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Teijin Changes the Future for Traditional Japanese Wear and Interior Designs

Teijin променя бъдещето на традиционното японско облекло и интериорния дизайн

Traditional Japanese wear and interior designs are popular worldwide for their uniqueness, but both can require special care due to their use of natural materials. Teijin’s proprietary materials however, is helping to renew these cherished traditions by enhancing them with more flexible functionality and easier care.

Teijin fabrics for yukata

Yukatas are casual kimonos worn typically in warmer months. Teijin’s polyester fabrics for yukatas comprise three layers weaving material using water-repelling yarn and have quick drying and efficient wicking to prevent stickiness and discomfort from sweat.

Teijin fabrics for kimonos

Kimonos and less-formal yukata robes, both icons of Japanese culture, are conventionally made of silk, cotton and other delicate materials that can be costly and troublesome to care for. Kimonos and yukatas made with Teijin’s highly functional polyester fibers, however, are home washable, quick drying and wrinkle resistant. Furthermore, problems with color fading, moths or mold during storage are greatly reduced.

Teijin fabrics for shoji

Another cultural icon of Japan is the “shoji” sliding door made with paper. Shoji doors are still very popular in Japanese-style houses thanks to their practicality and appearance. Over time, however, traditional Japanese paper loses its durability and turns yellow with aging. Teijin’s shoji paper, however, offer lasting durability and color. Owing to its composition of more than 50% NANOFRONT® ultra-fine nanofiber polyester, the material reflects sunlight and low aeration to help keep rooms cooler in the summer and hot in winter.

Going forward, Teijin will continue to support Japanese culture by satisfying contemporary needs with advanced technologies for practical, high-function sportswear, fashion ware and other applications.

Source: www.teijin.com

Kimonos and less-formal yukata robes, both icons of Japanese culture, are conventionally made of silk, cotton and other delicate materials that can be costly and troublesome to care for. Kimonos and yukatas made with Teijin’s highly functional polyester fibers, however, are home washable, quick drying and wrinkle resistant. Furthermore, problems with color fading, moths or mold during storage are greatly reduced.
ENGAGEMENT OF HUMAN RESOURCES IN CORPORATE SOCIAL RESPONSIBILITY ACTIVITIES OF TEXTILE INDUSTRY ORGANIZATIONS
Andrea Dobrosavljević - Technical Faculty in Bor, University of Belgrade, PhD Candidate; prof. Snežana Urošević - Technical Faculty in Bor, University of Belgrade

ABSTRACT:
Corporate social responsibility (further in the text referred to as CSR) arises to be a practice that should be spread through all business processes of any organization, as well as organizations which operate within the textile industry. Human resources as implementers of activities within various business processes should be engaged in implementation of activities related to CSR, as well. This paper provides a theoretical perspective at engagement of human resources in socially responsible initiatives, taking into consideration the training and development individuals for such participation as well as perspectives of managers. The subject of employees’s engagement in CSR activities within textile industry is found to be insufficiently researched.

Keywords: corporate social responsibility, corporate social responsibility activities, human resource management, human resources engagement, textile industry

