

# Improving Qualitative Journalism in Bangladesh- Phase-II



## Project Completion Report: Year Four



10 September 2023

<b>Content</b>	<b>Page</b>
Background	3
Project period	3
Activity-1: MRDI Capacity Building: Strategic Plan Review Workshop	3
Activity-2: Follow-up Boot Camp for TV Reporters	4
Activity-3: Mentorship Programme on Investigative Journalism	6
Activity-4: Mentorship Programme: Investigative Reporting on Gender	7
Activity-5: Gatekeepers Engagement Meeting	8
Activity-6: Capacity building for Journalist Association <ul style="list-style-type: none"> <li>- Investigative Journalism Training on Parliament Affairs</li> <li>- Investigative Journalism Training for Women Reporters</li> </ul>	8
Activity-7: Training for Facilitators	10
Activity-8: Boot Camp for Reporters (Outside Dhaka)	12
Activity-9: Gender Advocacy and Capacity Building Seminar on Gender and Bangladeshi News Media	13
Activity 10: Automation of MRDI's administration and financial procedure	15
Activity-11: Investigative Journalism Partnership (IJP)	15
Activity-12: Investigative Journalism Helpdesk	16
Activity-13: Media Monitoring	16
Activity-14: RTI Help Desk	17
Activity-15: GIJN Bangla	17
Activity-16: Publications	17
Challenges	18
Sustainability	18

## **Background:**

Journalism in Bangladesh has flourished in recent times, in terms of number of news outlets and journalists as well. It is very difficult even to identify total number of both. There are more than 36 television channels, 705 newspapers and 170 online news portals in Bangladesh according to updated information on 14 May 2023 by the Department of Film and Publication (DFP) under the Ministry of Information and Broadcasting. According to the government source, there are 576 daily newspapers, of which 273 are published from Dhaka alone. But the quality and trust worthiness of most of them are in question. The reasons behind are shortage of quality leaders, mentors, managers and the ownership pattern of the news outlets. Also, most newsrooms are operated by comparatively young reporters without proper training or experience.

There is a need for initiatives to build capacity of journalists for improving journalism in Bangladesh and support to produce high quality in-depth reports of public interest. Issues like safety and security of journalists, nexus between ownership, politics and business need to be addressed for ensuring quality journalism.

The project intends to facilitate Bangladeshi news outlets in producing quality reports that holds political and economic power to account, increases transparency, governance, democracy, and accountability, reduce corruption by addressing environment/climate change, diversity and gender equality, poverty thereby regaining trust and raising revenues.

In this context of Bangladesh's complex media landscape, the project 'Improving Qualitative Journalism in Bangladesh' jointly implemented by Fojo Media Institute and MRDI has been undertaken to improve journalism in general and lift the quality of in-depth reporting in specific. The second phase of the project successfully completed its year 4 and planning for its last year with an expectation of extension.

## **Project period:**

Duration of the year four was September 2022 - August 2023.

## **Activities performed in Year 4 (Phase II):**

The fourth year in Phase II of the IQJB project had interventions, advocacy, and capacity building activities to improve the situation of quality journalism and enhancing internal capacity building of news organizations. Activity report in order of calendar is furnished below.

### **Activity-1: MRDI Capacity Building: Strategic Plan Review Workshop**

A three-day workshop on MRDI strategic plan review was organized in September 2022 as a part of the Monitoring, Evaluation, Accountability and Learning (MEAL) plan, where the entire MRDI team, including the Executive Director, participated. Apart from evaluating the operational plan, the workshop also served the purpose of an orientation on its strategy

documents for the team members, to orient new members and those who did not earlier take part in developing the documents.

It also focused on the lessons learnt in the past one year during the implementation of the organizational plan and tried to identify the lessons from the achievement of activities completed so far. The workshop additionally revealed some limitations of proposed solutions after incorporating feedback from the participants. The workshop recommended some modifications to the strategic document that would be placed before the board for approval.



**Date & venue:**

Strategic plan review workshop was held on 3-5 September 2022 at CCDB HOPE Centre Savar, Dhaka, where MRDI staffs participated.

