



Safety Measures in Factories: “The Case of Footwear in Bangladesh”

Submitted to

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Submitted by

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Letter of Transmittal

Dear Nasrin Akter,

I am pleased to transmit the enclosed report titled "Safety Measures in Factories: "The Case Of Safety Compliance In The Footwear Sector Of Bangladesh" This extensive investigation entails analyzing the current state of modern safety compliance within the footwear industry of Bangladesh, scrutinizing the existing rules & regulations, taking into account the level of consistency with the standards worldwide, while further examining how the local and international safety regulations are followed.

The report has quality information from organizational analyses, demographic study area and survey feedback which helps to create the historical issues on safety in the industry and recommend the actionable measure to improve safety. It consists of articles that have been carefully selected and reviewed in detail. These articles give valuable insights into importance of safety compliance and possibility of improvement through Total Productive Maintenance.

We are convinced that this article will be a useful tool for all the stakeholders from the footwear industry, decision-makers and regulators to facilitate setting a cleaner and more sustainable environment at work.

Thanks in advance for considering this matter. At your behest, please feel free to make use of this line anytime you need further information or have any questions.

Sincerely,

Nayeema Ishrat Mim

ID: 111162107

Acknowledgment

My heartfelt appreciation goes out to everyone who helped to finish this report, "Safety Measures in Factories: The Case of Footwear in Bangladesh." I would like to express my gratitude to everyone who completed the survey and to Step Footwear and Apex Footwear Limited staff for their assistance with the organizational analysis. I also note that the thorough literature review added a great deal of value and enhanced the content of this report. We would especially want to thank our team members for their commitment and hard work in gathering and evaluating the data.

Abstract

A prevalent belief exists that the footwear sector in Bangladesh plays a substantial role in bolstering the nation's strong economic position. The phrase "compliance" encompasses the entirety of prevalent rules and regulations in the workplace, which are obligatory for both employers and employees to adhere to. While a portion of these regulations are mandatory, others are elective. It has become a prominent concern for corporations and organizations in recent times. It is subject to oversight and enforcement by safety compliance firms or organizations, in addition to government regulation. The purpose of these agencies' oversight and enforcement is to ensure adherence to established standards. When compliance is enforced, it signifies that the organization is guaranteed to adhere to the prescribed regulations. Adherence to a clearly defined and succinct specification, law, or standard is denoted by this symbol. These obligations might encompass the documentation of processes, procedures, conditions, and adjustments. In the realm of maintenance, preparation, and precautionary measures are frequently required. The objective of this article is to evaluate the current state of safety compliance in the footwear sector of Bangladesh and to bring this matter to the focus of business proprietors and staff. Maintaining compliance is a considerably easier endeavor than reverting to conformity.

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Executive Summary

The thesis "Safety Measures in Factories: The Case of Footwear in Bangladesh" offers a thorough examination of safety compliance in Bangladesh's footwear industry. It looks at the industry's economic importance, emphasizing how it supports the country's export economy and creates jobs. Important information on safety procedures, training, and working conditions is made available through organizational analysis, demographic segmentation, and survey results. Important findings show that there are gaps in safety awareness and training programs, with a large percentage of workers not receiving the necessary training on how to use machinery safely. Even with safety standards in place, questions remain about their suitability and how quickly problems are resolved. The analysis underscores the significance of fortifying safety protocols, establishing clear grievance procedures, and encouraging an anticipatory safety culture in the sector.

Chapter 1
Introduction

The footwear industry receives substantial governmental attention due to the substantial value addition it contributes. The aforementioned sectors are subcategories of the leather industry. Beyond making a substantial contribution to the economic growth of our country, the footwear industry in Bangladesh is also highly influential in the export sector. Bangladesh has emerged as an alluring investment destination due to its advantageous currency exchange rate, cost-effective labour force, superior product quality, and abundant supply of raw materials. In the year 2017, Bangladesh exhibited a leather shoe export value surpassing \$632.5 million, constituting an estimated 1.2% of the overall global export. The rapid advancement of technology, the transformation of labour characteristics, and the expansion of corporate competitiveness are all critical issues that are influencing the entire economic system. In order to maintain compliance, adjustments must be made to account for increased operating costs; otherwise, the future competitiveness of the footwear industry will be compromised.

In industrialised nations, occupational hazards are the perilous cause of virtually all fatalities, as stated by the International Labour Organisation in 2014. Almost 2 million of the 2.3 million fatalities that transpire annually are attributable to work-related ailments. Safety in the workplace is unquestionably one of the most critical concerns for all industries. Ensuring adherence to preventative safety measures is paramount in order to establish and maintain sustainable, secure working environments and effective safety protocols.

Scope of the Report:

We investigate here the safety of protocols and compliance sector of shoe making in Bangladesh on a comprehensive basis. This subsection is about the present condition of safety measures, it evaluates the adherence to universally accepted standards and scrutinizes the effectiveness of already existing safety methods. The report includes an overall demographic analysis and also the organizational assessments of the two footwear companies. Besides that, we will get into reviewing the various methods of collecting the data, analysis of data and the findings, and last but not least recommendations. It provides specific suggestions, which are of course used to intensify didactical principles, guide of resources towards identifiable areas, solving of disagreements, ensuring of conformance to international standards, as well as indoctrination of a safety-first culture.

Objective of the report

- ↳ To evaluate the safety protocols and criteria presently implemented by footwear manufacturing companies based in Bangladesh.
- ↳ To assess the compliance of these criteria with global safety regulations and international standards.
- ↳ To investigate the degree to which the factories comply with the safety norms and standards that are in place both locally and internationally.
- ↳ To determine whether or not the safety procedures are in accordance with the legal standards in order to guarantee the protection of both the workers and the environment.
- ↳ In order to improve safety precautions in footwear manufacturers, it is necessary to give ideas that are both realistic and actionable.
- ↳ In order to establish a proactive safety culture within the sector, it is necessary to recommend measures that will address the deficiencies that have been discovered.

Methodology of the report:

Introduction

The chosen topic is The Case of Footwear in Bangladesh as the subject for the beginning of the research is the issue that has been selected.

Research Philosophy

Positivism will be maintained throughout the investigations. The rationale for selecting this philosophical framework was primarily the prevalence of quantitative methods. Optimistic philosophy and quantitative methods operated in unison throughout the duration of the study. It is feasible to attain the desired result through the concurrent application of two separate methodologies. For this reason, the researcher contemplated employing this philosophy as a structural basis for the process of gathering and analysing data.

