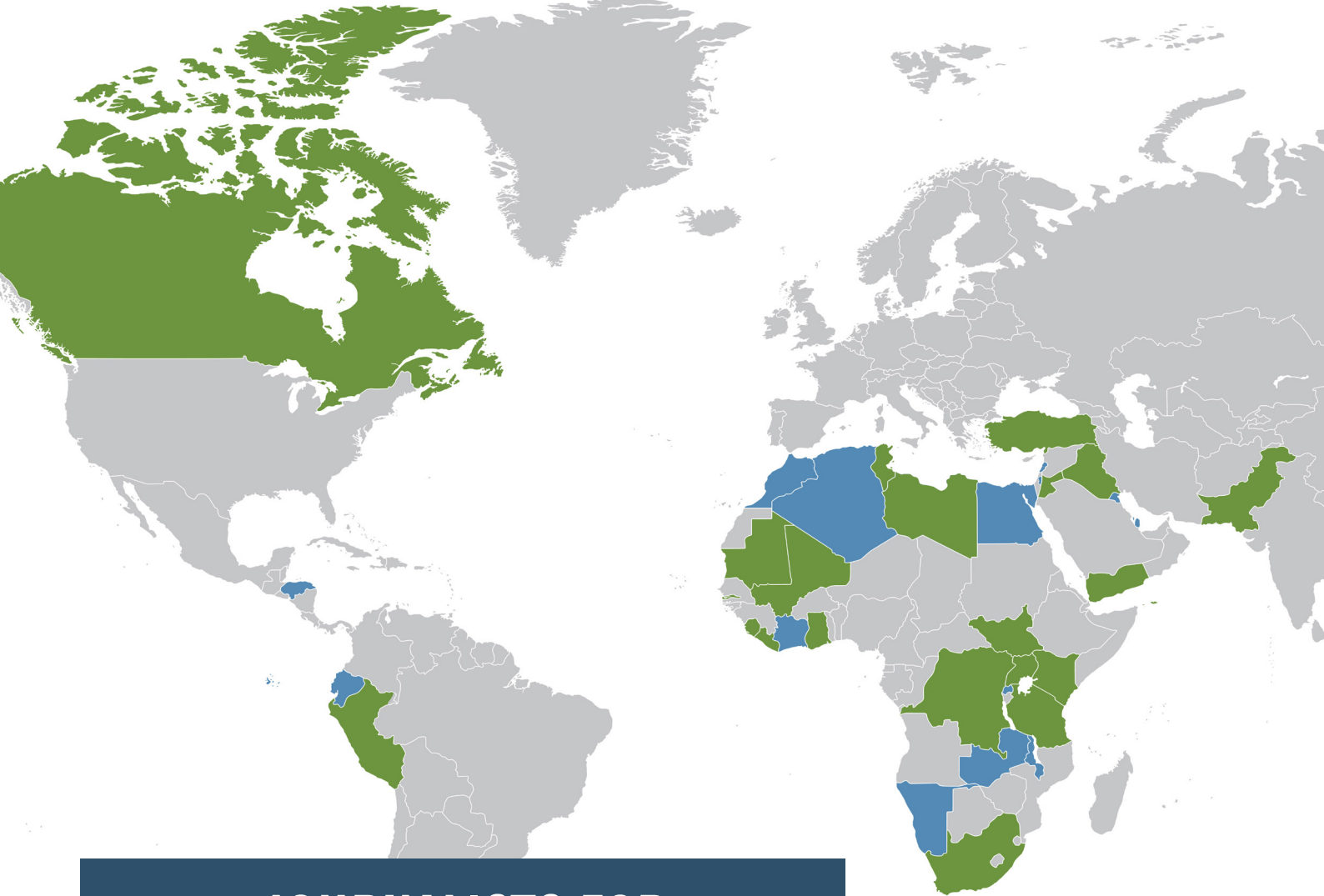




# JOURNALISTS FOR HUMAN RIGHTS ANNUAL REPORT 2022



# JOURNALISTS FOR HUMAN RIGHTS

**MISSION:** Empowering journalists to cover human rights stories

**VISION:** For everyone in the world to be aware of their rights

Published **6,667** stories // **2,070** women **TRAINED**

RECEIVED **11** AWARDS

**389,212,845** individuals reached

WORKED IN

**30+**

COUNTRIES



TRAINED

**21,393**

JOURNALISTS



## MAP LEGEND:

- current programs
- past programs

### Cover Photo:

*In December 2022, JHR invited newly arrived Afghan families to an informal gathering at our Toronto office. Here, some of the youngest evacuees are seen enjoying their new masks and capes*



## VIEW FROM THE BOARD

Another year in which Journalists for Human Rights proved its unstoppable impact.

