March 2025
Newsletter No 03

Footwear Exchange

A platform of people worldwide who make the footwear, leather and allied industry work.

connect@footwearexchange.com

the footprint

monthly newsletter by **Footwear Exchange**

EDITOR'S NOTE

Dear Readers,

Footprint March Edition is Here!

As industries evolve and global trade dynamics shift, Bangladesh's leather and footwear sector continues to play a crucial role in the country's export landscape. With new challenges and opportunities emerging, businesses must adapt to remain competitive in an ever-changing market.

On the occasion of International Women's Day on 8th March, we also take a moment to acknowledge the remarkable contributions of women in this industry. From manufacturing to leadership, their role is expanding, yet there are still barriers to overcome. Addressing these challenges is not just an economic necessity but a step towards a more inclusive and dynamic future.

In this edition, we explore key trends shaping the industry, industrial leaders organizations overview and latest survey on business. As businesses embrace new technologies and market shifts, staying informed and agile is more critical than ever. The road ahead is filled with possibilities, and together, we can drive meaningful change.

As always, *Footwear Exchange* remains committed to providing valuable insights and fostering discussions that matter. Because the more we exchange, the more we gain.

Let's continue exchanging ideas and embracing opportunities for growth.

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Women Labor Force in Bangladesh's Leather and Footwear Industry

As the world observes International Women's Day on March 8, it is essential to recognize the growing role of women in Bangladesh's workforce. Women's participation in Bangladesh's workforce has been rising, but challenges remain. In the leather and footwear sector, which employs around 850,000 people, women make up over 60% of the workforce in manufacturing but remain underrepresented in leadership roles.

Growth in Women's Participation: The Asian Development Bank (ADB) reports that women account for about 70 percent of employees in Bangladesh's footwear firms (Hong 2018). In an interview, the Leather Goods and Footwear Manufacturers and Exporters Association of Bangladesh (LFMEAB) presented similar data, estimating that about 65 percent of workers in their members' export-oriented factories are women. LFMEAB also noted that women are increasingly represented in footwear/leather goods management and ownership positions, including on company boards.

- **Footwear Manufacturing:** Women's participation grew from **2.2% in 2001 to 37% in 2012** as well as evolved till 2024.
- **Luggage and Handbags:** Women represent about **33%** of the workforce.
- **Tanneries:** Only **2%** of tannery workers are women due to physically demanding tasks.



Comparing Women workforce of Leather & Footwear Sector to RMG: According to the Centre for Policy Dialogue (CPD), women's participation in the labor force has increased significantly, reaching **33.9% in 2015** from just **4% in 1974**. While men's participation increased slightly from **80.4% to 82.5%**, women have entered diverse industries, including leather and footwear.

- **RMG Sector:** Once dominated by women, the RMG sector is experiencing a decline in female workforce participation. In the past, over 80% of garment workers were women, but as of 2023, this number has dropped to 53%. Factors contributing to this shift include the physically demanding nature of factory work, reduced interest among second-generation female workers, and increasing automation in garment production.
- **Footwear Sector:** In contrast, the footwear and leather goods industry has seen sustained female employment, with women making up around 65-70% of the workforce. The Leather Goods and Footwear Manufacturers and Exporters Association of Bangladesh (LFMEAB) confirms that women are not only employed in production roles but are also entering managerial and ownership positions, including roles on company boards.

To unlock the full potential of women in Bangladesh's footwear sector, a targeted approach is needed. Encouraging women's participation in decision-making roles will not only improve their economic standing but also strengthen Bangladesh's position as a global leader in footwear exports. A more inclusive, supportive industry will benefit not just women, but the entire sector, driving sustainable growth and innovation in Bangladesh's footwear industry.

Source: World Bank Documentary, VoxDev, SEIP Website & The daily Star.