Research approach

In order to assess the study, the researcher opted to abandon the alternative approach in favour of employing the deductive method. Developing a sense of comfort with the primary research technique is the main rationale for selecting this methodology as the intended course of action. The primary aim of the researcher was to derive relevant information from the sources incorporated within the initial document. Alternatively stated, the deductive approach to research

will ensure the successful completion of the primary data collection. In light of this, the researcher determined that deductive reasoning would be utilised to guarantee the success of the investigation.

Sampling	Research strategies	Data collection	Data analysis
<p>In order to conduct the investigation, a probability sampling technique will be implemented. There are several variants of probability sampling from which to choose, depending on the study's intended application. Following a comprehensive examination of different probability sampling approaches, the researcher made the decision to employ fundamental random sampling. The establishment of equality in the selection process will be achieved by employing this</p>	<p>Among the various research methodologies that will be employed throughout the study, the survey will be the most extensively implemented. A wide range of questionnaires can be employed to gather primary data from participants in surveys. The aforementioned questionnaires have the capacity to gather data. Structured questionnaires, semi-structured questionnaires, and unstructured questionnaires are the three distinct varieties of questionnaire</p>	<p>It was stated earlier in the discourse that primary research would be utilized to gather the necessary data for the study. Furthermore, to elicit responses from the participants, the researcher shall incorporate a series of inquiries into a structured questionnaire. In order to acquire primary data, the researcher will determine that conducting the interview via telephone is the most optimal method.</p>	<p>Regarding the data analysis portion, the researcher endeavored to select software with easily accessible functionalities. Microsoft Excel and Microsoft Word emerged as the most optimal data analysis and evaluation instruments for the researcher, selected from a multitude of alternatives. Consequently, the approach for data analysis that will be implemented involves the utilization of Microsoft Excel and Microsoft Word. The utilization of Excel will aid in the</p>

<p>approach. For the research, a sample size of 120 will be selected. In the midst of their professions, Square Pharmaceuticals Limited employees will attend this occasion.</p>	<p>formats. To obtain the necessary data from the participants of this research, the investigator has chosen to employ a structured questionnaire as the questionnaire's framework.</p>		<p>comprehension of data. In addition, the researcher can utilize Microsoft Word to facilitate the presentation of the assessment report in a visually appealing format.</p>
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Limitation of the study: Every paper made by human being can have some limitation, this paper is not an exception of that. There may have many limitation of this paper. First of all not enough data could be collected from different footwear company in Bangladesh. The survey has done on only two companies, secondly not that much respondent has participated in the survey. Only 120 people has participated. There may have another data limitation. All employees don't want to provide enough information of their companies.

Chapter 02

Literature Review

The footwear industry is one of the most promising and at the same time developing sectors in Bangladesh. Regarding this industrial business, there are an excellent number of employment opportunities as well as the flow of revenue. In this rising sector of Bangladesh's economy, many attributions should be tackled specifically the safety measures for the employees who are in the direct production line of the footwear industry (Ali, 2019). The safety measures in this particular industry for the employees should be addressed first otherwise the overall production growth cannot be the same or there have to be very complicated scenarios that can affect all the growth of both financial and non-financial supportive systems (Muhammad, 2021).

The footwear industry is the subsector of the entire leather industry in Bangladesh, and the export business is based on the various wings of manufacturing industries and footwear is one of them. Specifically in the financial year of 2018, the contribution to the national economy of the footwear industry marked 632.5 million USD which is almost 1.2% of the total export in the leather n=business industry of Bangladesh (Durairaj Dhanapal, 2022). This is an extraordinary performance in the economic growth of the export industry of Bangladesh. Safety approaches are all about safety compliance in the footwear industry of Bangladesh and specific legislation has been established to follow the rules and regulations based on the security issues in making, dealing, and other associated functions of the footwear business (Ling, 2022). The strong Preventive Safety Compliance Act 2008 the entire system of a decent working place is an elementary function and also capable enough to bring into the light of the entrepreneurs and workers too (Sharma, 2019).

ILO code of practice is based on the safety approaches in the industrial workplace even though there are other health-related compliances to handling the entire mechanism of business along with the proper concentration for employee safety and security are just a matter of great concern that has been urged by (Avishek, 2019). The Bangladesh Ministry of Labor Employment (MoLE) has already been dedicated to regulating the industrial safety framework effectively as well as efficiently which can make health compliance, mental health, workloads, pay structure, necessary treatment arrangements, and other associated issues so defined and well structured (Kumar, 2022). There are four divisions under the rectification and regular monitoring system and they are health, general, admin, and safety issues of the footwear industry in Bangladesh (Hussain, 2018). Health and safety issues are the most important two inseparable parts of the

entire safety approach. Chemical, fire, boiler, and electrical distinctions are a matter of concern. Ergonomics, workplace culture, the mental health of the employees, air, water, and the entire quality maintenance are under the health compliance measured by the safety degree in the leather specifically in the footwear industry of Bangladesh. All the major findings in this most promising business concern need to be taken under immediate consideration to cope with the international standard of industrial safety measures (Siddiqui, 2019).

The implementation of TPM is attracting considerable interest from managers in the fiercely competitive corporate sector as a means to improve operational performance and maintain a competitive edge. It confers a competitive edge upon organizations when compared to the market leaders. A worldwide surge in competition is putting businesses everywhere under intense pressure to increase output levels in order to remain competitive. As time passes, the dependability and reliability of an extensive range of equipment gradually deteriorate. Due to this concern and the veracity of its assertion, the entirety of the industry is oriented towards maintenance responsibilities with the intention of enhancing the production system's efficacy. As defined by the Manufacturing Technical Society of Australia (1995), maintenance comprises a series of technical decisions and actions associated with specific equipment that are both essential and adequate to optimize the performance of that particular piece of machinery. There are two fundamental classifications of maintenance practices: preventative maintenance and corrective maintenance.

