledge

Understanding the cost of the product, materials, labor, and logistics is essential for merchandisers to set competitive yet profitable prices. In the footwear industry, accurate costing requires knowledge of material prices, production methods, and logistics expenses to identify opportunities for cost reduction or

resource optimization. Misjudging labor overhead (LO), material, production, or logistics costs can lead to uncompetitive pricing and reduced profit margins. Accurate costing is fundamental for profitability.

Early in my career, I overlooked the impact of fluctuating shipping rates during peak export seasons. This error reduced profit margins for a major order by nearly 3%. Since then, I've emphasized staying informed about material prices, labor costs, and logistics expenses to set realistic pricing.

Export-related shipping delays and cost increases during these periods reduced margins for over 12% of footwear manufacturers. Merchandisers should stay informed about current material costs, most updated LOH, exchange rates, and seasonal price fluctuations to avoid pricing errors and ensure profitability.

4. Poor Coordination with Production Units

Product familiarity is essential for merchandisers to communicate effectively with both buyers and internal teams. Strong coordination with production teams is particularly crucial. For example, when a buyer requests a specific material or finish, a knowledgeable merchandiser can offer accurate guidance on its feasibility and timeline.

However, a lack of real-time communication with production managers can result in critical oversights, such as misjudging line capacity or resource availability. These missteps often lead to production bottlenecks, missed deadlines, and increased overtime costs. I once encountered a situation where miscommunication about material availability disrupted the production schedule, causing overtime costs to exceed the budget by 8%. This experience reinforced the importance of aligning with production managers on capacity, timelines, and potential challenges.

In Bangladesh's footwear sector, factories frequently operate at full capacity during peak seasons. A failure to coordinate during these times can result in overtime costs increasing by 5-8% per project, impacting both profitability and buyer relationships. To mitigate these risks, merchandisers must maintain close alignment with production teams and ensure continuous communication.

5. Poor Quality Control Oversight:

A deep understanding of materials, processes, and quality standards enables merchandisers to detect potential issues early, ensuring that products meet

■ EDUCATION

both factory and buyer expectations. For instance, recognizing how oil pull up leather should look or for split leather is there any powder color migration issues will happen later in production ? These type of questions to themselves allows merchandisers to identify defects like color migration or look imperfections during production. Addressing such issues early prevents minor problems from escalating into major rejections, which can lead to waste, delays, and increased costs.

In the footwear sector, particularly in Bangladesh, defective stitching is a common challenge. I recall a shipment rejection caused by unnoticed stitching flaws, which increased costs by 12%. When defects are caught only during the final inspection, the costs of rework and waste can rise significantly—often by 12-15%. For example, stitching or material defects can lead to up to 15% of a batch being rejected, resulting in financial losses and strained buyer relationships.

To minimize these risks, merchandisers must integrate quality control processes throughout the production cycle, rather than relying solely on final inspections. Proactive defect identification is key to reducing costs and ensuring customer satisfaction.

6. Failure to Anticipate Production Risks

Material shortages due to quality issues, over-rejection, or overuse—combined with frequent power outages and labor strikes—pose significant risks for footwear manufacturers in Bangladesh. These challenges underscore the importance of proactive risk management and contingency planning for merchandisers.

Factories lacking clear risk management strategies often experience production delays, with reports indicating that 10-15% of orders are delayed due to sudden raw material shortages, electricity disruptions, or labor unrest. Such delays not only disrupt timelines but also strain buyer relationships, potentially resulting in penalties or lost business opportunities.

Over the years, I've recognized the critical role of contingency planning in mitigating these risks. For instance, during a labor strike, the absence of a backup plan delayed a key order by weeks, jeopardizing a major client relationship. This experience highlighted the necessity of anticipating risks and preparing for disruptions to ensure smoother production processes and maintain buyer confidence.

7. Inadequate Compliance Monitoring

Global footwear brands enforce stringent social, environmental, and safety standards on their suppliers, and failing to meet these requirements can have severe financial repercussions. In Bangladesh's footwear sector, non-compliance often results in penalties, canceled orders, and reputational damage, with factories losing up to 30% of their potential annual revenue. These losses stem from forfeited contracts with major buyers and the additional costs of addressing compliance failures.