Bangladesh's Leather & Footwear Exports Cross $1 Billion – A Milestone with Challenges Ahead

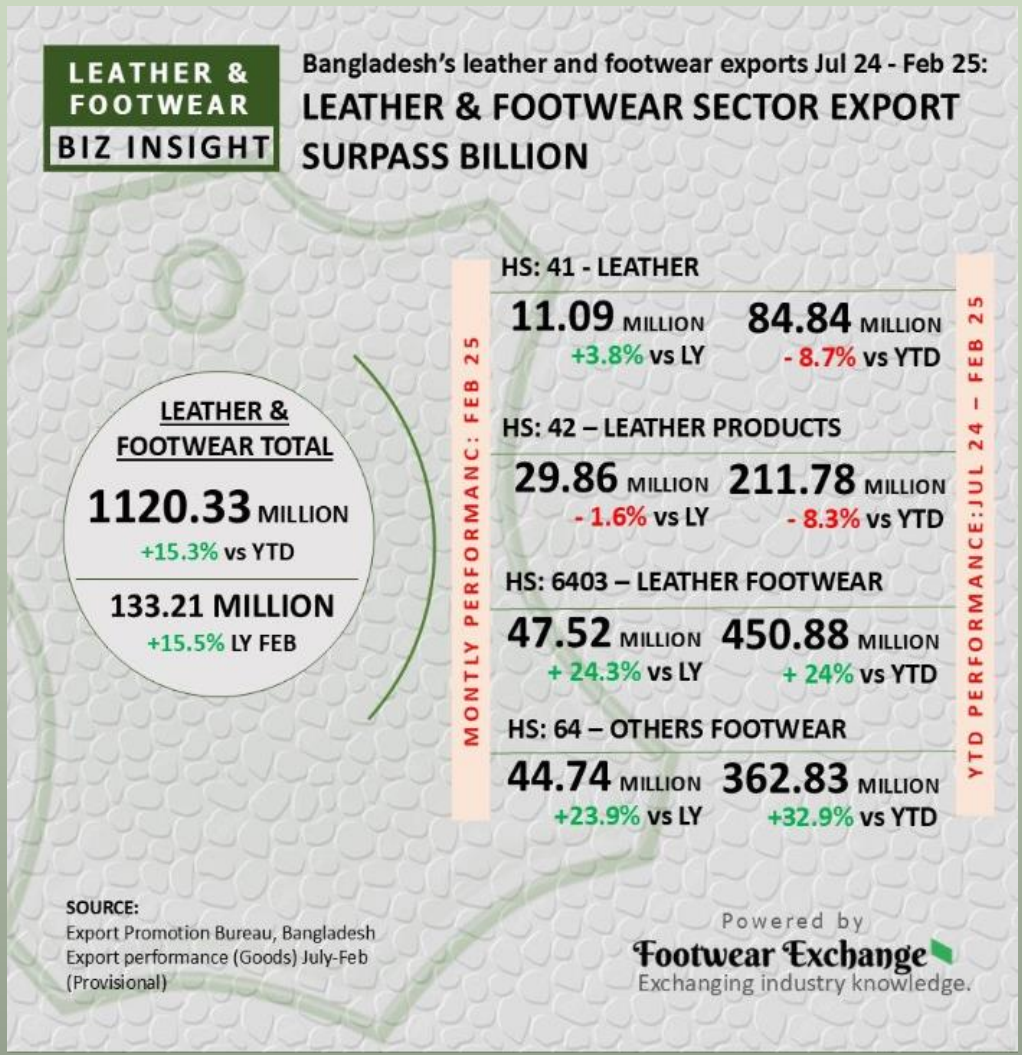
Bangladesh's Leather & Footwear industry – exports have surpassed $1 billion, showcasing significant growth and global competitiveness!

But while this achievement is commendable, the journey is not without challenges.

- Crust and Finished Leather exports remain 9% lower than last year, struggling to regain momentum.
- Leather Products have also seen a dip, with both monthly and yearly exports lagging behind 2024's numbers.
- On the positive side, Footwear continues to drive the industry forward, with non-leather footwear emerging as a strong and consistent performer, creating healthy competition for the traditional leather footwear segment.

The rise of non-leather footwear presents both a challenge and an opportunity. As global demand for affordable, sustainable, and synthetic alternatives grows, Bangladesh is poised to cater to a wider range of customers, balancing quality and price across both segments of it.

