

21 January 2026

Muhammad Imran
Data Journalist & Educator

Subject: Terms of Reference

Dear Imran Bhai,

Greetings! We are delighted to inform you that MRDI is implementing the project **Improving Quality Journalism in Bangladesh (IQJB), Phase III** in partnership with Fojo Media Institute, Sweden. The project intends to contribute to improving the conditions for strengthening democracy, transparency, and freedom of expression, reducing corruption, fostering gender equality, and addressing climate change challenges in order to build a sustainable society.

Under the project, we are in the process of developing an online course on data journalism. Considering your long track of experience, in-depth knowledge in data journalism and previous engagement as facilitator, resource person in MRDI's capacity building initiatives focused on data journalism, MRDI is requesting your support as the course coordinator under the following terms:

1. Work closely in consultation and collaboration with the executive director and the head of capacity building of MRDI.
2. Work jointly with Mohammad Ashraful Hoque, the production coordinator of this initiative.
3. Finalize the outline of the course jointly that you submitted during the planning period in consultation with MRDI team.
4. Draft the scripts of all sessions of the online course, including video scripts and readings; share with MRDI and finalize by incorporating all the feedback before shooting.
5. Conduct all the sessions according to the course outline for recording.
6. Review the content of graphics and animation with the production coordinator.
7. Sit with the production coordinator and MRDI team during development of the online course for smooth and timely completion of the process.
8. The duration of your assignment will be from **21 January 2026 to 31 July 2026**.
9. An amount of Tk. 500,000.00 (Five lacs) only will be paid as an honorarium for your whole assignment including planning, scripts writing and conducting session.
10. Payment will be made in three instalments. 25% after signing the ToR and submitting a detailed outline of the course, 25% after finalizing all the video scripts and the remaining 50% after satisfactory completion of the production.
11. Payments will be made through bank transfer (Muhammad Imran, The City Bank Limited, Mirpur Branch, A/C # 2101785666001, Routing- 225262986).
12. Taxes as admissible will be deducted at source as per Bangladesh government rules. Last year's tax return acknowledgement copy is required.
13. Acknowledgement of Gender and Child protection code of conduct form is required.
14. Both the parties will have similar right to discontinue the ToR on mutually agreed date and condition.




If the terms & conditions are acceptable to you, please sign the ToR in the space provided below.

Yours Sincerely,



Hasibur Rahman
Executive Director

Accepted by:



Muhammad Imran
Date: 21 January 2026

Gender Code of Conduct

I, **Muhammad Imran**, acknowledge that I have read and understood MRDI's *Gender Code of Conduct* aligned with the Gender Policy and organization's strategic objective on gender transformation, and agree that during my association with MRDI, I must:

- uphold the principle of gender equality & equity
- not discriminate against any gender
- adhere to a zero-tolerance policy on sexual harassment, exploitation, and abuse
- not perpetuate gender stereotypes and bias
- treat all genders with respect regardless of race, colour, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status
- promote equal opportunities for all genders, including equal participation in decision-making, leadership roles, and access to services.
- must refrain from sharing, publishing, or promoting any news, photos, videos, or content—on social media or other platforms—that are derogatory, harmful, or undermine the dignity & rights and exploit or harass individuals.
- not use language or behaviours towards any gender that is inappropriate, harassing, abusive, sexually provocative, demeaning, or culturally inappropriate.
- acknowledge and abide by relevant national laws, rules, and policies, including labor laws concerning gender
- immediately disclose all charges, convictions, and other outcomes of an offence, which may have occurred before or occurred during my association with MRDI that relates to gender issues
- I understand that the obligation is on me, as a person associated with MRDI, to use common sense and avoid actions or behaviours that could be construed as gender discrimination and abuse.

Signature: 

Date: 21 January 2026

Child Protection Code of Conduct

I, **Muhammad Imran**, acknowledge that I have read and understood MRDI's *Child Protection Policy* under the Financial and Administrative Manual and agree that during my association with MRDI, I must:

- treat children with respect regardless of race, color, gender, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status
- not use language or behavior towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning, or culturally inappropriate
- not engage children under the age of 18 in any form of sexual intercourse or sexual activity, including paying for sexual services or acts
- wherever possible, ensure that another adult is present when working in the proximity of children
- not invite unaccompanied children into my home, unless they are at immediate risk of injury or in physical danger
- not sleep close to unsupervised children unless necessary, in which case I must obtain my supervisor's permission, and ensure that another adult is present if possible
- use any computers, mobile phones, video cameras, cameras, or social media appropriately, and never exploit or harass children or access child exploitation material through any medium
- not use physical punishment on children
- not hire children for domestic or other labor, which is inappropriate given their age or developmental stage, which interferes with their time available for education and recreational activities, or which places them at significant risk of injury
- comply with all relevant legislation, including labor laws concerning child labor
- immediately report concerns or allegations of child exploitation and abuse and policy noncompliance following appropriate procedures
- immediately disclose all charges, convictions, and other outcomes of an offense, which occurred before or occurred during my association with MRDI that relates to child exploitation and abuse.

When photographing or filming a child or using children's images for work-related purposes, I must:

- assess and endeavor to comply with local traditions or restrictions for reproducing personal images before photographing or filming a child
- obtain informed consent from the child and parent or guardian of the child before photographing or filming a child. As part of this, I must explain how the photograph or film will be used

- ensure photographs, films, videos, and DVDs present children in a dignified and respectful manner and not in a vulnerable or submissive manner. Children should be adequately clothed and not in poses that could be seen as sexually suggestive
- ensure images are honest representations of the context and the facts
- ensure file labels, metadata or text descriptions do not reveal identifying information about a child when sending images electronically or publishing images in any form.
- I understand that the obligation is on me, as a person associated with MRDI, to use common sense and avoid actions or behaviors that could be construed as child exploitation and abuse. 29 January 2024

Signature: 

Date: 21 January 2026