After powering through the challenges of the pandemic in 2020 and responding to the humanitarian crisis in Afghanistan with a swiftly executed evacuation initiative in 2021, JHR remained relentless in its mission to strengthen human rights reporting around the world. Hundreds more journalists benefitted from our signature mix of training, mentorship, networking and grant support in 2022. They went on to challenge the prevalence of such pressing issues as the rise of hate crimes against Syrian refugees in Turkey, the gender imbalance of parliaments in Kenya and Democratic Republic of Congo, and the weak government response to climate change in Iraq. The ripples of change created by JHR-supported journalism were felt across communities and resulted in tangible, lasting progress on these issues.

As these remarkable results were being achieved, JHR's other major project was well underway. For scores of Afghan journalists and human rights defenders, the gruelling journey of escaping Taliban rule came to a long-awaited end. With the help of the generous JHR community, we continue to support evacuees currently sheltering in third countries, and expect more at-risk families to arrive in 2023.

I go through this recap of JHR's 2022, only to say this: Thank you, reader. With the help of your generosity, JHR was empowered to harness our strengths to lead the Canadian NGO response to the Afghanistan crisis while continuing to deliver results for human rights all over Africa and the Middle East. JHR has been rewarded with the huge honour that is the Michener-Baxter Award (more on this from the ED Rachel Pulfer below), along with our community's continued trust in our capability, and greater opportunities to apply our expertise to the key human rights issues of our time.

We have our work cut out for us in 2023. In an era marred by multiple global crises, access to accurate and trustworthy information has never been important and JHR's mission is becoming more relevant day by day. With your support and encouragement, we look forward to meet this growing need head-on.

**Michael Cooke**  
*Board Chair*



# FOREWORD

In its 20th year, Journalists for Human Rights achieved a truly special milestone. Halfway through 2022, we learned that JHR will receive the Michener-Baxter Award – Canada’s Pulitzer equivalent – for “its outstanding performance in extraordinary times”.

JHR is the first organization to earn this rare honour, typically reserved for individual journalists and bestowed only eight times in the award’s 39-year history. Our team saw this achievement as a testament to the enduring significance of JHR’s two-decade legacy of empowering human rights journalists around the world. We also felt invigorated: now was not the time to slow down our work.

As you will read in the following pages, we marked 2022 with strong results from our current initiatives and the launch of new programs with powerful potential.

JHR’s tireless effort to evacuate at-risk Afghans was rewarded with the long-awaited arrival of numerous journalists, human rights defenders, and their family members in Canada.

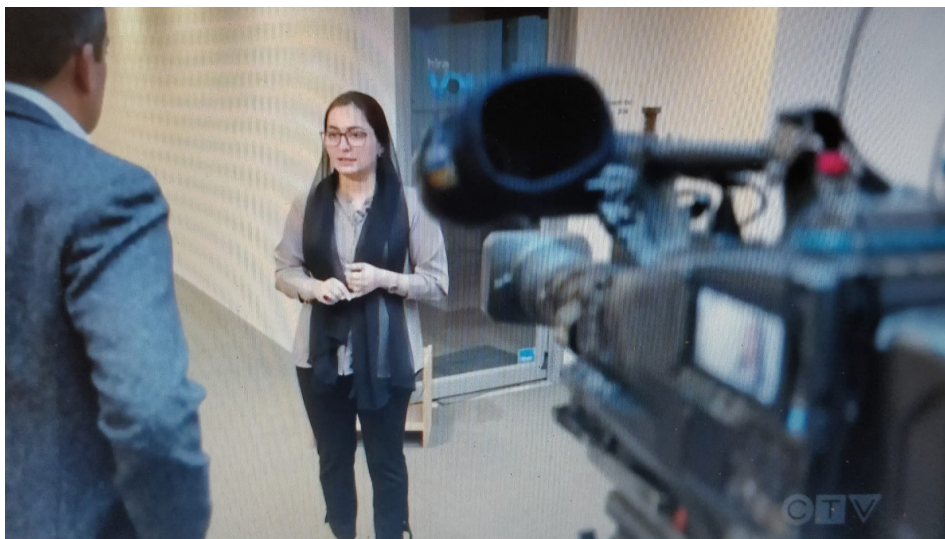
Our core work to strengthen local media in Africa and Middle East translated into some legislation-amending, life-changing human rights wins, such as an electoral law in DR Congo that prioritized women’s political inclusion and the state funding of five shelters in rural Tunisia for gender-based violence survivors.