The existing body of literature presents insights into both the Western and Japanese approaches to TPM, which exhibit striking similarities between the two. The Japanese approach, as opposed to the Western methodology delineated by Willmott, is endorsed by the Japanese Institute of Plant Maintenance and expounded upon by Nakajima (Nakajima, 1984, 1989; Tajiri and Gotoh, 1992). This page contains Willmott's description of the Western method. The fact that there is a substantial correlation between the Western and Japanese approaches is especially remarkable. To optimize system output and mitigate unscheduled repair activities, it is critical to perform preventive maintenance on a machine prior to its malfunction. Preventive maintenance, which is comparable to use-based maintenance, entails the routine planning and execution of maintenance tasks. Preventive maintenance is an alternative term for this type of maintenance. TPM implements an aggressive maintenance strategy with the dual objectives of enhancing equipment

performance and preventing equipment failures. By employing the six overarching constructs of human resources, information system focus, process focus, top management leadership, and corporate planning, Brah and Chong (2007) discovered that the performance of a corporation is positively correlated with Total Productive Maintenance (TPM). Limited research exists regarding the effect that TPM has on operational performance within the context of the worldwide footwear industry. However, research attempting to examine the same phenomenon in the footwear industry of Bangladesh is scarce. To gain a more comprehensive understanding of the matter under consideration and to identify the current gap in this field of research, we have undertaken an exhaustive examination of the extant literature. A positive correlation was observed between total quality management (TPM) practices and organizational performance in the ready-made garment (RMG) sector of Bangladesh, as indicated by the research of Chowdhury and Alam (2018). An industry-specific definition of operational performance has not been established by the academic community; instead, scholarly contributions have contributed definitions that lack consensus. Voss et al. (2012) define operational performance as an extensive collection of quantifiable and readily observable elements that pertain to the processes undertaken by an organization.

Rajendra et al. (2014) assert that TPM improves the functionality, efficiency, performance, and quality of hardware components, thereby augmenting the instruments' viability. Krimit (2017) discovered a positive correlation between TPM strategies and the operational performance of manufacturing companies. This was ascertained through his research. Transparency in Production Management (TPM) is significantly and favorably correlated with low costs, high quality, and excellent delivery performance, according to Mckone, Schroeder, and Cua (2001). A study conducted by Sobur and Fatema (2005) in the ready-made garment (RMG) sector of Bangladesh revealed a correlation of positive significance between Total Productive Maintenance (TPM) and an assortment of operational performance indicators. The variables in question included method contemplation, job estimation, line adjustment, and efficiency enhancement. Sayid (2017) documented how the implementation of TPM enabled a footwear manufacturer in Bangladesh to increase the efficacy of their production cycle.

Chapter 03

Organization analysis

This research has done on two different companies. One is step footwear another is apex.

Organization overview of step footwear

In spite of the fact that step proudly announce that their products are "Made in BD," Stepfootwear has established itself as a dependable source of one-of-a-kind footwear for ladies. Located in the country of Bangladesh, the city of Dhaka is where our headquarters are situated. The reputation for excellence that Stepfootwear has achieved is a result of the fashion authority, one-of-a-kind design, and handmade craftsmanship that makes it stand out from the competition. Stepfootwear is dedicated to producing items that are of exceptional quality, has a unique design, and provide an incredible value for the price. We would like to extend an invitation to you to join us in the spirit of ultimate fashion footwear, where you will have the opportunity to indulge in a feeling of uniqueness and refinement that is crafted with high-quality craftsmanship.

Organization overview of apex

Apex Footwear Limited, a prominent entity in the footwear sector of Bangladesh, maintains its corporate headquarters in Dhaka. It is a corporation that has established a reputation for innovation and excellence in the footwear sector. Since its establishment in 1990, the company has grown to become a prominent manufacturer and exporter of high-quality footwear, catering to a diverse array of client demands. The commitment of Apex Footwear to delivering fashionable, comfortable, and high-quality products has enabled the organization to successfully penetrate the market. In addition to sports shoes, casual footwear, and formal footwear, Apex Footwear specializes in an extensive array of merchandise. To ensure that its footwear production meets international standards, the company places considerable emphasis on research and development. The manufacturing procedure employs state-of-the-art technology and skilled craftsmanship. People can get whatever shoes they like from here. It has been a very trustworthy place for all kinds of people since 1990. From poor to rich, Apex footwear has successfully fulfilled everyone's need ad day by day the production of the company in increasing. Apex Footwear has not only achieved a substantial market share in the domestic sector but has also expanded its international presence. The company's robust retail presence and extensive

distribution network enable this to be the case. The organization demonstrates its commitment to corporate social responsibility by actively engaging in ethical business operations and environmentally responsible practices, thereby contributing to the community and industry. Apex Footwear's steadfast dedication to quality and customer-centric approach further solidify the company's reputation as a dependable and favoured footwear provider not only in Bangladesh but also internationally.

Chapter 04:
Finding and analysis

Demographic Segment

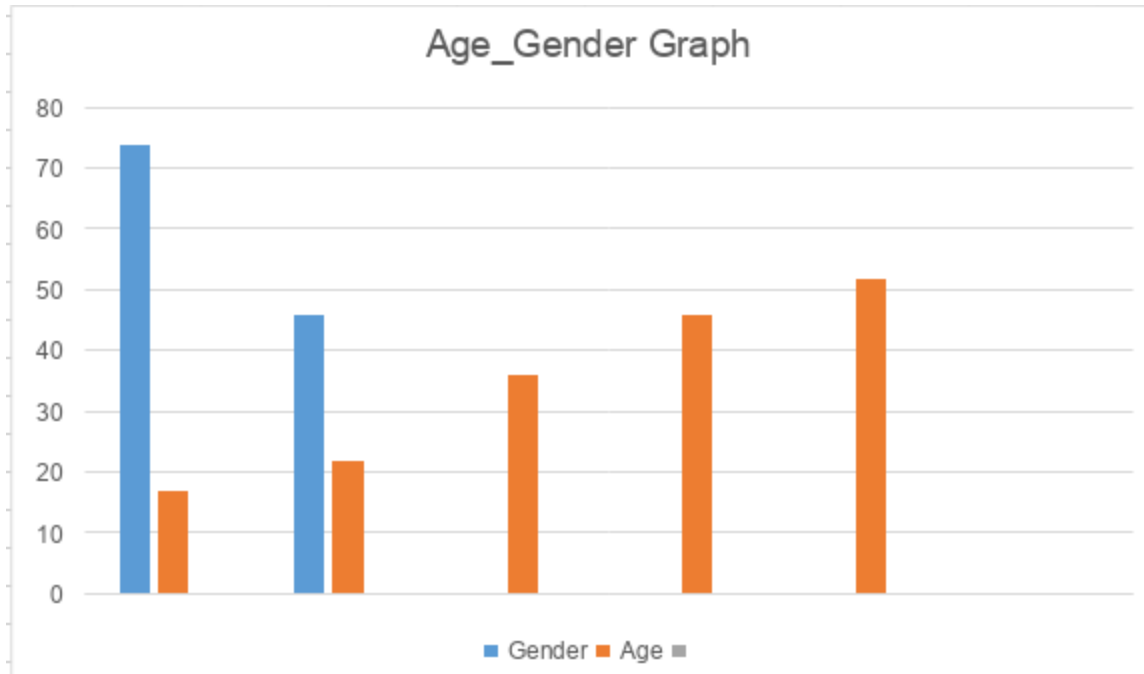
We carried out a survey that involved three hundred twelve people (120), including seventy-four men and forty-six women. The graph below shows the breakdown of the representations: Attendees attended to this youth workshop from all different age groups, with some representation across from the age groups to the middle. Although this particular data did not specify age brackets, it did illustrate distribution of participants from various generational groups. Furthermore, the educational background of the respondents was also different a lot, giving us a sample pool which was very diverse with its participants participating at different academic levels. The incorporation of respondents with diverse educational qualifications makes the results of the survey versatile and elaborate; and, analysis can be done in a more comprehensive manner with respect to perceptions of safety and practices adopted in the footwear industry of Bangladesh. Through such a diversity of representation, the survey consequently collects the type of data that is truly representative of the workforce in the industry as a whole thus allowing the study to draw its conclusions on strong grounds.