**Activity-2: Follow-up Boot Camp for TV Reporters**

A three-day follow-up boot camp was held at CCDB HOPE Centre for 11 young reporters from different television channels, who had participated in the initial bootcamp for TV reporters and provided with two-month mentorship support. The follow-up boot camp was organized so that the two mentors/facilitators and some of resource persons would be able to conduct the theoretical sessions. After one month's support from the mentors, nine reporters joined the camp out of 11 while two could not attend due to personal reasons. The participating reporters shared their produced stories under the mentorship support and finalized during the follow up camp. The sessions were conducted through lecture, multimedia presentation and exercises. There were question & answer, group discussions for every day. The evaluation was also the part of the training.

**Date & venue:**

Three-day camp was held at CCDB HOPE Centre, Savar, Dhaka from 23-26 October 2022.



**Evaluation and observation:**

Participants agreed that the training fulfilled their expectation, with 56 percent putting a score of 6 out of a 1-6 scale. The rest of the participants also gave a score of 5 out of 6.

78% participants agreed the information given during the training programme was useful & relevant, giving 6 out of 6 scoring. Most of the participants (8 out of 9) also agreed that the trainers were competent & helpful. 80% participants said they were fully satisfied with venue, food and other facilities. There was also a significant shift in the knowledge on different topics before and after the bootcamp.

Participants said this sort of sessions of the training was useful for them and, in hindsight, would be beneficial for them to come up with new kinds of story ideas. They also realised the importance of pitching story ideas. Most of the reporters found the session of sound, pronunciation, importance of proper spelling and fluency very useful for them on which they did not pay attention.

**Recommendation:**

- Regular camp of such sort should be arranged for young reporters, including practical sessions.
- In depth knowledge regarding graphics could have been provided, few expressed it was less understandable to them.
- Participants pointed out that more practical sessions could have been added.
- Such sessions should be arranged more with the advanced issues of journalism.

### Activity-3: Mentorship Programme on Investigative Journalism

A two-month mentorship programme was organized this year, where 12 correspondents of national newspapers and TV channels. Under the supervision of mentors, they have produced 11 public interest reports including two series.

#### Date & venue:

Four-day training was held at CCDB Hope Centre, Savar, Dhaka from 2-5 July 2022.

#### Participants:

Total 12 local correspondents working for different newspapers, television and online participated in the residential training. There is also a freelance journalist as the mentees were selected through an open call. MRDI team lead by Badruddoza Babu, head of Investigative Journalism help Desk have gone through an extensive selection process based on the story idea submitted by the applicants along with other criteria. A total of 76 application were submitted. Among the 12 selected, there are 5 Reporters from Newspapers, 4 from TV channels and 3 from online news portal. Among the 12 mentee journalists two were women.

Participants	Male	Female
12	10	2

The four-day training was designed in a such way so that every participant can focus on their story idea, develop it with the help of the facilitator, having insight from the trainers and finally three mentors will complete the storyboard for 12 mentees. The session plan was developed to meet this purpose. There was an innovative approach where each mentee will fill up a google form online after each session, which will give a detail picture of their own story plan.

At the end of the training mentors were introduced to the participants as mentee to finalize their story ideas and work plan for two months' mentorship.

#### Evaluation and observation:

Participants agreed that the training fulfilled their expectation, with 75 percent putting a score of 6 out of a 1-6 scale. The rest of the participants also gave a score of 5 out of 6. All the participants agreed the information given during the training programme was useful & relevant, giving 6 out of 6 scoring. All the participants also agreed that the trainers were competent & helpful. And all the participant except one said they were fully satisfied with venue, food, and other facilities. One participant gave 4 out of 6 score for this criterion.

The participants found the session on Digital safety and security very useful. They think digital technologies and use of smartphones are an integral part of journalism. They felt more trainings is needed focusing Digital Security. Training should be more comprehensive and well managed as per the participants evaluation.

## Recommendations

- A session on the techniques of searching for relevant documents online can be included.
- Sessions on digital security and data journalism should be included.
- A follow-up training would be helpful.

## Activity-4: Mentorship Programme: Investigative Reporting on Gender

A four-day training was held at CCDB HOPE Centre, Savar, young reporters participated in the training from different news outlets who applied for the mentorship programme under an open call.