In 2022, factories with inadequate compliance monitoring faced emergency expenses to upgrade safety protocols and improve environmental practices, further escalating operational costs. For merchandisers, ensuring continuous adherence to



these standards is crucial—not just to avoid financial penalties but to maintain credibility and access to high-value international markets.

8. Inaccurate Forecasting of Order Volumes

Inaccurate forecasting of order volumes can result in stock outs or excess inventory, both of which have significant financial repercussions. Seasonal fluctuations and changing consumer demand make forecasting particularly challenging for footwear manufacturers. In Bangladesh's footwear industry 34% of factories reported inventory-related financial losses in 2023, primarily due to poor forecasting. Stock outs can lead to lost sales and missed opportunities, while excess inventory ties up capital and increases storage costs. I recall a time when poor forecasting led to surplus inventory, tying up capital and increasing storage costs. Learning from this, I now emphasize analyzing buyers trends, seasonal demand, and buyer patterns to align production with actual needs.

Merchandisers must account for seasonal demand patterns, consumer behavior, and global market trends to more accurately predict order volumes and avoid costly mistakes. By improving forecasting accuracy, merchandisers can better align production with actual demand, reducing both excess inventory and stock outs.

9. Neglecting Shipping and Logistics Coordination

In industries like footwear, where exports are vital, timely shipment and delivery are essential to maintaining buyer satisfaction and avoiding penalties. I've encountered situations where poor logistics planning resulted in penalties and damaged relationships with buyers. For merchandisers, close coordination with logistics providers is crucial to ensure smooth, on-time deliveries.

In Bangladesh's footwear sector, delays in shipping can result in significant financial penalties and strain relationships with international buyers. Logistics delays cost the industry approximately 8-12% of its annual export value. This issue is exacerbated during peak export periods, such as the holiday season, when demand spikes and shipping capacities become stretched.

By effectively coordinating logistics, merchandisers can minimize such risks, reduce costs, and maintain positive relationships with buyers. Active monitoring of shipping schedules, anticipating potential bottlenecks, and collaborating with logistics partners are key strategies to avoid costly delays and ensure timely deliveries.

10. Weak Buyer Communication on Changes

Failing to keep buyers informed about production updates or potential issues can severely damage trust and jeopardize long-term relationships. In the footwear industry, where lead times and product specifications are critical, effective communication is paramount. Merchandisers must consistently update buyers on any changes or challenges to avoid surprises that could jeopardize the deal.

In fact, 15-18% of factories reported losing repeat business due to poor communication about production delays or last-minute changes. A merchandiser's ability to understand a buyer's specific needs and communicate effectively in their preferred style or language is a key skill. For example, last-minute buyer requests, which are common in the fast-paced footwear market, require agility and the ability to negotiate adjustments internally.

I recall an instance where failing to inform a client about a production delay led to lost trust and a canceled order. To avoid such outcomes, merchandisers must prioritize proactive communication to ensure smooth production processes and maintain strong, lasting partnerships.

Conclusion

Bangladesh's footwear industry holds immense potential, but achieving sustainable growth requires addressing key merchandising challenges. Reflecting on my 14-year journey, I've seen how avoiding common pitfalls—such as misunderstanding specifications, poor costing, and inadequate logistics—can lead to more efficient operations and stronger buyer relationships. By adopting best practices in communication, forecasting, and compliance, Bangladesh's footwear manufacturers can not only retain their competitive edge but also build lasting partnerships with global buyers. As we continue to navigate this dynamic industry, merchandisers have a pivotal role in driving sustainable growth and cementing Bangladesh's position on the global stage.

About Author

Mr. Md. Abdullah Bin Arif, Md. Abdullah Bin Arif is the Senior Brand Manager at Karnaphuli Shoes Industries Ltd., Bangladesh (a sister concern of Youngone Corporation, Korea), with 14 years of experience in the leather industry. With over a decade of expertise, he has held leadership roles in merchandising, quotation management, and product development, specializing in target costing and innovative design. His diverse experience has equipped him with the skills to address complex market demands of the footwear industry.