Gender

Total 74 male and 46 female was participated in that survey. The number of male and female respondents is shown by below graph.

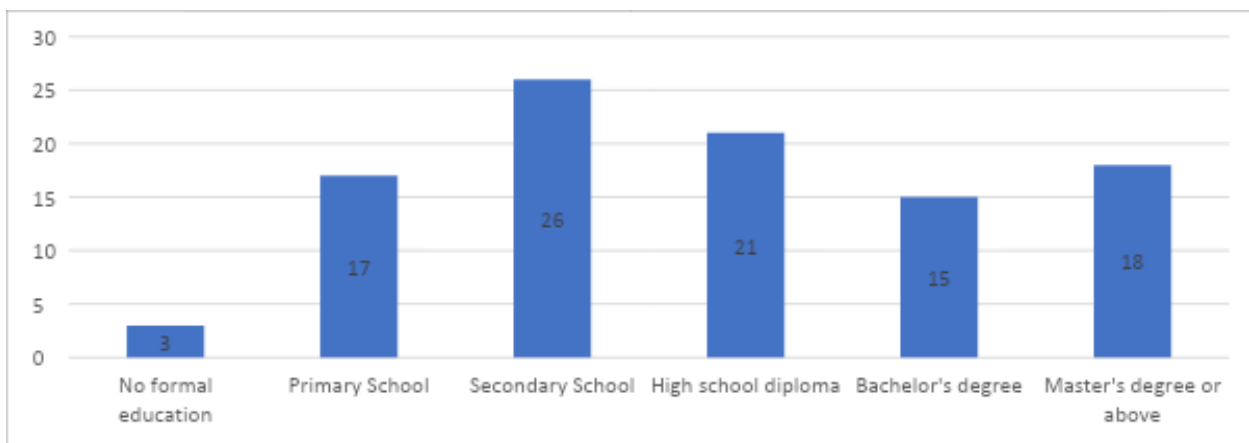
Age Group

Many different group of ages people was participated in the survey. The age group of the respondents are shown by below graph



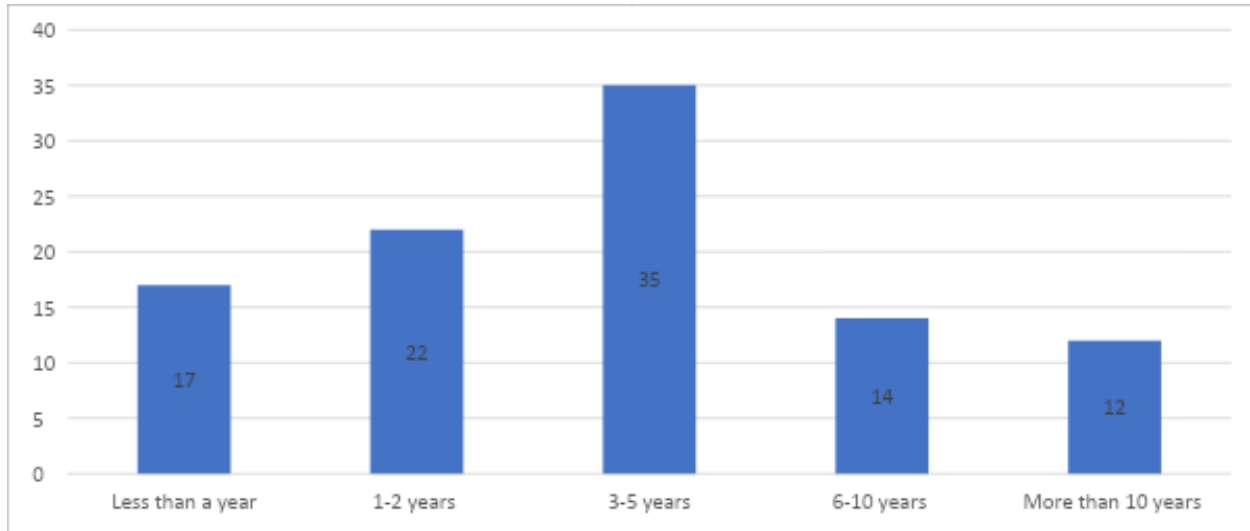
Education level

Many types of respondents participated in the survey by education. The people by education level are shown below



How long have you worked in the footwear industry?

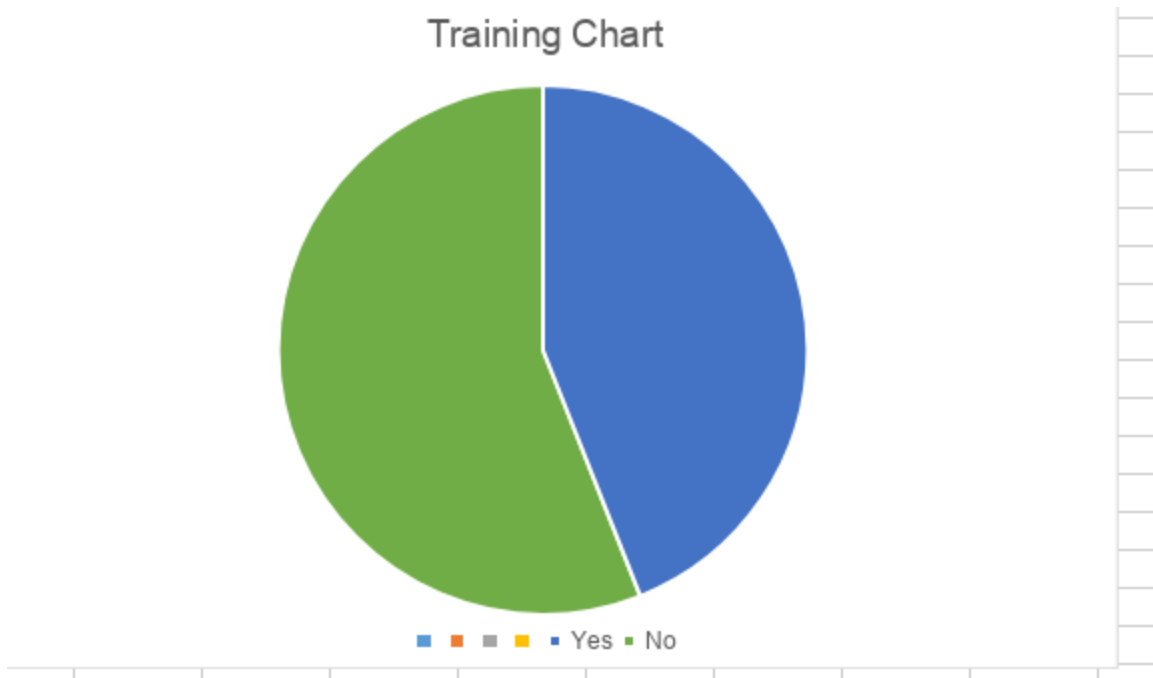
Many type of experienced people work in the step fotwear. Some are less than a year, some are 1-2 years and some are more than 10 years. The experience of the respondents are shown by below graph.