Among the participants, five were from TV, five from newspapers, two from online news portals, and one a freelance reporter. They got engaged in two-month mentorship programme to produce in-depth stories and



produced 12 in-depth reports related to gender issues, including two series, supervised by their mentors.

### Date & venue:

Four-day training was held at CCDB HOPE Centre, Savar, Dhaka from 05-08 December 2022.

### Participants:

It was a four-day residential training for 12 young reporters from different television channels, who have participated in the mentorship training for TV,

Participants	Male	Female
12	9	3

print, and online reporters earlier. Among the 12 participants 5 are from TV channels, 5 from newspapers, 2 from online news portals and one is a freelancer. They have produced in-depth reports related to gender issues under the supervision of their mentors.

### Evaluation and Observation:

Participants agreed that the training fulfilled their expectation, with 50 percent putting a score of 6 out of a 1-6 scale. The rest of the participants also gave a score of 5 out of 6. Around 92% participants agreed the information given during the training programme was useful & relevant, giving 6 out of 6 scoring. Most of the participants also agreed that the trainers were competent & helpful. 67% participants said they were fully satisfied with

venue, food, and other facilities. There was also a significant shift in the knowledge on different topics before and after the training.

**Recommendation:**

- Need to arrange this type of practical training for young reporters regularly.
- There could have been mentors from TV stations.
- Such training should be arranged for a longer period of time.
- Recommended training with international professional trainers and materials.

**Activity-5: Gatekeepers Engagement Meeting**



A half-day meeting was organized at MRDI office on 17 December 2022 participated by 10 news managers from different news outlets including Executive Editor, Deputy Editor, Head of News, Deputy Head of News, Chief News Editor, Deputy Chief News Editor and Head of Online. The discussions include.

what the programmes have achieved so far, some of the latest developments and upcoming interventions. The newsroom leaders gave their valuable feedback on MRDI’s different initiatives, and how these can contribute to the quality of journalism, integration of newsroom and urged to find a way forward to go through the new plan & future efforts.

**Activity-6: Capacity building for Journalist Association**

The project organized two trainings for journalist organizations as part of capacity building for journalists’ associations - one for the Bangladesh Parliament Journalist Association (BPJA) and another for the Women Journalist Network, Bangladesh (WJNB):

**I. Investigative Journalism Training on Parliamentary Affairs**

A two-day training was held on for the members of Bangladesh Parliament Journalism Association. Among 34 selected journalists, 22 of are from newspapers, 6 from TV channels, and 6 from online news portals. Male-female ratio was 30:4.

Participants	Male	Female
34	30	4

In the training the participants got acquainted with different parliament issues like the constitution, national budget, and rules of procedures. There were lots of issues discussed



during the session that were unfamiliar to the reporters. They got a clear concept on the financial matters and budget procedure of the parliament. Honourable Speaker of the parliament Dr. Shirin Sharmin Chaudhury, MP inaugurated the programme and conducted a session. Among others, Noor-E-Alam Chowdhury MP, Chief whip of the parliament, Whip Md. Shahiduzzaman Sarker MP were also present as resource persons.



**Date & venue:**

Two-day training was held at the National Parliament Building on 18-19 January 2023.

**II. Investigative Journalism Training for Women Reporters**

A three-day residential training on investigative journalism was held on March 2023, in partnership with Women Journalist Network, Bangladesh (WJNB) as a part of capacity building for journalists’ associations. 11 female reporters from different newspapers, televisions and online news portals participated in the residential training. Participants were selected through an open call, where 22 members of WJNB applied. IQJB project team has considered their journalism experience and story idea as the criteria for selection. The three-day residential training was designed to help participants focus on their story idea, develop it with the help of the facilitators, having insight from the trainers After the residential training, the participants were awarded mentoring support by 4 mentors under IJ Helpdesk and published 10 reports including one multi-episode story.

**Date & venue:**

Investigative Journalism Training for Women Reporters was held at CCDB HOPE Centre, Savar, Dhaka from 18-20 March 2023.