This type of achievement underscores the potential of Bangladesh's leather and footwear industry, which remains adaptable and innovative despite the hurdles. With a focus on sectors sustainability, diversification & running technological advancements, the future looks promising.



Source:
Export Promotion Bureau, Bangladesh
Export performance for Leather & Footwear 2024-25 July-February (provisional)

Bangladesh Tanners Association Election 2025-2026

Congratulations to the Newly Elected Leaders of Bangladesh Tanners Association (BTA) for 2025-2026
Footwear Exchange extends heartfelt congratulations to the newly elected office bearers and executive committee members of the Bangladesh Tanners Association (BTA) for the 2025-2026 tenure. We are confident that your vision, dedication, and commitment will play a transformative role in advancing the sector, fostering sustainable practices, and strengthening Bangladesh's position in the global leather market.
As an industry platform, Footwear Exchange looks forward to supporting BTA's initiatives and working together to address key challenges, promote value addition, and drive strategic growth across the leather and footwear value chain.
Wishing the entire team a successful and impactful tenure ahead!



How to guarantee stability and homogeneity of 'inside shoe length'

While we choose a shoe or try a shoe in fact when the shoe is finally checked in the production line, the outer dimension (such as outsole size) can be measured visually but does not reflect the space inside. When selecting the right shoe size, the inner dimension is the key factor in ensuring comfort and proper fit. Once a shoe is fully made, its outer structure can be checked, but this doesn't guarantee that the inner space meets the required specification. That's why, during the final inspection, a specific tooling method is used to accurately measure the inner shoe length, ensuring the shoe provides the correct size and meets quality standards

What ensures stability and homogeneity of inside shoe length: -

- A correct last: version, dimension in compliance with last maker information.
- A validated 2D last gauge (dimensions and orientation) - A Shell pattern which respects last volume.
- A correct grading (increments, grading center, rules)
- Production line machines are well set up
- Working operators are trained
- A finished sole which respects upper dimensions.

Different tools for Inside shoe length Checking: Inside shoe length is very difficult to define because no universal tool exists (for example: calipers, tape measure). Few tools are used by re known brands for checking the inside length of a shoe.



1. SATRA tool SATRA STD 225:



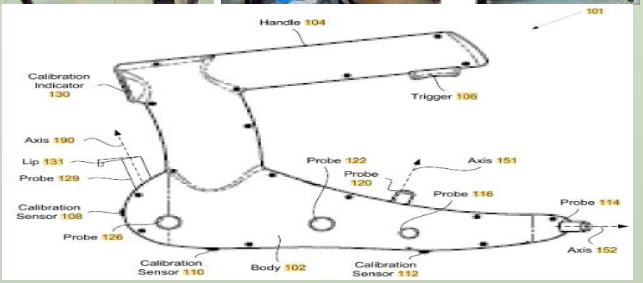
The SATRA STD 225 internal shoe size gauge is an easy-to-use device used to estimate the approximate size of footwear, based on measuring the internal length of footwear. The gauge comprises a flat bar, which is inserted in the shoe and pushed into the toe. A movable heel section slides over a measuring scale, thus allowing a curved heel bar to be positioned in contact with the inside of the heel. The length is then determined by moving the device vertically and locating the curved bar to the point of maximum heel curvature. At this point, the size of the footwear can be read off the scale. There are four standard versions of the internal shoe size gauge available, which cover the adults' sizes – two marked in UK sizes and two marked in millimeters. Again, bulk quantities can be supplied with different sizes.