Analysis:

Have you received any safety training related to the use of machinery and equipment in the footwear industry?

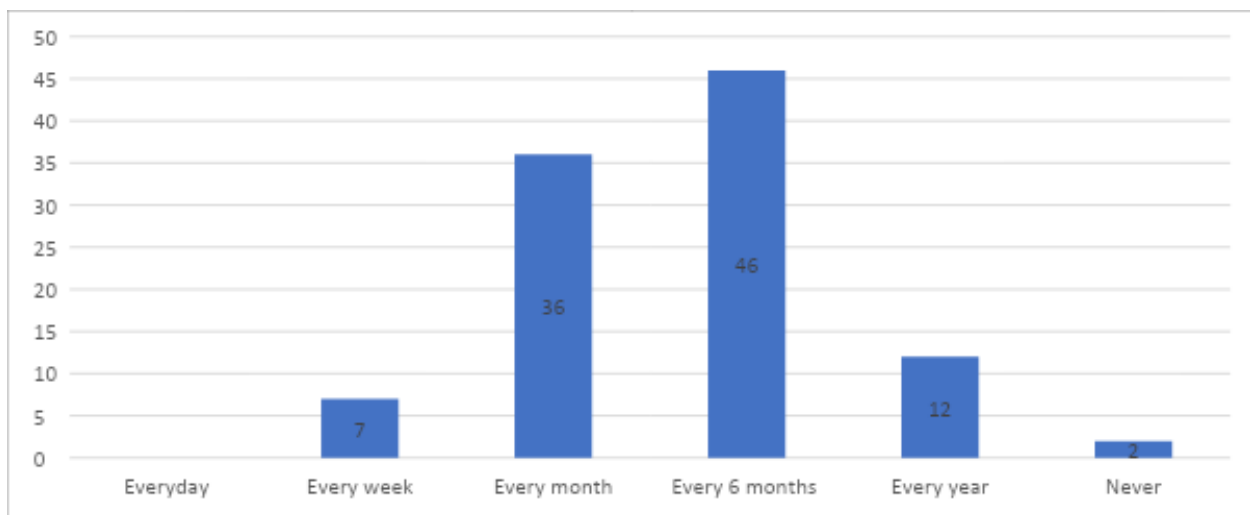
To answer this question, 44 people said the received training and 56 people said they didn't receive any training. Majority of the people did not receive any training that's why the rate of accident will be higher in such, industry. Thus the majority of the employees in the industry does not have any idea about the safety measure. This scenario is shown by below graph.



Majority of the respondents say that they get training in every six months period. 35% of the people say that they did not get any training from their trainer.

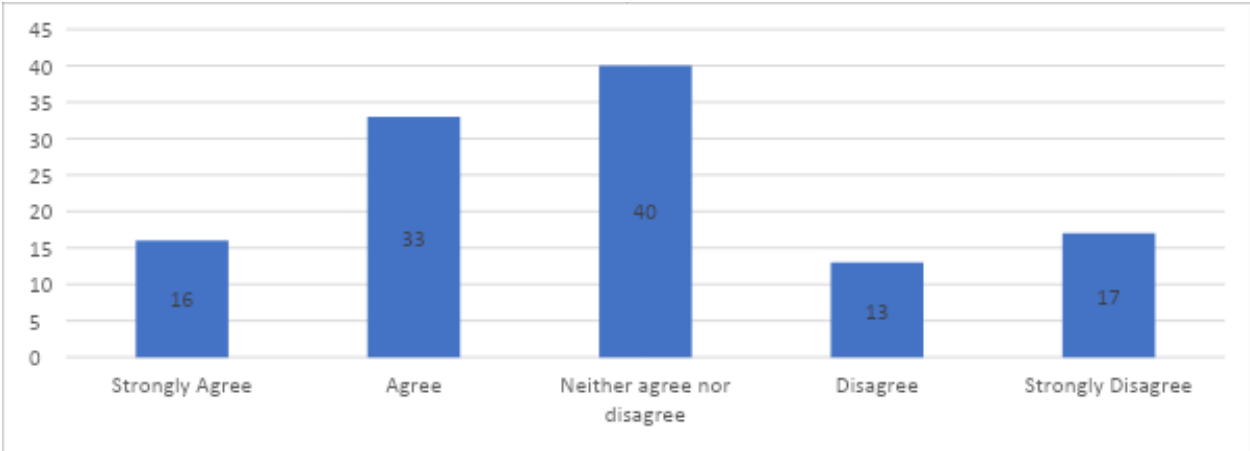
How frequently do you receive safety training?