Participants	Male	Female
12	9	3

**Evaluation and observation:**

Participants agreed that the training fulfilled their expectation, with 90 percent putting a score of 6 out of a 1-6 scale. The rest of the participants also gave a score of 5 out of 6. 100% of the participants agreed the information given during the training programme was useful

& relevant, giving 6 out of 6 scoring. 81% the participants also agreed that the trainers were competent & helpful who gave score 6 out of 6 and two of them marked 4 and 5 in this regard. And 73% participants were fully satisfied with the venue, food, and other facilities. Three participants, which is 27% of the respondents, gave 5 marking out of 6 for this criterion.

Most of participants found the session on source mapping very useful, as it's the most important part of any investigation according to them. The process of investigation using a structured pitch form, source mapping, identifying source, research and ethics will help to produce investigative reports in future.



### Recommendations

- Interactive sessions with practical work are more fruitful than theoretical lectures, so the trainer should be more interactive.
- If language is a barrier with a foreign language speaking trainer, then local facilitator/interpreter should be more proactive to make sessions understandable to the participants.
- A follow-up training would be helpful to the participants.

### Activity-7: Training for Facilitators

A four-day training was organized on facilitation of training and workshops this year. Robert Powell, a media, and communications consultant from the United Kingdom conducted the sessions for those who are frequently engaged in different training, boot camp and workshop of MRDI as facilitator and resource person to contribute more to future programmes.

This four-day workshop covered the aspects of a training programme, ranging from planning sessions to icebreakers, from organizing guest resource persons to building rapport with trainees, training practice, techniques, and activities, learning points, preparing, and delivering presentations, giving constructive feedback and some aspects of journalism.



The sessions were conducted through multimedia presentations and discussion mainly beside an online session with the external resource person on the second day. There were group discussions and group work almost every day. The trainers used presentations along with some audio-visual contents, video clips and photographs.

**Date & venue:**

The training was held on 26 February to 1 March 2023 at the Conference Room of CCDB Hope Center, Savar, Dhaka.

**Participants:**

A total of 10 participants were selected for the training but one couldn't attend the programme due to sickness. 2 out of 9 were female.

Participants	Male	Female
9	7	2

**Evaluation and observation:**

The participants expressed their satisfaction with most of the questions of the online evaluation after the training. They agreed that the training fulfilled their expectations, with 88% putting a score of 5-6 in the evaluation scale. 100% of the participants were highly satisfied or satisfied with the usefulness and relevance of the information given during the training. 88% of the participants highly agreed or agreed that the trainers were competent & helpful. And 77% of participants were satisfied with the venue, food, and other facilities.



In the knowledge shifting part of the evaluation, there is a clear indication that the participants have gained knowledge and skill in almost every session.

Course planning, implementation process and techniques were the most useful ones for the participants along with how to engage everyone efficiently to contribute actively. The participants believe that this training will increase facilitation capacity and help them to facilitate, train, mentor, and contribute to good journalism in Bangladesh.

### Recommendations

- Interactive sessions, group work, and presentation were more fruitful than theoretical lectures, so trainers should be more interactive in all training in the future.
- Language is one of the barriers, if there is any English-speaking trainer. To overcome this situation, active interpretation is needed to make sessions understandable to the participants.
- A follow-up or refresher's training would be helpful to the participants.

### Activity-8: Boot Camp for Correspondents



A four-day boot camp was organized in Jashore for the correspondents of national news outlets from different districts. A total of 11 reporters from different newspapers, television channels, and online news portals, and one freelance reporter participated in the training. All the participants were awarded two-month mentorship support by 4 mentors from MRDI resource pool. After one month's interval, participants joined a follow up camp with their homework and draft report to finalize with support from the mentors and other experts.

The participants demonstrated their progress and received feedback from the mentors for further improvement during the follow-up training of the boot camp. Finally, all participants published their reports including three series.