SETTING UP A BRANCH OFFICE IN BANGLADESH

L&F Hive Desk

Understanding a Branch Office

A branch office is an extension of a parent company that operates in a foreign country. It is not a separate legal entity but rather a representation of the parent company in Bangladesh. This means that while the branch can engage in business activities, the parent company remains liable for its operations and obligations.

Characteristics of a Branch Office

- The branch office is the foreign parent company's expanded version.
- The parent foreign company's memorandum and article of association apply to its infrastructure and management.
- The parent foreign company is responsible for bearing the responsibilities associated with its business-oriented debt and losses.
- The operations of the branch must stay within the parameters set by the Bangladesh Investment Development Authority (BIDA)
- The company must have documents that prove continuous profit-making for the last three financial years and net assets of at least one lakh US dollars. Otherwise, the company needs to have a previous record of a profit despite the loss and have minimum net assets of at least one lakh US dollars.
- The branch office name has to get the approval of the Register Company of RJSC.

Permitted Activities of Branch Office

Even though the branch office has a lot of flexibility, their activities in Bangladesh are limited. Their permitted activities are as follows-

- A branch office can undertake commercial operations (mentioned in the BIDA application letter) in Bangladesh on behalf of the parent company.
- Any kind of financial and technical help can be extended between the new Bangladeshi company and the parent foreign company or any foreign company regarding cooperation.
- A branch office can be engaged in research on behalf of the foreign parent company.
- A branch office can be the representative for foreign airlines and shipping companies in Bangladesh.
- A branch office acts as the sales representative in Bangladesh on behalf of the parent company.
- A branch office can offer consulting services, or play the role of a contractor or subcontractor given the parent company's job description.
- A branch office can provide sales and after-sales to make sure there is appropriate marketing and distribution.
- A branch office can conduct import and export after getting the necessary approval.
- A branch office can also undertake other commercial operations after the authority's or Inter-Ministerial Committee's authorization.

- A branch office involved in the production of goods and services needs to establish an industry in Bangladesh within ten years from the date it gets permission. The renewal of branch office certification will not be viable after ten years.

Eligibility Criteria for a Branch Office set-up in Bangladesh

- **Age of the Foreign Parent Company:** The foreign parent company must be no less than 2 years old as a formally registered company outside of Bangladesh.
- **Name & Approval of the Branch Office:** A branch office must have the same name as the parent company and approval from BIDA (Bangladesh Investment Development Authority).
- **Operational Expenses:** A branch office needs to cover all the expenses using remittances from the head office or the profit earned from BIDA-approved operations in Bangladesh.
- **Minimal Investment Requirement:** The foreign parent company has to invest at least \$50,000 or 6 months of operational expenses including the initial office set-up expenditure.
- **Taxation in Bangladesh:** The branch office can generate revenue. That's why all regular taxes are applicable to the branch office.

Prerequisite Documents for Branch Office set-up

Required Documents for BIDA (Bangladesh Investment Development Authority) Permission:

- Foreign Company's Incorporation Certificate
- Memorandum and Article of Association
- Audited Financial Statements of Parent Company (Last Two Years)
- Board Resolution for the set-up of the Branch Office in Bangladesh
- Complete Details of the Directors
- Perfect Information of the Shareholders of the Applicant Company
- A Declaration that details the nature of the activity of the Parent Company
- A Declaration that details the nature of the activity of the Proposed Branch Office
- Total Employee List of the Proposed Branch Office
- Authorization Letter to the Consultant who will process the application on behalf of the Applicant

The prerequisite documents (from point 1 to point 4) need to be translated into English and attested by the concerned Bangladesh High Commission of the respective country.

Process of Setting Up a Branch Office in Bangladesh

Step-1: BIDA Permission

Firstly, you need to form a user ID after submitting a government fee for the account creation. Then you must fill out the application and submit the application to BIDA online. After checking and verifying the documents, BIDA will approve the application. The average time needed to get approval is one month. An e-letter for BIDA permission is sent which is the fundamental legal document needed to be approved as a branch office.

Step-2: RJSC Certificate

You need to register the Branch Office with the RJSC (Register of Joint Stock Company).