The responses of the question in terms of showing the frequency of receiving training are shown by below graph



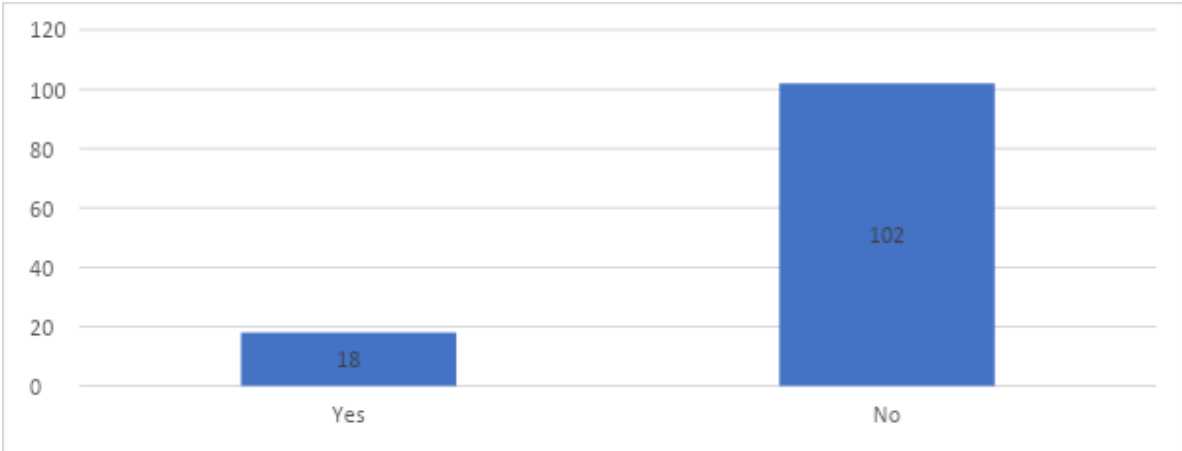
Do you feel that your employer provides adequate resources for you to maintain your safety while working?

The responses of the question is shown by below graph.



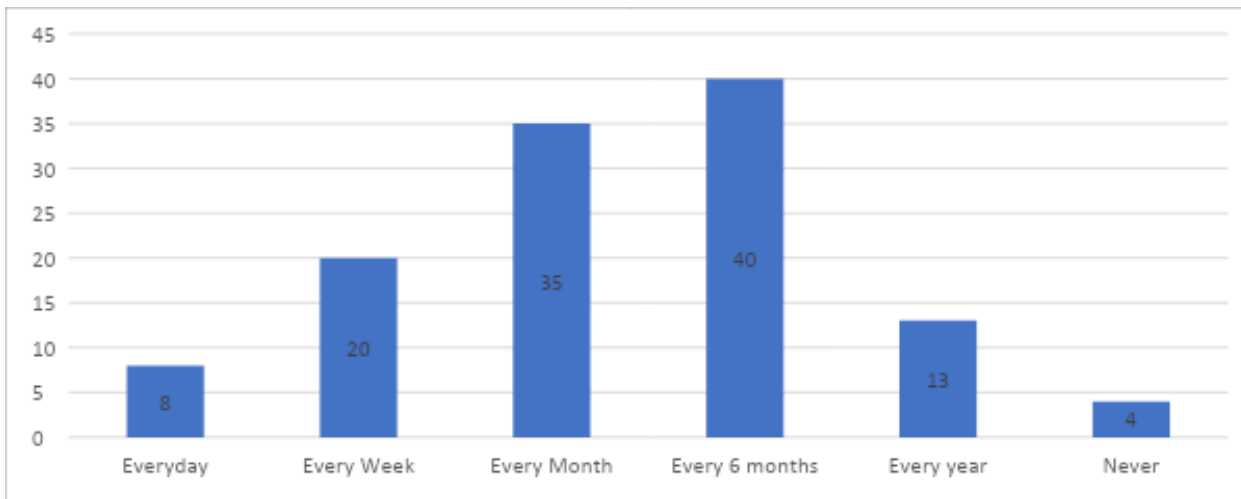
Have you ever experienced any injuries while working in the footwear industry?

As most of our respondents were in manager level, most of them didn't face any injury as they do official work. The responses of the question is shown by below graph.



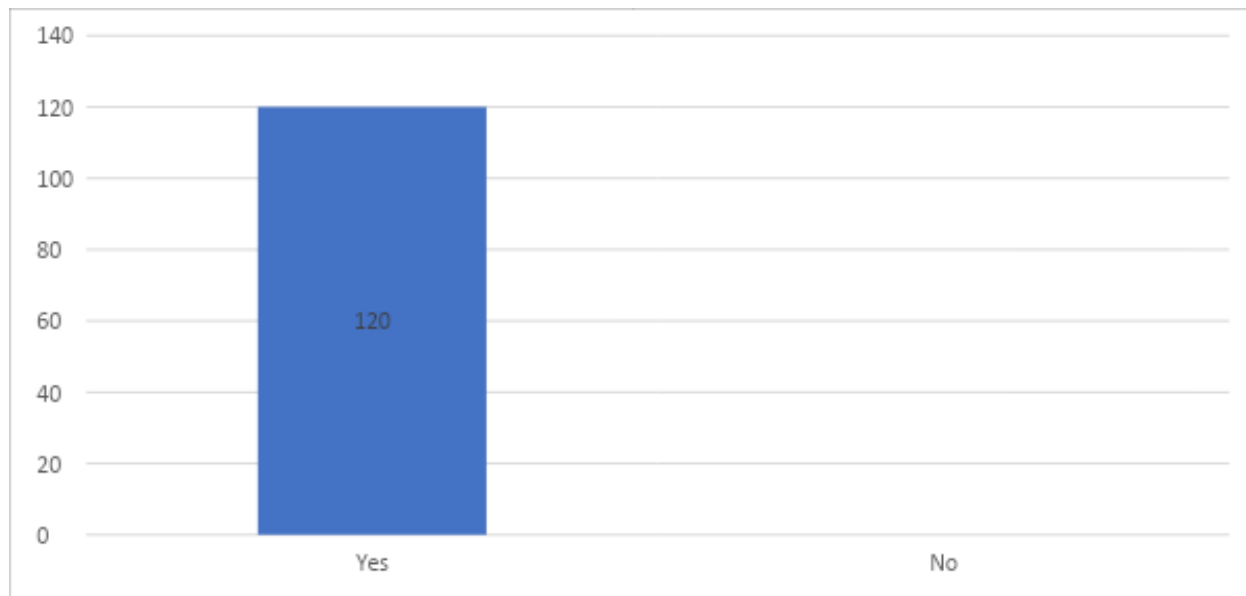
How often do you inspect your footwear for wear and tear?

The responses of the question is shown by below graph.