INTRODUCTION
Over the time the business evolves, matures, changes the states and its own behavior during each of those states. The behaviour that is adopted by a business, in that process, determines the manner of certain business practices application, as well as the approach to such practices by the managerial and executive personnel. Active work on the application of business practices that facilitate business is one of the challenges of business modernity, but also it is a necessity. Alongside the application of these practices, there is also a question of corporate social responsibility (CSR) practice implementation, that is, socially responsible business. Human resources are actually the ones who care that a series from initial to final business activities, in this case CSR activities, are carried out smoothly and that the final outcome of work is satisfactory. As Yu [1] finds the participation of human resources in implementation of business practices has been seen as weak. As well, Cantor et al. [2] conducted their own research based on the recognition of lack of theoretical understanding on corporate practices related to employees’ engagement in environmental behaviors. As we are directed at the implementation of CSR practice in this paper, we can also tell that this practice is not universally applicable for all existing organizations. Organizations within textile industry are the drivers of different questions regarding social responsibility. That is why CSR activities gain a lot of attention in textile industry. Baskaran et al. [3] mention six issues that the CSR practice deals with within textile industry, that is “discrimination, abuse of human rights, child labour, long working hours, unfair competition and pollution to assess small- and medium-sized suppliers who produce and deliver products”. In this paper we are considering the question of employees actual involvement in socially responsible initiatives of textile organizations and what are the benefits of their engagement and contribution in this process. Employee engagement in CSR initiatives is voluntary, but as well it is encouraged [4]. Voluntary socially responsible behavior of employees arises as a type of organizational behavior of employees which is consistent with values, beliefs and goals nurtured by organization [5]. Through the literature review of current and available researches on this subject three issues are being considered. First there is the issue of employees participation in CSR initiatives, then, the issue of training and development of individuals for participation in CSR programs, and the issue of managers perspective upon employees participation in CSR activities.

CSR ACTIVITIES IN TEXTILE INDUSTRY
There are many definitions of CSR, but, as Caroll [6] explains, these definitions point to voluntary actions of organizations, embracing of legal compliance, ethics and corporate philanthropy as a vital part of CSR. This practice is also labeled with the terms of corporate sustainability and responsibility [7]. It includes practical steps which are developed based on elements such as values, beliefs and norms nurtured within an organization [8]. Different
organizations within the textile industry sector, based on their business nature have different impact on internal and external environment. That is one of the reasons that their involvement level in CSR activities and CSR programs development will also differ. Many challenges that textile industry needs to deal with have driven the emergence of proper initiatives to address those situations [9]. These challenges can be seen in the form of outdated manufacturing technology, low energy efficient machine and technology, negligence in providing social security to employees, high production costs, import of cheap textile, poor supply chain management and irresponsible behavior towards environmental sustainability, among others [10]. Vuković et al. [11] state that in research of CSR in textile industry most common subjects are human rights and working conditions issues, social and ecological questions, products safety and economic aspects. Zhu and Tan [12] have investigated issues and challenges of CSR practices in textile industry on the case of Chinese textile industry. They stated that this industry as a major river pollutant has been attacked by NGO’s, but the answer in CSR practice implementation is lacking.

The textile, along the clothing industry, represents one of the traditional branches of light industry, which employs a great number of cheap and lowskilled workers, mainly female, whose work has been always underpaid in comparison to other branches of light industry, as stated by Urošević et al. [13]. Textile industry faces with the emergence of sensitive CSR issues related to working conditions in factories, treatment of the workers at the workplace as well as environmental protection issues [14]. Shen et al. [15] introduce a list composed of twelve common barriers which restrict the application of CSR practice within textile industry. Those are: lack of stakeholder awareness, lack of training, lack of information, financial constraints, lack of customer awareness, lack of concern for the reputation, lack of knowledge, lack of regulations and standards, diversity, company culture, lack of social audit and lack of top management commitment. Cook and He [16], based on the conducted study results, conclude that textile and apparel enterprises included in the research tend to adopt a business case approach to CSR, focusing on the market rather than their employees.