Step-3: Trade License

You also need to apply for a trade license to the local government so that you can conduct commercial activities at the branch office. For the trade license, the branch office must have a commercial office address and rental agreement

Step-4: Tax Identification Number

Then you will receive an exclusive 12-digit TIN (Tax Identification Number) from Bangladesh's Income Tax Department. After obtaining the E-TIN, the branch office can move on to opening a bank account.

Step-5: Bank Account

You need to open a bank account in any bank in Bangladesh.

Step-6: Initial Investment

You must remit an initial investment of \$50,00 within two months from the date of the BIDA approval. An additional 5 percent of the total remittance is required to be brought to Bangladesh as a form of penalty in the circumstance of non-compliance within the two-month tenure.

Step-7: VAT Registration

A 13-digit online VAT Registration/BIN (Business Identification Number) will be given to the branch office after receiving the initial investment.

Once you have completed all the steps, your branch office is ready to start its daily operation.

Sources:

<https://khanakber.com/how-to-register-a-liasion-offic-e-in-bangladesh-2/>

A MANIFESTO FOR LEATHER ON THE OCCASION OF COP29

BUY BETTER, BUY LESS, BUY LEATHER

L&F Hive Desk

Consumption is one of the key drivers for man-made climate change. Consumers are driven to want more, buy more and ultimately discard more and more products, many of which are of poor quality, have short life spans and are designed to be discarded and replaced, rather than repair or repurposed. There is no better example of this than the fast fashion industry which uses a claimed 350 million barrels of oil a year and produces 282 billion kilogrammes of greenhouse gases from the production of polyester alone. Some 100 billion garments are produced annually with as many as 45 billion never being worn. Of those that are, most are discarded after 7-10 wears, resulting in 92 million tonnes waste going to land fill every year. This situation is only expected to get worse, with Textile Exchange reporting that consumption of polyester alone, rose from 63 million tonnes in 2022 to 71 million tonnes in 2023. Fashion is responsible for approximately 10% of total global greenhouse gas emissions and despite The Fashion Charter, set up in 2018 to provide a pathway to net-zero emissions by 2050, emissions remain unsustainably high.

Fashion is not the only sector blighted by an excess of consumption and the related environmental impacts, including climate change. It is no surprise then, that governments around the world are developing regulations intended to reduce the impact of the products that we buy every day, driving improvement in sustainable design, circularity and extended producer responsibility. Regulations like the requirement for Digital Product Passports (DPP) in the draft EU Ecodesign for Sustainable Products regulation (ESPR) will give consumers greater insight on the impact of the production of their products, as well as their expected lifespan, repairability and end of life options, allowing for better, more sustainable purchases. Keeping products for longer due to their innate durability and potential for repair will give consumers the opportunity to buy better and importantly, buy less.

Leather is an ideal material to meet these ambitions. Leather utilises an unavoidable by-product to manufacture a versatile, durable material that can be used to make long-lasting, repairable products with a huge potential for circularity. Owners will cherish their leather products, repairing them and even passing them on to subsequent owners. Products made from

long-lived leather can have an undeniably positive action in reducing the climate impact of fashion and other sectors. Indeed, research has found that the climate change impacts of natural fibres in garments were negative if the number of wears was increased by 50% because emissions associated with the manufacture of a new synthetic garment were averted.

However, leather faces considerable challenges, not only from the nonsensical claims of agenda groups, which undermine brand and consumer confidence but also well-intentioned but misguided regulatory efforts. Leather is one of the derived products listed in Annex 1 of the EU Deforestation Regulation, despite there being no evidence that it is a driver of deforestation. Indeed, analysis by the School of Advanced Studies Sant'Anna has shown that demand for hides has no direct influence on the number of cattle reared and slaughtered and as such, does not drive deforestation. Furthermore, the study found that the impact of the EUDR on the leather sector could be devastating and achieve nothing for the reduction of deforestation. It could however, result in millions of hides being discarded to rot in landfill, with the associated emissions of greenhouse gases.

Similarly, giving consumers greater understanding of the expected lifetime of their products is to be welcomed but it will be essential that the measures used are evidence-based and realistic. The current proposals in the EU's draft Product Environment Category Rules for Apparel & Footwear, which may form the basis of the DPP under the EPSR, are not and in no way represent the true lifespan of leather goods. If consumers are not told the true story of leather, they may simply opt for cheaper, short-lived synthetic products, driving consumption of fossil fuels and waste.