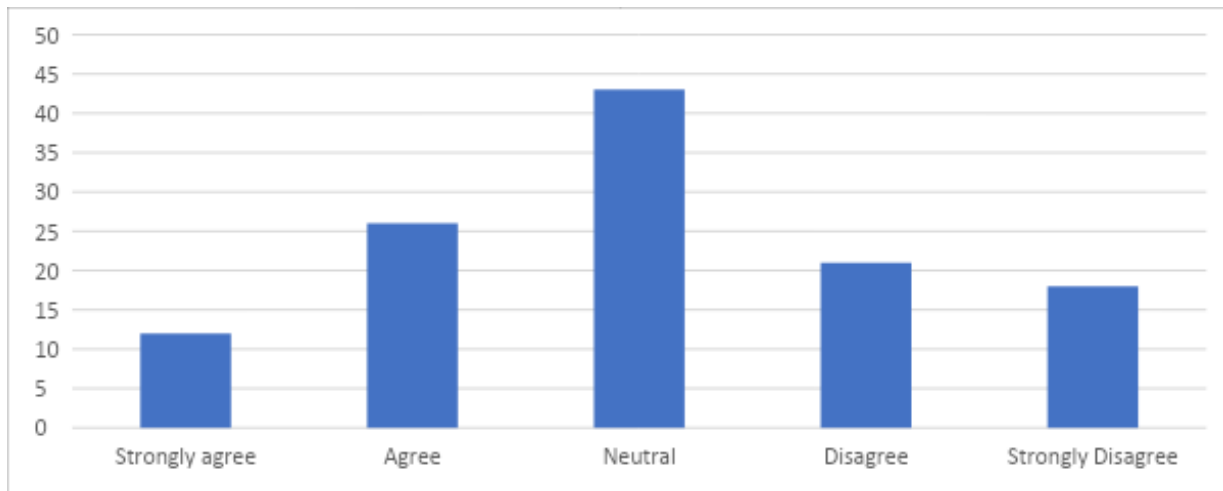
Are there any safety policies or procedures in place at your workplace?

The responses of the question is shown by below graph.



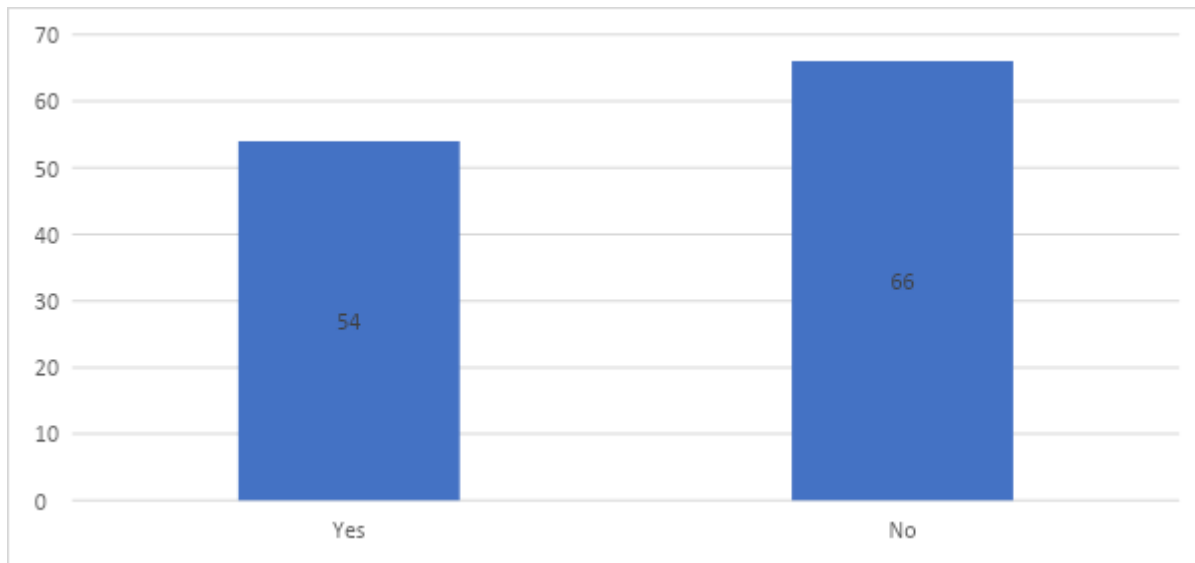
Do you believe that these safety policies and procedures are adequate?

The responses of the question is shown by below graph.



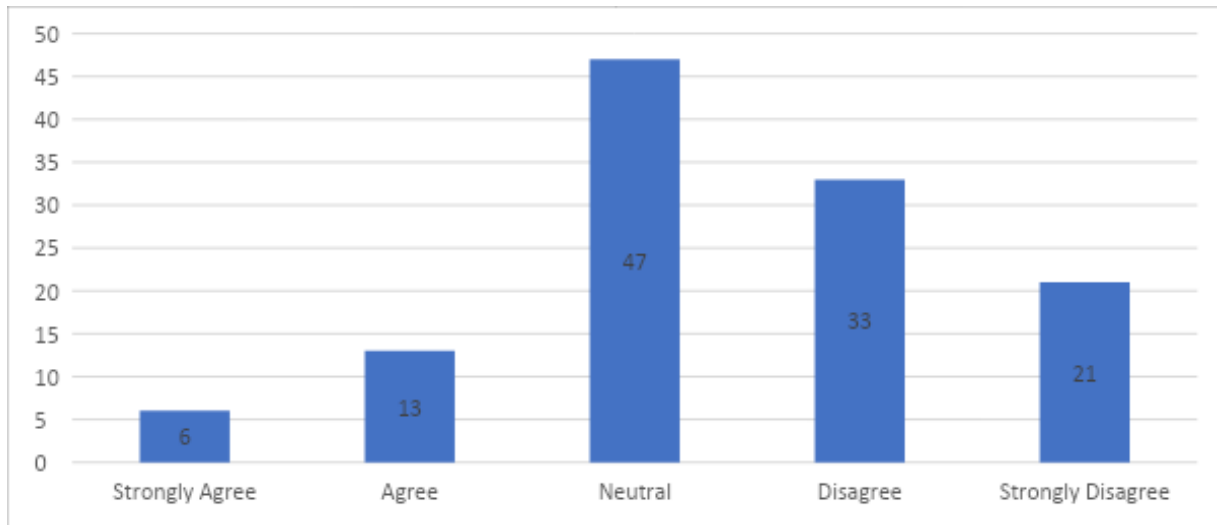
If yes, were your concerns addressed in a timely manner?

The responses of the question is shown by below graph.