Source: SATRA, NIKE, Decathlon

How to guarantee stability and homogeneity of 'inside shoe length'

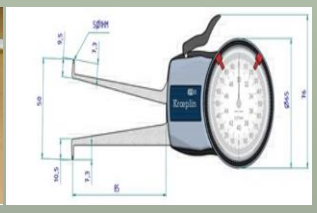
2. Nike tool:



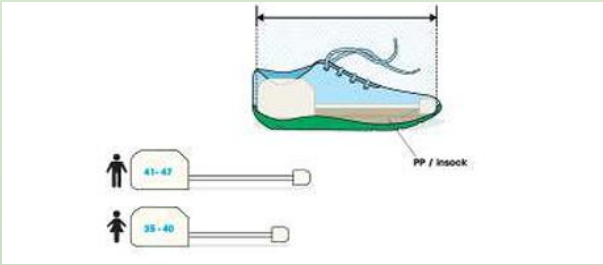
A footwear measuring apparatus includes a body, a plurality of probes, one or more measurement devices and at least one calibration sensor. The plurality of probes are configured to extend from the body. The measurement devices are configured to measure distances that the plurality of probes extend from the body, wherein the distances indicate fit parameters of footwear. The at least one calibration sensor is configured to determine if the footwear measuring apparatus is properly positioned inside of the footwear for measuring.

3. Customized caliper:

To measure the internal shoe length, insert the customized caliper inside the shoe, ensuring it reaches both the toe and heel areas. Adjust the arms to fit snugly, lock the measurement, and read the display for accuracy. Finally, cross-check the reading with the required size standards

4. Size Inside Ruler by Decathlon:



SIR tool is composed of one body: 1spring, 1 cursor 8 sticks (1 stick for 2 sizes). There is a color code in stick based on the shoe size and based on it specific stick need to attach with the spring body. Then it needs to insert along the shoe axis(toe to heel) and taking the measurement from the cursor body.

Condition of use:

- Tools must be used 48 hours after delasting.
- Some soft types of shoes like without counter or toe puff cannot be measured by inside length measuring tools.
- Some tools cannot be inserted in High leg Boots.
- Length Measuring tool cannot be substituted to the fitting: - Fitting allows 3D shoe dimensions validation according foot dimensions. This kind of length measuring Tooling allows only 2D shoe dimension validation according to Size Chart.

Source: SATRA, NIKE, Decathlon

LETS B Election 2025-2028: Official Results and the Next Leadership Chapter





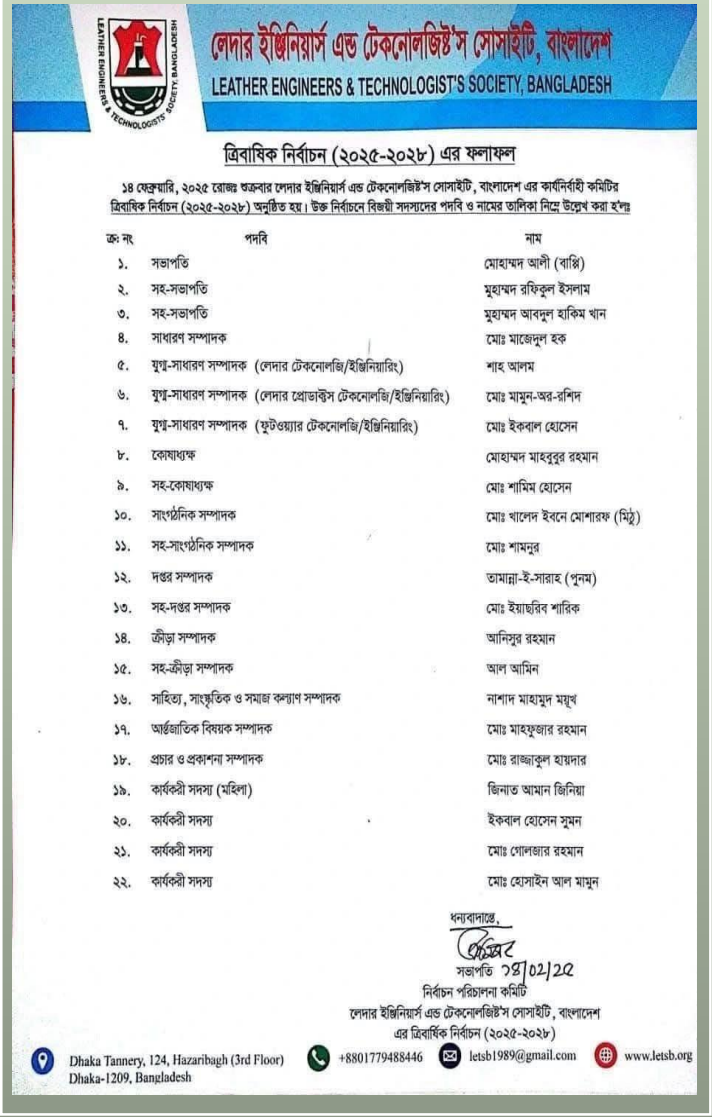
Mohammad Ali Bappi has been elected as the President and **Md. Majedul Haque Majed** as the General Secretary in the triennial (2025-28) election of the Leather Engineers and Technologists Society, Bangladesh (LETSB). Bappi secured 243 votes, while Majed received 348 votes.