We launched a new project offering pathways to journalism for BIPOC youth in Canada and formed a partnership with an Indigenous group of journalists to support the implementation of a similar project in the north.

After an effective pivot to virtual and meaningful impact throughout the pandemic, we wound down our 12-country program combatting Covid-19 mis- and disinformation, gleaning vital insights about the agility of our training model and the growing need for our work through that process.

With the support of our incredible community, we look forward to keeping up the momentum in 2023. Keeping human rights in the headlines and amplifying facts over mis- and dis-information has never been more important. Every journalist we empower helps us push back against abuse and inequities and create hope for a just world where everyone has access to their rights. Thank you for your support.

**Rachel Pulfer**  
*Executive Director*



*Afghan journalist Sonia Shinwari speaks to CTV News at the JHR office in Toronto - Photo: CTV News*

## JHR'S EVACUATION EFFORT BEARS FRUIT AS AT-RISK AFGHANS SAFELY ARRIVE IN CANADA

“The JHR community hasn’t saved just two, or three, or even 10 Afghan families. You have saved many generations of Afghanistan – the children of our children.”

These were the words of Afghan journalist Sonia Shinwari at the JHR Toronto office in December 2022. As a reporter for the women-run broadcaster Zan TV in Kabul, Shinwari’s work focused on women’s rights. After the Taliban took over Afghanistan, she immediately started receiving death threats. JHR evacuated Shinwari and her immediate family within weeks, supported them in a third country for a year, and finally helped resettle them in Canada in November 2022.

From her new home, Shinwari plans to keep fighting for the rights of Afghan women. She said in a press interview, “Women in Afghanistan are being deprived of their basic rights — access to equal education and working shoulder to shoulder with men. My goal is to advocate for the rights of Afghan women and fight for this cause till the end of my life.”

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### PROGRAM OVERVIEW

In August 2021, as Kabul fell to the Taliban, Journalists for Human Rights joined a consortium of organizations and Canadian journalists working to evacuate journalists, human rights defenders and their families from

Afghanistan. JHR helped to coordinate disparate efforts into a powerful force that to date has helped evacuate almost 400 Afghan journalists, human rights defenders and their family members from Afghanistan; of those, 153 have been permanently resettled.

Towards this aim, JHR raised \$1.2 million in private funds and \$1.7 million in public funds from the Government of Canada's **Peace and Stabilization Operations** division. JHR is now partnered with several veterans' organizations to help bring more Afghans to safety and also train Afghan journalists in the basics of human rights reporting, with public support. JHR is also working with an array of partners, including Thomson Reuters, the Toronto Star, CTV, the CBC and Canadian Press to provide meaningful work experiences to 10 Afghan journalists once they arrive in Canada.

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## GOAL

To safely and legally evacuate and resettle Afghan journalists, human rights defenders and their family members in Canada and other countries





## JHR AFGHAN EVACUEE, RESETTLED IN OTTAWA, PLEDGES TO GIVE BACK

Rustam, his wife Maryam and their three-year-old son arrived in Ottawa as refugees from Afghanistan late in 2021.

Less than five months later, Rustam, a physician who has worked as public health advisor to the Afghan government, is working on his long-term goal of getting his Canadian medical licence. The first milestone in that journey is a job as a front-line worker on the overnight shift with the Shepherds of Good Hope.

In the early 2000s, Rustam also worked as a “fixer” for Canadian journalists in Afghanistan, acting as an interpreter for interviews, but also arranging meetings and making sure situations were safe.

“When the Taliban took over, they had information about [...] me. Our credentials, our history, our CVs were in hands of people we could not trust.”

After evading the August 26 attack on the Kabul airport, Rustam was fortunate to secure seats on a plane chartered by Journalists for Human Rights to evacuate journalists, human rights workers and their families. The charter took the evacuees to Islamabad, Pakistan, where the family stayed in a guest house for about a month before they were approved to come to Canada, arriving on Dec. 21.