### Date and Venue

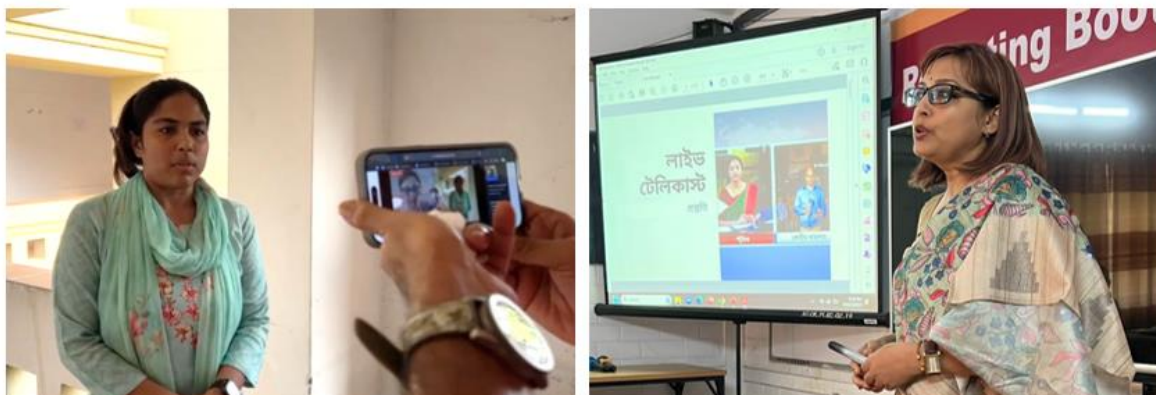
The first part of the boot camp was organized at RRF Training and Resources Centre, Jashore, from 28-31 March 2023 and the follow up camp on May 6-9, 2023, at CCDB Hope Centre Savar, Dhaka.



## Participants

A total of 12 reporters from different national print, TV and online news portals participated in the camp. Participants were selected through an open call considering their experience, age and story idea. After an extensive selection process IQJB project team chose 12 from the 42 story ideas submitted by the applicants.

Participants	Male	Female
9	7	2



## Evaluation and observation:

As per the evaluation, the participants marked the training fulfilled their expectation, with 91 percent putting a score of 5-6 in a 6-point scale. 100% of the participants agreed the information given during the training programme was useful & relevant, giving 6 out of 6. All the participants also agreed that the trainers were competent & helpful. 75% participants were satisfied with the venue, food, and other facilities.

## Recommendations

- Duration of mentorship should be extended if any long holidays are there in between.
- Sessions on investigative journalism, visuals and live telecast can be included in the follow-up training as per the participants' demands.

## Activity-9: Gender Advocacy and Capacity Building

### Seminar on Gender and Bangladeshi News Media

One half-day seminar on 'Gender and Bangladeshi News Media' was held on 17<sup>th</sup> April 2023 in Dhaka with the objective to open opportunities for creating a common ground on the importance of gender equity and equality in Bangladeshi news media and engage stakeholders to work together and find way forward for developing a charter of commitment.

H.E Ambassador of Sweden to Bangladesh Alexandra Berg von Linde graced the programme as the chief guest, while Maria Stridsman, Head of Development Cooperation, Embassy of Sweden was present as special guest.

Quarratul-Ain-Tahmina, Journalist and Trainer made the key presentation based on the findings and recommendations of two studies -- *Gender Equality and Media Regulation Study Bangladesh* and *Women & Hijras in Bangladeshi News Media* along with the *Gender Guidelines for Bangladeshi news media* developed under this project where she was the lead researcher and writer. After the presentation, 5 panellists gave their expert opinions on different areas of the presentation. Diplomats, representatives from Newspaper Owners Association of Bangladesh, Association of TV Channel Owners, Editors' Council, Editors Guild, academics, journalist association leaders and civil society representatives participated in the discussion.



After threadbare discussions and debates, the participants of the seminar proposed to create a common ground on which the news media stakeholders will work to achieve the gender goal. An agreed charter of commitment will set the ground to promote gender equity and equality in a transformative approach in the Bangladeshi news media.

#### **Panel and discussion topics**

**Agneta Söderberg Jacobson**, Gender Expert and Senior Advisor, Fojo Media Institute  
**Focus:** Key messages of the global Gender and Media Regulation study; the way forward (globally and nationally).