ENGAGEMENT OF EMPLOYEES IN CSR INITIATIVES

As acknowledged by Lee et al. [17] employees represent actors that are of great importance to the company because they have the power to illegitimately exercise their influence through the activities they perform. Employees are one of the key stakeholder groups [18]. Engagement of employees implies their involvement in communication, dialogue and operations [19]. Attracting and retaining good employees in present business world is very important. Implementation of CSR practice has shown to have a certain role in these efforts of organizations [20]. Potential employees get attracted by the reputation of the company and attractive workplace condition [21]. They might be retained if they experience satisfactory results of their engagement in CSR activities. There are many ways in which employees can be engaged in CSR activities carried out by the organizations they are a part of. According to the findings of Tencati et al. [22] employee involvement programs are used as activities to promote CSR concept in 82,8% of the cases. Employee volunteerism programs are incorporated into practice of many companies as there are positive outcomes that involved individuals can experience. Such as enhanced self-esteem, status security, status enhancement and increased skills and perspective [23]. Employees’ proximity to CSR initiatives through the participation in volunteer programs intensifies the possibility for employees to be proud of the prospective company, to be satisfied with their job, to develop high level of organizational commitment, to reduce absenteeism rates and to be more productive [24,25]. Other kinds of involvement include youth mentoring, various help initiatives including care for people and community building renovation [26]. It is more likely that the ones who are more involved in the socially responsible initiatives are going to gain more benefit than uninvolved individuals. High level of involvement provides possibility for gaining valuable experiences through value co-creation [27]. All these employees actions represent their voluntary use of technical and commercial know-how [26]. Along this process, in accordance with the beliefs and attitudes, arises the commitment of human resources to the CSR practice in an organization. It implies emotional engagement of human resources, a sense of procedural and distributive justice, as well as the embeddedness of CSR in the organization and the community [28].

TRAINING AND DEVELOPMENT OF EMPLOYEES FOR PARTICIPATION IN CSR ACTIVITIES

Successful addressing of social responsibility issues is not dependent on usage of new revolutionary technologies, but mostly from having skilled and efficient employees in that process [29]. Human resource development represents the mean for successful implementation of CSR initiatives, and its key role reflects in helping employees to understand and value CSR [30]. After regrutation process arises the responsibility of organization to help employees adopt, fully understand and contribute to the realization of CSR activities. For this purpose the programs of training and development should focus on creation of CSR knowledge base, teaching the necessary skills for CSR initiatives, developing the cognitive ability for handling complex CSR activities, promoting employee enthusiasm in CSR and developing talent and skills [31]. Sharma et al. [32] introduce one of the initiatives for successful realization of CSR activities by employees. That is the establishment of Training facilities which would help employees learn and practice CSR activities and would install the CSR culture among employees. The HR team is responsible for highlighting the importance of the CSR concept during employee training sessions [33].
MANAGER’S PERSPECTIVE UPON EMPLOYEE PARTICIPATION IN CSR ACTIVITIES

Managers’ desire to retain control and to assure existence of indifferent attitude among employees has been recognized as a factor that influences frequent obstruction of initiatives of promotion of employee participation and involvement [34]. Role of the manager in organization is seen in representing the organization, and basically managing the relations between different stakeholder groups. Out of that kind of understanding of manager’s role comes the opinion that his/her individual attitude towards CSR initiative can impact employees commitment to perform socially responsible activities [35]. Employee attitudes are prone to be influenced by their supervisors perceptions [30].

Gross and Holland [36] point out to the study performed by the Boston University’s School of Management and Baruch College about Corporate Social Responsibility as an Internal Marketing Strategy which implies that managers should take certain steps regarding employees in order to gain positive outcome from CSR initiative. These steps include increasing employee proximity to CSR, usage of a contingent input-output approach to formulate and implement CSR initiatives, and subsequently evaluate and manage CSR outcomes, understand and fulfilling employee needs related to CSR, targeting strategic employee segments, strengthening employee identification with the company, and enabling employees to be co-creators of CSR value.

CONCLUSION

The issues considered through this paper provided the opportunity to form a picture of actual state of engagement of human resources engagement in CSR activities in textile industry. Although it has been theoretically proven that the engagement of employees in CSR activities contributes to the achievement of numerous benefits, the literature findings do not indicate an adequate level of its application in the textile industry. This subject deserves more attention. Further research is going to deal with collecting and statistical analysis of data from textile organizations on the territory of the Republic of Serbia and in the surrounding area in order to obtain more clear view upon the employees engagement in CSR actions in this region as well as other factors of impact regarding employees involvement in CSR, such as organizational commitment or turnover intentions. This topic can lead to further conclusions not just about the contribution of human resources to implementation of CSR practice in textile industry organizations, but as well a set of influences that arise from the application of this practice and affect the human resources attitudes about staying in the current organization or abandoning it.