Rustam believes that with hard work, it will take at least four years to re-qualify as a physician in Canada. He speaks five languages, including Mandarin, English, Persian, Pashto and Urdu. “Maybe I can work in a community where there are a lot of immigrants.”

“Once you pass the first board exam, you have more doors open to you.”

**[READ RUSTAM'S FULL STORY HERE.](#)**



*"I was in the media thrice every week!" In this video, learn how JHR helped Dr Juliet Kimemimah run for governor in Kiambu County. - Photo: JHR Kenya*

## WOMEN'S POLITICAL CAREERS IN KENYA AND DR CONGO GET A BOOST

In its 2022 general elections, Kenya saw a marked improvement in women's political participation. While female representation in the National Assembly and Cabinet is yet to meet the Constitutional two-thirds gender requirement, UN Women Africa reports that more women contested for seats in this election race than in previous years.

Many women candidates sought Journalists for Human Rights' media relations training to support their campaigning efforts, which yielded immediate results. "I was in the media thrice every week [after attending JHR's training]," said Dr Juliet Kimemimah, one of only two women who ran for governor in Kiambu County.

Others, like first-time candidate Agnes Nkanya, also understood that visibility was vital for her campaign. She took part in JHR's personal branding workshops and attended roundtables to build her media contacts. While she was once struggling to secure interviews with major broadcasters, Nkanya made her first TV appearance in a live debate on NTV soon after training with JHR.

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### PROGRAM OVERVIEW

Since 2019, JHR has been running a four-year, **Global Affairs Canada**-funded project, titled Canada World: Voice for Women and Girls. The project seeks to build the capacity of the media sector to effectively cover women and



girls' rights issues while reinforcing the relationship between media and key stakeholders with the goal of advancing women and girls' rights.

The project uses a gender-sensitive and rights-based approach to build the capacity of local media actors, civil society organizations, and women's rights organizations to better advocate for women and girls' rights. The project also seeks to engage key stakeholders, such as decision-makers, community leaders, and the public, to strengthen public accountability and ensure that women's issues such as female genital mutilation, women's representation, and women's access to education are prioritized on their respective agendas.

Canada World is currently being implemented in Kenya, in the Democratic Republic of Congo, in Tunisia and with a network of Syrian diaspora communities in Turkey.

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## GOAL

To enhance the rights of women and girls through media development

# KENYA (2020-22)

Trained **341** JOURNALISTS  
& MEDIA MANAGERS

*including 212 women*

**343** *stories published*

**41,130,000**  
INDIVIDUALS REACHED



*At a roundtable in Kinshasa in May 2022, JHR gathered media, civil society and government leaders to discuss the need for an electoral law that prioritized gender parity - Photo: JHR DRC*

## DRC PRESIDENT ENACTS LAW PROMOTING GENDER EQUALITY IN 2023 ELECTIONS

On June 29, DRC President Felix Tshisekedi put into effect the legislation governing the 2023 general election. Under the newly passed law, political parties that submit candidacy lists consisting of at least 50% women will be exempt from paying a deposit fee. This is the first time that an electoral law in DRC has explicitly prioritized gender equality.

This milestone marks the fruition of JHR-DRC's months of collaboration with partner organizations to raise awareness about the need to improve women's participation in the electoral competition.

At roundtables held on 26 March and 28 May (pictured above), JHR-DRC brought together representatives of the major national decision-making bodies, including the Presidency of the Republic, parliament, government experts, representatives of political parties as well as the media and civil society, to call for an electoral law that promotes gender parity.

Moreover, JHR-DRC organized broadcast programs through its media partners in Kinshasa and Bukavu on the merits of an electoral law that encourages gender parity. JHR-DRC also supported journalists to produce reports.

Owing to these efforts, the draft law was introduced in the National Assembly in June 2022 and was eventually enacted into law by President Tshisekedi later that month.