The undersigned note that the Framework for Action proposed by the Presidency for COP 29 includes a call for an 'Inclusive process for inclusive outcomes'. We wholeheartedly support this call. The leather industry is constantly working towards ever greater sustainability and circularity, but our efforts will be undermined if regulators and brands do not give proper consideration to the real impacts and benefits of natural materials like leather. We humbly request that the voice of the leather sector be heard in the

development of the policies and regulations needed to combat manmade climate change.

Therefore, we, the undersigned organisations, call on the COP to endorse our call to:

- Recognise the cyclical, climate efficient nature of leather and its potential for a positive contribution to reducing the climate impacts of consumer products. In particular, a full and proper impact assessment of the role of leather as a driver of deforestation and the development of reliable measures of the lifespan of materials and products and their impact on consumption
- Support LCA methodologies that accurately account for the environmental impact of all materials, including end of life properties and the consequences of use and substitution.
- In keeping with the aspiration for reduced consumption, greater circularity and reduced waste, to promote 'slow fashion', durable products, and items that can be used many times, repaired and refurbished, and last for years.

Wherever feasible to encourage the use of natural fibres like leather and reduce unnecessary reliance on fossil-fuel-based materials.

Signatories to the Leather Manifesto

- Alliance Française du Cuir (AFC)
- Australian Hide Skin and Leather Exporters' Association Inc (ASHLEA)
- Centre for the Brazilian Tanning Industry (CICB)
- Centro Tecnológico das Indústrias do Couro (CTIC)
- China Leather Industry Association (CLIA)
- Confederation of National Associations of Tanners and Dressers of the European Community (COTANCE)
- Fédération Française des Cuirs et Peaux (FFCP)
- Fédération Française Tannerie Megisserie (FFTM)
- International Council of Hides, Skins and Leather Traders Association (ICSHLTA)
- International Council of Tanners (ICT)
- International Union of Leather Technologists and Chemists Societies (IULTCS)
- Leather Cluster Barcelona (LCB)
- Leather & Hide Council of America (LHCA)
- Leather Naturally (LN)
- Leather UK (LUK)
- One 4 Leather (O4L)
- Society of Leather Technologists and Chemists (SLTC)
- Sustainable Leather Foundation (SLF)
- Türkiye Deri Sanayicileri Derneği (TDSD)
- UNIC Conceria Italiana (UNIC)
- Verband der Deutschen Lederindustrie e.V. (VDL)
- Wirtschaftsverband Häute/Leder (WHL)
- Zimbabwe Leather Development Council (ZLDC)



COP29
Baku
Azerbaijan

About COP 29

COP 29 stands for the 29th meeting of the Conference of the Parties (COP) to the UN Framework Convention on Climate Change (UNFCCC), a landmark international treaty agreed in 1992, and parent treaty to the 2015 Paris Agreement, taking place in Baku, Azerbaijan from 11 to 22 November 2024.

UN Climate Change Conferences (or COPs) take place every year, and are the world's only multilateral decision-making forum on climate change that brings together almost every country on Earth. To put it simply, the COP is where the world comes together to agree on the actions to address the climate crisis, such as limiting the global temperature rise to 1.5 degrees Celsius, helping vulnerable communities adapt to the effects of climate change, and achieving net-zero emissions by 2050.

COP 29 will bring together world leaders and negotiators from the member states (or Parties) of the UN Framework Convention on Climate Change (UNFCCC) to further global progress, with business leaders, young people, climate scientists, Indigenous Peoples, and civil society sharing insights and best practices to strengthen global, collective and inclusive climate action. Among the key priorities of COP 29 are securing a new goal on climate finance, ensuring every country has the means to take much stronger climate action, slashing greenhouse gas emissions and building resilient communities.

Also in focus will be the next round of national climate plans, or NDCs, currently being developed by countries ahead of next year's deadline and ensuring these bolder, fully implementable and investable strategies and targets are economy-wide, focus on transitioning away from fossil fuels, and keep the world on track to 1.5 degrees of warming.