On Friday (February 14), after a day-long election at the Institute of Leather Engineering and Technology in Hazaribagh, Dhaka, the election results were announced in the evening by the Election Commission Chairman, Md. Takdir Ahmed.

The other elected members are:

- **Vice President**: Md. Abdul Hakim
- **Joint General Secretary (Leather Technology)**: Shah Alam
- **Joint General Secretary (Leather Products)**: Md. Mamunur Rashid Mamun
- **Organizing Secretary**: Md. Khaled Ibn Mosharraf Mithu
- **Sports Secretary**: Anisur Rahman Shishir

Notably, the election took place in a festive atmosphere after a decade, with voting conducted from 8 AM to 4 PM on Friday. A total of 15 candidates contested for 7 positions, with 564 registered voters participating in the election.



লেদার ইঞ্জিনিয়ার্স এন্ড টেকনোলজিষ্ট'স সোসাইটি, বাংলাদেশ
LEATHER ENGINEERS & TECHNOLOGIST'S SOCIETY, BANGLADESH

ত্রিবার্ষিক নির্বাচন (২০২৫-২০২৮) এর ফলাফল

১৪ ফেব্রুয়ারি, ২০২৫ রোজঃ শুক্রবার লেদার ইঞ্জিনিয়ার্স এন্ড টেকনোলজিষ্ট'স সোসাইটি, বাংলাদেশ এর কার্যনির্বাহী কমিটির ত্রিবার্ষিক নির্বাচন (২০২৫-২০২৮) অনুষ্ঠিত হয়। উক্ত নির্বাচনে বিজয়ী সদস্যদের পদবি ও নামের তালিকা নিম্নে উল্লেখ করা হ'লঃ

ক্রঃ নং	পদবি	নাম
১.	সভাপতি	মোহাম্মদ আলী (বাপ্পি)
২.	সহ-সভাপতি	মুহাম্মদ রফিকুল ইসলাম
৩.	সহ-সভাপতি	মুহাম্মদ আবদুল হাকিম খান
৪.	সাধারণ সম্পাদক	মোঃ মাজেদুল হক
৫.	যুগ্ম-সাধারণ সম্পাদক (লেদার টেকনোলজি/ইঞ্জিনিয়ারিং)	শাহ আলম
৬.	যুগ্ম-সাধারণ সম্পাদক (লেদার প্রোডাক্টস টেকনোলজি/ইঞ্জিনিয়ারিং)	মোঃ মামুন-অর-রশিদ
৭.	যুগ্ম-সাধারণ সম্পাদক (ফুটওয়্যার টেকনোলজি/ইঞ্জিনিয়ারিং)	মোঃ ইকবাল হোসেন
৮.	কোষাধ্যক্ষ	মোহাম্মদ মাহবুবুর রহমান
৯.	সহ-কোষাধ্যক্ষ	মোঃ শামিম হোসেন
১০.	সাংগঠনিক সম্পাদক	মোঃ খালেদ ইবনে মোশারফ (মিঠু)
১১.	সহ-সাংগঠনিক সম্পাদক	মোঃ শামনুর
১২.	দপ্তর সম্পাদক	তামান্না-ই-সারাহ (পুনম)
১৩.	সহ-দপ্তর সম্পাদক	মোঃ ইয়াছরিব শারিক
১৪.	ক্রীড়া সম্পাদক	আনিসুর রহমান
১৫.	সহ-ক্রীড়া সম্পাদক	আল আমিন
১৬.	সাহিত্য, সাংস্কৃতিক ও সমাজ কল্যাণ সম্পাদক	নাশাদ মাহামুদ ময়ূখ
১৭.	আর্ন্তজাতিক বিষয়ক সম্পাদক	মোঃ মাহফুজার রহমান
১৮.	প্রচার ও প্রকাশনা সম্পাদক	মোঃ রাজ্জাকুল হায়দার
১৯.	কার্যকরী সদস্য (মহিলা)	জিনাত আমান জিনিয়া
২০.	কার্যকরী সদস্য	ইকবাল হোসেন সুমন
২১.	কার্যকরী সদস্য	মোঃ গোলজার রহমান
২২.	কার্যকরী সদস্য	মোঃ হোসাইন আল মামুন