REFERENCE:


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ABSTRACT:
The article presents innovation approach for getting measurements of human body. 3D scanning is a new opportunity of collecting data for apparel industry. Using 3D scanners or apps for 3D scanning each consumer prepare personal body avatar and fit cloths virtually as an augmented reality because two bodies with the same circumference could be with different shapes.

Keywords: apparel industry; anthropometric data; 3D scanning
се напуска дома или офиса. Достатъчно е наличието на смарт устройство и Интернет връзка. В мрежата може да се запознаем с последните тенденции, да видим как да измерим базови размери на тялото си, да определим типа фигура, за да изберем подходящ модел дреха, да разгледаме електронните магазини за облекла, да изберем и закупим артикули [4, 5, 6]. Недостатък е само изчакването на доставката на дрехата.

Шевната индустрия се развива в унисон с технологиите. Тя имплементира иновациите от различни области на науката в тъканите и дрехите си. Смарт облеклата могат да събират и предават данни за физическото състояние на облечения в тях човек, могат да го заснемат, да пускат музика, да излъчват светлина, да се свързват чрез Bluetooth или Wi-Fi с различни устройства, да локализират с GPS - координати, да предадат различна информация, например за натиска на обувка в определена област на крака, за съдечен ритъм, за кръвно налягане и много др. [7, 8, 9, 10].

Триизмерното сканиране известно още като 3D сканиране също навлиза в областта на шевната индустрия. Чрез него могат да се снемат размерите на телата на потребителяте. Предимството, спрямо традиционното измерване е в точното определяне местоположението на обемите – фиг.1. Например при едри и също обиколки на гърдите една дама може да е с по-широк гръб, а друга с по-едър бюст. Подобен пример може да се даде за талия и ханш. Тези три размери са базови при конструиране на облеклата и при избор на дреха от клиента. Данните могат да се ползват за производството на дрехи по индивидуални размери или да се направи аватар, който виртуално да пробва различни модели дрехи.

3D скенерите изискват място приблизително колкото пробна кабина в магазин, но все още не са масово приложими, защото центите им започват от около 10 000 $ и достигат близо 150 000 $ [12]. Предимствата на тези скенери са в бързина – от 10 секунди до няколко минути, точност – избягва се натиска върху меките части на тялото, и липса на допир до сканираната повърхност – поради следенето на формата с лазер [13]. Недостатък е изискването за компютърна обработка на опитен специалист за изчисляване на данните и обработване на изображението. Масовото навлизане на тези скенери в пробните на магазините за облекла все още е предстоящо.

Друг иновативен метод за сканиране на формата на тялото е т. нар. фотограметрия. Чрез нея се определя формата, размерите, положението и други количествени и качествени характеристики на различни обекти, в това число и човешкото тяло, по тяжна фотоснимка. Фотограметрията е имплементирана в различни приложения за смарт устройства за Android и Apple. Част от приложенията са платени с месечни такси от 33 $ до 260 $ на месец, други с еднократна цена от 79 $ до 3990 $, но има и безплатни [16, 17]. Пускането на безплатни версии позволява на разработчиците да събират отзиви от потребители и да подобряват продукта. При тях триизмерната форма се получава от множество снимки на обекта, направени от различни ъгли през равни разстояния в пълен кръг [13, 14, 15]. Приложенията за 3D сканиране за смарт телефони имат някои ограничения: Време – изисква се време за събиране на снимки от всички страни на обекта. За сравнение на 3D скенерите им е нужно повече време за получаване на