LEATHERTRACE BANGLADESH: TRACEABLE AND CIRCULAR LEATHER PRODUCTION (TCLP) IN BANGLADESH

Md. Kauser Ali

The "LeatherTrace Bangladesh: Traceable and Circular Leather Production (TCLP)" project is a transformative initiative aimed at advancing sustainability, transparency, and environmental responsibility within Bangladesh's tannery, footwear, and leather goods sectors. Funded by UK International Development (UK ID) and UNCTAD, this project is a collaborative effort by the University of Northampton (UoN), iDEA TREE, SERA Bangladesh, the University of Hertfordshire (UoH), and the Sustainable Leather Foundation (SLF). TCLP focuses on implementing innovative e-traceability systems, fostering sustainable production practices, and ensuring global compliance standards. By addressing key challenges and promoting best practices, the project seeks to elevate Bangladesh's leather industry, making it more competitive on the global stage while contributing to a greener, more sustainable future.

The leather sector in Bangladesh is an important contributor to the national economy and the country's second-largest source of foreign exchange. However, the industry is facing the significant challenge of reduced exports of finished leather products resulting

from ongoing concerns about the environmental impacts associated with leather production. This project seeks to address these issues by developing and piloting a digitized traceability and environmental footprint system that will assist tanneries in Bangladesh to transition to more sustainable methods of production in their manufacturing processes and thereby reduce the environmental pollution. In developing and piloting the above-mentioned systems, the project will aim to enhance environmental and social accountability within the tannery sector and ensure compliance with global pollution and emissions reduction standards.

A further aim of the project is to align the production practices of tanneries with internationally accredited standards such as those set out by the Leather Working Group (LWG) and Sustainable Leather Foundation (SLF). In achieving this, the project consortium will leverage its extensive links with both the LWG and SLF and engage key stakeholders in the tannery sector, exporters, government bodies, and NGOs. To ensure tanneries and other stakeholders are well-positioned to use the traceability and environmental footprint

systems, the project team will deliver a series of knowledge exchange sessions over the duration of the life of the project to provide the necessary information and skills development that stakeholders will need to use the systems effectively. The project's impact will include reduced emissions and pollutants, adherence to international benchmarks, and the development of a sustainable model for leather that can be relied upon well into the future by the sector. To secure the long-term gains of the project, the project team will work with government policymakers in Bangladesh to propose a comprehensive policy framework for the tannery sector which will facilitate and incentivize the uptake, ensure financing and adoption of the traceability system by the tanneries.

To achieve the project aims, the project team will apply an implementation strategy which encompasses the following four core components:

- **Electronic Traceability System (e-traceability):** The development of the electronic traceability system will comprise mobile and web-based application with QR codes, which will allow for the tracing of hides from sourcing to finished goods, ensuring that each step adheres to environmental and social standards. Piloting of the e-traceability system will be conducted initially with few selected tannery, footwear and leather product industries in Bangladesh with potential expansion to East Africa.
- **Environmental Impact Analysis (EIA):** Leveraging the Resource Efficiency and Cleaner Production (RECP) model, the EIA will enable the enhancement of environmental management policies, aiming for significant pollutant minimization and resource optimization. The project will use a number of environmental indicators in areas such as water quality, waste management and air quality to measure impact on the environment. In addition, the project will track the types and quantities of chemicals used in the tanneries, focusing on the reduction of hazardous chemical use and supporting the transition to safer and more sustainable alternatives.
- **Circular Economy Model:** By identifying innovative waste processing and management approaches, the project aims to pilot a business model that encapsulates the principles of a circular economy, reducing waste and fostering resource recirculation within the industry.
- **Sustainable Financing:** Develop a compelling business case for low-impact, traceable leather production, culminating in robust policy recommendations and an actionable financing model for industry-wide adoption.