**Dr. Gitiara Nasreen**, Professor, Department of Mass Communication and Journalism, University of Dhaka  
**Focus:** Gender-equality and gender-sensitivity concerns regarding news contents; findings of the study *Women and Hijras in Bangladeshi News Media*.

**Sajjad Sharif**, Managing Editor, Daily Prothom Alo  
**Focus:** Importance of in-house ethical codes and guidelines for gender-aware news coverage; challenges of implementation and monitoring.

**Nobonita Chowdhury**, Director, Gender Justice and Diversity (GJD) and Preventing Violence Against Women Initiative, BRAC

**Focus:** Regulation, self-regulation and national policies impacting issues related contents; findings media internal structures and contents; findings of the *Gender Equality and Media Regulation Study Bangladesh*.

**Sheepa Hafiza**, Equality & human rights activist and social scientist

**Focus:** Role of civil society for achieving gender-equality and gender-sensitivity in and through the news media; needs and scopes for advocacy and activism

### **Activity 10: Automation of MRDI's administration and financial procedure**

As per budgetary provision of the project, one consultant was assigned to assess functional requirement and capacity of MRDI to start the integration process and he suggested to deploy Microsoft Dynamic 365 Business Central Essential which was also approved by the board.

Apart from MRDI procurement policy the board of directors, assigned one of its directors to engage in the procurement process, other than the director responsible for all procurements.

As a part of the process, MRDI sought support from Microsoft Bangladesh to provide names of their enlisted vendors in the region. Accordingly, they provided 4 names who submitted their technical and financial proposal on MRDI's request. After analyzing the technical proposal, the consultant and the assigned director made a presentation to the board for their input.

BizznTek scored the highest in the technical proposal, but their quoted price was not the lowest. As guided by the board MRDI requested the vendors to re-submit the financial proposal. At this stage BizznTek quoted the lowest and was awarded the work. Accordingly, MRDI signed an agreement with the Microsoft partner Bizzntek Limited on 28 May 2023 at Microsoft Bangladesh Office Dhaka for deployment of Microsoft Dynamic 365 Business Central Essential.

This ERP system will cover the financial and accounting management, petty cash management, VAT & Tax management, human resource & payroll management, attendance & staff movement management, fixed assets management, procurement management and store management.

BizzNtek is in the process of requirement gathering stage from MRDI. As a part of this MRDI made several presentations to BizzNtek regarding the overall transaction process of MRDI that covers finance, accounts, HR, admin, procurement, store, budgeting and financial which is still going on.

### **Activity-11: Investigative Journalism Partnership (IJP)**

Investigative Journalism Partnership, the flagship of the project, has showed progress as there are three new partnerships were signed with two TV channels and a national Bangla

daily. The news outlets have asked support in training, planning the investigations to produce high quality, in-depth or investigative stories. The three partners have proposed to build capacity in producing stories on corruption, irregularities, environment, and other issues.

This year the partnership was also expanded to business viability. IJP has gone through a conversion in the first half of the year to integrate sustainable journalism and business viability into the same partnership. The project has updated the IJP protocol, application, and other documents to accommodate digital transformation and sustainability and viability of the news outlets through the partnership.

Several new partners and individuals have shown interest in IJP and asked for support in both investigative journalism and digital transformation. Two more IJP applications are under the processing. The project has organized two training programmes for respective IJ partners, one for 16 correspondents and 4 newsroom editors of a leading TV channel and the other for 10 reporters of one Bangla daily. Both supports were provided for producing quality reports by their correspondents and reporters of the newsroom.

### Activity-12: Investigative Journalism Helpdesk

The Investigative Journalism helpdesk was active as usual throughout the year. The helpdesk provided direct support to journalists for at least 157 instances. This is excluding the assistance under the mentorship programme which would significantly increase the number. The helpdesk this year, has supported at least 13 journalists with mentoring from 5 designated mentors and helped produce 15 quality in-depth reports.

Around 61 reporters from TV, online and newspapers took direct support from the helpdesk in the project year. More than 40 stories have been published in the media after taking support from the helpdesk this year with an average of 10 reports per quarter.

### Activity-13: Media Monitoring

There is a media monitoring team comprising two members to inform and strengthen the organization with relevant data on targeted issues from targeted news outlets.