Фиг. 1. Еднакви обиколки, но възможни различни форми
висококачествени данни;
Опит – изискват се познания и опит при използване и прилагане на програми за ретуширане на изображения за по-добрно качество на сканираната обект;
Резултат – възможни са несъвършенства и често среца недобро качество на снимките, поради различни възможности на хардуера на смартфоните и приложените за 3D сканиране.
Въпреки недостатъците опцията всеки потребител сам чрез личното си устройство да съумее да направи свой триизмерен образ (аватар), чрез който да може виртуално да пробва различни модели облекла е недалече бъдеще. Очаква се виртуалната пробна стая да замени реалната пробна в магазина [18, 19].
Така всеки ще може чрез своето смарт устройство да облича и съблича дрехи виртуално, без да се намира физически в конкретен магазин. Софтуера (фиг. 2) може да покаже на потребителя коя дреха ще му е тясна или широка и в коя област на тялото [19].
Бързина – бърза смяна на „пробваната“ дреха;
Забава – „пробването“ е като компютърна игра.
Може би не е далечно времето когато дрехите също ще се принтират от 3D принтери по 3D моделите на конкретни тела на потребителите. Иновациите са навсякъде около нас. Променят живота ни за добро или не, ще покаже бъдещето. От нас зависи приложението на новостите да носи повече удовлетворение, просперитет и красота.
ЛИТЕРАТУРА/REFERENCE:

Фиг. 2. Виртуална пробна стая [19]
[17] Brian Obudho, Looking for a 3D scanner app for your smartphone? Check out the best 3D scanner apps for Android and iPhone, all of which are fun, accessible, and require no extra hardware to use, all3dp.com/2/5-best-3d-scanner-apps-for-your-smartphone

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Wood-Based Alternative: Feminine Hygiene Fibres from Kelheim

Kelheim’s premium tampon fibre Galaxy® has proven effective in sanitary pads: It can substitute up to 70% of the synthetics in ADL (Acquisition-Distribution-Layers) in feminine hygiene pads. The amount of feminine hygiene waste is enormous – and often the time it takes for these products to degrade is hundreds of years longer than the lifespan of the woman who used it, because the synthetic components are not bio-degradable. Changing consumer behavior drives the need for environmentally friendly yet safe alternatives.

The viscose hygiene fibres from Kelheim offer significant ecologic advantages: they are made from cellulose, which means they are based on renewable wood and they are fully biodegradable.

These fibres are manufactured exclusively in Germany, in one of the most environmentally friendly plants worldwide.

Galaxy® in sanitary pads offers not only a benefit for the environment. Due to its excellent wicking and absorption capacity it conducts liquids quickly and efficiently away from the body and leaves a pleasant feeling on the skin – in other words, it does exactly what the ADL layer is made for. In addition, Galaxy® helps to distribute the liquid evenly in the absorbent core enhancing so the overall performance of the pad.

In comparison to other sustainable and conventional (synthetic) materials Galaxy® excels by
- faster acquisition;
- lower rewetting;
- enhanced distribution.

“Plastic must disappear from these single-use products. The substitution of single synthetic components in sanitary pads is the first step”, says Dominik Mayer from the Bavarian fibre expert’s R&D team. “Down the road we want to offer a completely bio-based solution for sanitary pads and for various other hygiene applications. Our advantage – besides the functionality of our patented Galaxy® fibre: Kelheim Fibres has been a renowned partner of the hygiene industry for decades; our production fulfils highest hygiene requirements. We offer our customers fibres that are ideally suited for the specific needs of their products and their processes.”

Source: www.kelheim-fibres.com
55th International Fashion & Shoe Fairs
22–24 | 02 | 2020
BRNO | CZE
»Lagom« is a Swedish term describing that delightful ideal between “too much” and “too little”. This attitude to life of perfect balance was also decisive for the development of the nya nordiska collection 2020. High-quality textiles that create a relaxed interior, radiating the naturalness, lifestyle and clarity of the North.