ধন্যবাদান্তে,
সভাপতি ১৪/০২/২৫
নির্বাচন পরিচালনা কমিটি
লেদার ইঞ্জিনিয়ার্স এন্ড টেকনোলজিষ্ট'স সোসাইটি, বাংলাদেশ
এর ত্রিবার্ষিক নির্বাচন (২০২৫-২০২৮)

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Bangladesh Leather & Footwear Business Survey 2025: Comprehensive Report Coming Soon

Footwear Exchange conducted a research survey among key stakeholders of the Bangladesh leather and footwear industry to assess the current business landscape. Titled the Bangladesh Leather and Footwear Business Insight Survey, the initiative aimed to gather valuable industry insights and present an accurate overview of prevailing market conditions.

A total of 216 responses were collected from a diverse group of industry professionals. Respondents represented various sub-sectors, including tanneries, leather goods manufacturers, and footwear companies. They also held different roles within the industry, ranging from business owners and executives to technical experts and factory workers. Additionally, the participants varied in experience levels, offering a well-rounded perspective on the challenges and opportunities present in the sector. The data gathered through this survey will be analyzed and shared with industry stakeholders to enhance decision-making, strategy formulation, and policy advocacy. By redistributing these insights, Footwear Exchange aims to contribute to the sustainable growth and competitiveness of Bangladesh's leather and footwear industry.



The full report will be published soon. Stay connected with Footwear Exchange for the latest updates!

Eid Campaign 2025: Festive Deals & Exclusive Offers from Leading Footwear Brands

Leading footwear brands have introduced their Eid Campaign 2025, featuring exclusive discounts, cashback offers, and special promotions. Leta's have a look enhance the festive mood.

Apex

Apex unveiled its Eid 2025 collection at Bangladesh Fashion Legacy 2025 on February 8 held at Aloki Convention Hall in the capital.

Apex's latest lineup blends style, comfort, and versatility, catering to the evolving tastes of local fashion lovers. From Moochie to Venturini and Maverick, Apex showcased a diverse range of footwear, each reflecting unique aesthetics.

Additionally, Apex introduced a new clothing line under its Maverick brand. This exclusive Eid apparel collection features shirts, t-shirts, pants, jackets, and more, offering a complete wardrobe for modern men.





Bata

Footwear giant Bata has launched its Starlight collection, a festive lineup designed to bring elegance and comfort to Eid celebrations.

The Bata Starlight collection introduces a stunning range of new arrivals, including trendsetting heels in captivating colors with crystal accents, stylish mules with modern uppers, and shimmering Comfit sandals infused with technology for ultimate comfort and elegance. The men's lineup features dress shoes, moccasins, fisherman sandals, and fashionable summer styles, alongside an exclusive leather range that embodies the spirit of Eid.





Bay





LOTTO

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the footprint

Grow your business by advertising

If you feel that you need to promote your business not only to ~~many people~~ but **many right people of Bangladesh leather and footwear and allied industry**, then it's time for you to advertise your business in our publications.

We ensure that all our publication (digital or printed) and activities **reach maximum number of professionals** who are either related or working with Bangladesh leather, footwear and allied industry.

For more details, write to us at
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Or
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