Data generated from the media monitoring will be utilized for assessment of stories produced under this project, ethical violation on gender, identify space of different development agenda and how media is covering these. The team monitors 15 national news outlets that include 7 newspapers, 5 televisions, and 3 online news portals.

Sl.	Newspapers		TV Channel & Online
1	Prothom Alo	8	Somoy TV
2	Ittefaq	9	Jamuna TV
3	Samakal	10	Ekattor TV
4	Kaler kantha	11	Maasranga TV
5	The Daily Star	12	Channel 24
6	The Business Standard	13	<i>Bdnews24</i>
7	New Age	14	Prothom Alo Online
		15	Somoy TV Online



## Activity-14: RTI Helpdesk

The RTI Helpdesk provided support to the journalists around the country and other information seekers. It also provides support to the supply side i.e., the authorities. The support includes identifying authorities for filing application and appeal, facilitated applicant to fill-up application, appeal, and complaint forms. A total number of 635 instances of support was provided on which 100 for applications, 70 for appeals and 32 for complaints and others by providing general information. 63 Journalists took support from the helpdesk for 87 applications, 70 appeals and 32 complaints. A dedicated person is assigned to operate the desk through a hotline number from Sunday to Thursday in office hours.

## Activity-15: GIJN Bangla

GIJN Bangla continues to provide valuable knowledge, resources and toolkits to journalists, academics, and students of journalism departments as the most effective and cutting-edge resource hub since its inception. GIJN Bangla publishes and discusses guides, tip sheets, tools and techniques of modern journalism and remarkable examples of investigative journalism, fellowship, grants, and training related information to enhance the capacity of Bangla speaking journalists.

In this year, from September 2022 to August 2023, a total of 85 articles and 12 newsletters were produced by GIJN Bangla. Facebook and Twitter pages of GIJN Bangla are closely followed thousands of followers.

## Activity-16: Publications

To introduce with modern techniques and tools on investigative journalism the project had translated one of the most useful investigative journalism manuals ‘The Global Investigative Journalism Casebook’ by UNESCO targeting Bangla-speaking journalists, journalism students and academics. Its Bangla title is ‘*Anushandhani Sangbadikata Casebook*’, which will be distributed to the target users in the next project year. The research publication ‘Women & Hijras in Bangladeshi News Media’ -- a news content analysis on representation of women and people of non-binary gender, and integration of their concerns and perspective in news contents and coverage practices. This appears to be the first study to include the perspective of non-binary gender in content analysis. Findings of the study will hopefully set a benchmark for similar content



monitoring and analysis in future. It will also help news outlets develop gender guideline or desired practices and trends in news and feature coverage.

Considering the demand from the newsroom, academia and civil society, the project reprinted two investigative journalism handbooks -- story based inquiry by UNESCO and the investigative manual by KSA Voice of the grassroots. The report -- Gender Equality and Media Regulation Study of Bangladesh part along with the gender guidelines for newsroom were also printed and distributed among the stakeholders.

### **Challenges:**

- News outlets, usually prioritize daily affairs, not in-depth investigations due to shortage of reporters and resources.
- There are few female reporters and editors in the news outlets, and they don't have much interest or who has interest do not get the opportunity to showcase their strength of producing quality in-depth stories which created challenge in equality of gender representation in the programme.
- Journalists from the district level are more interested and enthusiastic for training and capacity building in quality journalism, but they don't have enough opportunities.
- Capacity building initiatives for journalist organizations are not achieving the expected outcome due to the large number of participants and quality of arrangements.

### **Sustainability:**

- More opportunities have been created for young journalists, including women, through practical and boot camps to enhance capacity and increase quality of news production.
- Enrolment in the online course showcase the sustainability of the project efforts.
- More engagement in the GIJN Bangla in social media and web portal is evidence of its popularity which is continuing third position out of nine languages since its inception.
- Replication of programmatic strategy and training methods by other development organization has a multiplying and sustained impact.
- Multiple requests from the private and public universities to develop course curriculum with modern techniques and tools in partnership with the organizations results in the sustainability of the efforts.