Modern design, natural fibres and striking structures are the unmistakable signature of nya nordiska. Sixteen new, inspiring qualities are combined in the current »lagom« collection, including five exclusive fabrics developed in cooperation with London-based product designer Bodo Sperlein. Wool, linen and cotton caress the eyes and fingertips, organic structures convey a sense of craftsmanship and fluffy surfaces ensure a sense of well-being. At the same time, each fabric maintains the ideal measure of things: between exclusivity and suitability for everyday use, highlight and basic, eye-catcher and team player - simply »lagom« in every respect.

Perfect Match: Basics for all cases
The qualities Lia 2.0, Zero 2.0, Oscuro FR 2.0 and Bjarne belong to the easy-care plain fabrics, which can be used universally with an attractive texture and a wide range of colours. The slightly crashed decoration fabric Lia 2.0 is one of the absolute favourites in the nya nordiska range and has been given a contemporary upgrade with a more matte finish in 20 current colours. Cotton satin Zero 2.0 with its flatterting feel, 300 cm width and 27 colours is suitable as a decorative soloist, lining fabric or skin-friendly bed linen. The flame retardant decorative fabric Oscuro FR 2.0 with its particularly soft feel and 99.9% blackout creates a relaxed atmosphere by reducing light and noise. Canvas Bjarne spreads natural casual chic. The finely grained surface of its linen-cotton blend is convincing in 40 colour combinations as decoration with casual drape as well as a light upholstery fabric.

Gentle Touch: textile hand caressers
Henry, Malva, Alma and Elif appeal to all the senses. Their haptics attract looks and fingertips alike. The heavy upholstery fabric Henry, for example, with its fluffy, naturally irregular structure and manufactured character, spreads pleasant warmth. Casual soft chic is the distinguishing feature of decoration fabric Malva, whose trendy bouclé look with woven structure and fluffy surface is used room-high. Coloured threads of a cotton effect yarn run over the delicate linen base fabric of Alma. The regular fixation of these threads makes them look like strings of textile pearls and creates a sophisticated three-dimensionality. The straight lines with bouclé structure contrast vividly with the semi-transparent
ground of Elif, creating a clear architect’s style. Wonderful Wool: knitted look and feel
With Bristol, Melino and Sensa CS, three versatile newcomers vary cosy wool-feeling for the interior. The elegant upholstery professional Bristol made of pure wool is woven in two colours and, thanks to contrasts in warp and weft, is given additional sophistication as a cover for armchairs, sofas or upholstered beds. As a room-high decorative fabric, Melino interprets the wool theme in a light way. Its filigree structure combines the soft feel of a high wool content with the uncomplicated character of synthetic fibres. The semi-transparent decoration fabric Sensa CS carries textile sensuality into public spaces as well,
London calling: nya nordiska X Bodo Sperlein
For the spring collection 2020, five exclusive new fabrics were created in cooperation with the multiple award-winning London product designer Bodo Sperlein. Blast, Blitz, Boom, Balbo CS and Boja CS have their creative roots in preticism, a specifically English contribution to modernity. For Blast, a cubist motif was interpreted in a contemporary way as a generous jacquard pattern on a fine-threaded cotton quality. Blitz is a decoration fabric that combines cubic forms in collage-like fashion to form an all-over pattern. Boom uses this pattern as a print design on recycled wool, which is suitable for both decoration and upholstery. The semi-transparent decoration fabrics Balbo and Boja signal their suitability for objects by the addition of CS: Balbo CS shows a design reminiscent of raindrops with a hatched effect, Boja CS shows a net structure that stretches coral-like over the feather-light base fabric.

The current spring collection 2020, for example, offers a spectrum with which the private and contract sectors can be designed in a way that is as diverse as it is contemporary - for living spaces that spread the natural comfort and relaxed naturalness of «lagom», because they are neither understated nor exaggerated, but rather find the ideal textile measure of things. Typically nya nordiska.

Source: nya nordiska
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