Transforming Bangladesh's Tannery, Footwear, and Leather Goods Sectors: Key Benefits of the TCLP Project

The "LeatherTrace Bangladesh: Traceable and Circular Leather Production (TCLP)" project is set to assist Bangladesh's tannery, footwear, and leather goods industries by introducing globally acceptable traceability and sustainability practices. This initiative addresses pressing environmental challenges while aligning the sector with global standards, ensuring long-term competitiveness and growth. The key benefits for these industries include:

- **Enhanced Global Market Access:** By implementing e-traceability and adhering to internationally recognized standards like the Leather Working Group (LWG) and Sustainable Leather Foundation (SLF), Bangladesh's leather products will meet global compliance requirements, attracting premium international buyers.
- **Reduced Environmental Impact:** The project's Environmental Impact Analysis (EIA) focuses on minimizing pollution, optimizing resources, and transitioning to safer alternatives for chemical use. This will result in cleaner production processes and enhanced environmental responsibility within the sector.
- **Improved Sustainability Practices:** The circular economy model and innovative waste management solutions will enable industries to reduce waste, recycle resources, and cut costs, fostering sustainable operations.
- **Strengthened Social Accountability:** Ensuring compliance with environmental and social standards through traceability will enhance the reputation of Bangladeshi leather, footwear and leather goods as ethical and responsible products in the global market.
- **Capacity Building for Stakeholders:** Knowledge exchange sessions will equip stakeholders, including tanneries, exporters, and policymakers, with the necessary skills and insights to implement and sustain these systems effectively.
- **Policy Support and Incentives:** Collaboration with government bodies to develop supportive policy frameworks will facilitate the sector's transition to sustainable practices and provide access to financing models for eco-friendly production.

The TCLP project not only addresses critical challenges but also aiming at positioning Bangladesh's leather sector as a global leader in sustainability and



innovation. This forward-thinking approach ensures a greener future and stronger economic prospects for all stakeholders involved.

Transforming Bangladesh's Leather Industry: Updates on LeatherTrace Bangladesh Project

The LeatherTrace Bangladesh: Traceable and Circular Leather Production (TCLP) project, has been implemented by the University of Northampton, IDEA TREE, SERA Bangladesh, the University of Hertfordshire, and the Sustainable Leather Foundation (SLF). The project is making significant progress toward establishing sustainability, traceability, and global compliance in the Leather, Footwear, and Leather goods sectors.

Recent Developments

- Industry Partner Selection:** The project is set to include 15 industry partners—10 tanneries and 5 Footwear & Leather goods factories—to pilot the implementation of its initiatives. A rigorous selection process is underway, with the project team shortlisting industries through evaluations, conducting field visits, and identifying barriers to implementation. This process will ensure that the final list of 15 partners aligns with the project's objectives.

- Stakeholder Engagement & Supply Chain Mapping:** IDEA TREE team is engaging industry associations, industry, supply chain actors through field visits to association offices, industry hubs, aroths, and raw leather markets (hats), etc. gathering insights into the production ecosystem. Secondary data analysis complements these efforts, providing a comprehensive supply chain map.
- Digital Traceability Development:** Collaboration with technology experts SERA Bangladesh, the project is progressing to create an e-traceability system and eventually a platform, enabling end-to-end tracking and compliance across the supply chain. This envisioned e-traceability system will help producers and buyers to trace all leather products from its origin. Thus will be able to create more global opportunities for Bangladeshi exports.

About Author

Md. Kauser Ali, Project Coordinator of TCLP Project & Head of Operations of IDEA TREE.

LIMEX

LEADER IN FOOTWEAR AND LEATHER SOLUTIONS

Since 1978

Leading Solution Provider In
The **FOOTWEAR
& TANNERY**
Industry



+8801713944383
+880258615564

✉ sales@limextechnologies.com
🌐 www.limextechnologies.com



Mir Noor Square (3rd Floor) House #43 (new),
Road #2/A, Dhanmondi, Dhaka-1209, Bangladesh



11th Edition

Participate in International Tradeshow for
**LEATHER, FOOTWEAR MACHINERY, COMPONENTS, CHEMICALS
& ACCESSORIES** for LEATHER, FOOTWEAR & TRAVELGOODS Sector

LEATHERTECH

BANGLADESH

2025

4 – 6 December 2025

Expo Zone, ICCB, Dhaka, Bangladesh

THE INDUSTRY NETWORKING FORUM

www.leathertechbangladesh.com



LeathertechBangladesh | 🔍



Organised by :



Lead Support :



Pavilion by :



Supported by :