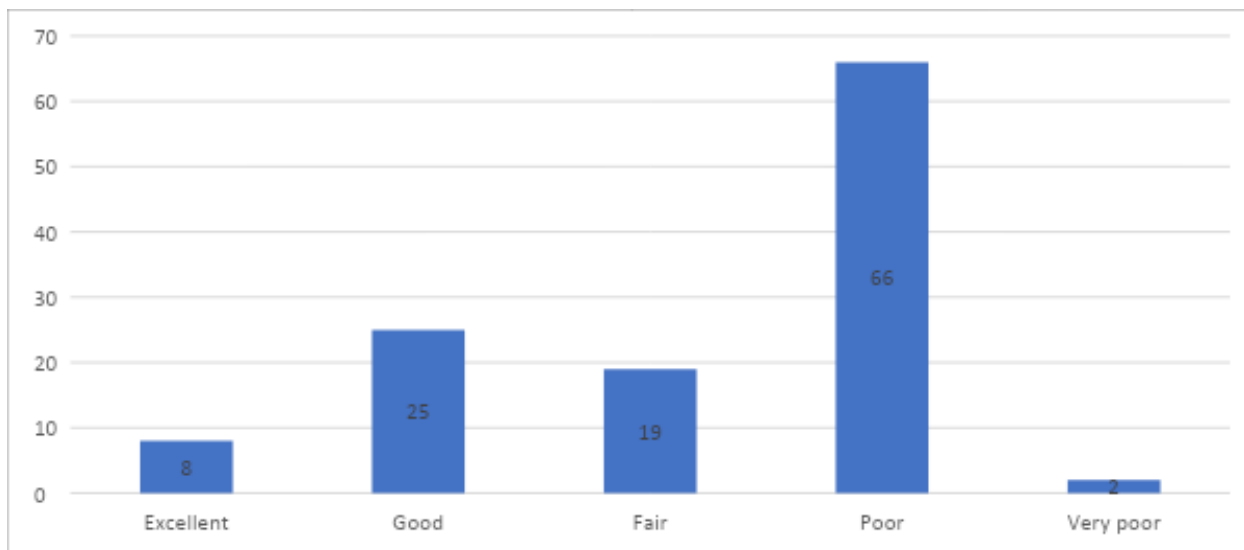
Do you believe that there is enough emphasis placed on safety and maintenance in the footwear industry in Bangladesh?

The responses of the question is shown by below graph.



How would you rate the overall safety and maintenance practices in the footwear industry in Bangladesh?

The responses of the question is shown by below graph.



Summary

To summarise, the survey comprised of 46 female and 74 male participants, with the majority of respondents (36 individuals) falling within the age range of 30 to 39 years. Furthermore, respondents between the ages of 20 and 49 comprised the second-highest proportion of the total, indicating a substantial demand for footwear in Bangladesh. Additionally, the participants have successfully completed secondary education, signifying their capacity to provide their perspectives on this specific subject matter. Furthermore, it is noteworthy that a considerable proportion of the respondents (15 individuals) have successfully concluded their undergraduate studies. This suggests that they possess a comprehensive understanding of the footwear industry in Bangladesh, including consumer experiences and employment prospects. Moreover, a significant proportion of the survey participants (35 individuals) have accumulated three to five years of experience in the footwear industry. This fact lends credibility to the conclusions that will be derived from the analysis in order to address the research objective. With regard to obtaining safety training and understanding the correct utilisation of machinery and equipment in the footwear sector, a total of 54 respondents indicated that they had received such instruction, while 56 stated that they had not. This finding suggests that while the industry is presently placing emphasis on this area, a significant proportion of practitioners continue to be oblivious to the potential dangers that workers may encounter. Given that 76 out of 120 employees consented to receive training, the majority of respondents (46) indicated that training sessions are conducted every six months, whereas this frequency should be increased in order to instill greater risk aversion and caution. Regarding their perception of the employer's approach and efforts to provide adequate resources for employee safety during work, the majority of respondents (40) indicated a neutral stance. This suggests that the management has made minimal efforts to ensure employee safety, an issue that requires immediate attention as they are the primary determinants in organising the training session. The majority of our respondents held managerial positions and, in the course of their official duties, did not sustain any injuries. Regarding the examination of footwear for signs of deterioration, forty percent of the respondents indicated that inspections occur every six months. Furthermore, all of the employees concurred that the workplace has sufficient safety policies or procedures in place to ensure their correct implementation, with a neutral tone.

Despite the existence of specific risk mitigation policies, a significant proportion of the employees (66) expressed dissatisfaction with the lack of timely resolution of their concerns, a matter that can be critical for both the employees and the management. With regard to the degree of importance attributed to safety and maintenance in the footwear sector of Bangladesh, the majority of respondents expressed agreement in a neutral manner, thereby suggesting that the footwear industry in Bangladesh as a whole employs extremely inadequate safety and maintenance practices. This sentiment is shared by a considerable proportion of the participants.

Chapter 05:
Recommendation and Conclusion

Recommendation:

The following suggestions are provided to improve footwear industry safety in Bangladesh:

- To improve safety retention and application the management needs to consider increasing safety training frequency as many respondents reported receiving it every six months since regular and frequent training could increase employee risk aversion and prudence (Sarker et al., 2022).
- Several respondents have not had safety training or know how to use machines properly, which requires specific awareness campaigns. These programme could include instructional sessions, posters, and regular safety reminders to reduce workplace hazards(Deb et al., 2018).
- Given the employer's neutral attitude on safety resources, management should prioritize strengthening safety measures which may require upgrading equipment, safety measures, and company culture(Deb et al., 2018) .
- With a large number of employees dissatisfied with the quick resolution of their complaints, management must implement effective grievance processes. A transparent and responsive complaint system is recommended to improve workplace wellness (Sarker et al., 2022).
- The management should ensure they follow industry standards and notify personnel where it is recommended to regularly compare Bangladeshi footwear industry safety and maintenance methods to international norms(Deb et al., 2018) . This will assist identify areas for safety improvements to meet or surpass worldwide standards.
- Since regular checks can detect problems early, preventing accidents and extending equipment life.In this case, proactive safety culture is recommended to improve footwear industry safety and maintenance. This comprises raising awareness, encouraging safety reporting, and actively involving employees in safety practice development and improvement (Basak et al., 2019).

As they did not get any training in during their period of training session so the rate of accident will increase and the output won't be up to the mark.

Conclusion:

Bangladesh's footwear business safety compliance analysis reveals significant issues as well as several solutions. A survey of 120 people's demographics reveals that Bangladesh has a high need for footwear. Despite the fact that managerial occupations are the most common, the survey reveals gaps in safety training, awareness programmes, and management initiatives to keep workers safe. People are dissatisfied with how complaints are handled and how safety laws are not maintained, indicating that safety must be improved immediately. The literature review highlights the importance of the footwear sector to the economy and recommends Total Productive Maintenance as a means of improving operations. The study suggests the relevant stakeholders of the footwear industry to increase safety training, awareness campaigns, comparisons to global norms, and the promotion of a proactive safety culture. The study also highlights the need of the top management to prioritise safety to ensure that the footwear sector in Bangladesh remains safe and sustainable.

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