*JHR ambassador Lisa LaFlamme speaks to a resident of a shelter, established after JHR launched a media campaign to call for increased support for gender based violence survivors during the pandemic*

## JHR SUPPORTS TUNISIA'S LAUNCH OF FIVE NEW SHELTERS FOR GBV SURVIVORS

In 2022, Tunisia's Ministry of Family, Women, Children and the Elderly established five shelters for gender-based violence survivors in the country's southern region – where resources for women and children fleeing domestic abuse are particularly scarce. The new shelters provide safe accommodation for more than 50 GBV survivors, along with medical and mental health facilities, legal aid, and employment support. This much-needed initiative addressed civil society's concerns about the dire lack of protective mechanisms for GBV survivors in many Tunisian cities.

It was a JHR-led media campaign that consolidated the disparate calls from various factions of civil society for state-funded support for GBV survivors. JHR-Tunisia supported the establishment of the shelters from ideation to execution through training, media mobilization and stakeholder networking activities.

JHR initiated a workshop series in some of Tunisia's remote southern cities, including Gabes, Tataouine, Tozeur, Kairouan, and Jendouba. Journalists received support to produce stories on gender-based violence in local communities, the violence epidemic during Covid-19, the importance of shelters, and the stigmatization of survivors.

This surge of GBV stories stimulated public support for the Ministry's funding of five new shelters. When the shelters finally became ready for operation, JHR supported the 'Ihmini/Protect me' media series, in which news outlets widely shared the locations and other key details about the new shelters.



*JHR partner Radio Nasaem raised awareness about the Syrian community's unfamiliarity with Turkish laws, leading to the launch of a refugee rights centre in Istanbul*

## JHR PARTNER RADIO NASAEEM CONNECTS SYRIAN WOMEN WITH LEGAL SERVICES

Through our work with Radio Nasaem in Turkey, JHR helped bring about the Turkish Bar Association's establishment of a first-of-its-kind refugee and migrant rights centre that will pursue legal cases for Syrians and hold research, awareness-building and training activities for refugee protection.

The centre is the outcome of a Radio Nasaem episode on the low knowledge about Turkish laws and judicial processes among Syrian refugees. This leaves them vulnerable to gender-based violence (GBV), hate speech, and racism.

In the days following the show, Radio Nasaem, supported by JHR, invited numerous activists and lawyers to brainstorm solutions for this issue. The Turkish Bar Association was among those asked to weigh in. During these discussions, the Turkish Bar Association agreed to establish the refugee and migrant rights center.

JHR and Radio Nasaem have been partnered since 2017 when we first began training Syrian journalists to cover human rights issues within their community. Since 2019, we have been working closely on the Canada World project to strengthen women and girls' rights. In 2022, we worked together to deliver another powerful outcome for Syrians in Turkey: [the reintroduction of Arabic language instruction at Gaziantep University](#). Our collaboration with Radio Nasaem proves the immense potential of digital radio to provide a collaborative platform that represents diverse perspectives and unites them to work for the common good.



*JHR organized a series of roundtables in Mali to facilitate collaboration between the Health Ministry's Immunization team and CSOs with a common goal - Photo: JHR Mali*

# JHR ROUNDTABLES ENHANCE TRUST IN COVID-19 VACCINATIONS

At a JHR event organized for the local community in Bamako, Dr Ibrahim Diall of the Ministry of Health and Public Hygiene's Immunization Section joined a women-focused CSO in leading a dialogue with the public about the importance of Covid-19 vaccines. As many as 127 women and girls took part in the hour-long discussion that culminated in a highly successful vaccination camp.

Vaccination teams from the Centre de Santé Communautaire (CSCoM) de Doumanzana administered first doses to 34 participants, including many breastfeeding women. After the event, the CSCoM team shared that they reached more people through this event than a full day of regular activities.

## PROGRAM OVERVIEW & GOAL

With funding from **Global Affairs Canada**, the Mobilizing Media to Fight Covid-19 project enhances local journalists' capacity to provide credible information and debunk myths and misinformation about Covid-19 across 12 countries, including Mali, Tunisia, The Gambia, Liberia, Sierra Leone, Ghana, Iraq, Yemen, Mauritania, Uganda, Tanzania, and South Africa.





*In March 2022, JHR organized mobile clinics at two bus stops in Bamako, providing reproductive health services to 8,000 residents - Photo: JHR Mali*

## SEXUAL HEALTH AND REPRODUCTIVE RIGHTS GET NEWS COVERAGE IN MALI

In Mali, sexual and reproductive health and rights (SRHR) largely remain a taboo and under-discussed topic in mainstream media. However, a gradual but positive shift was observed with Journalists for Human Rights' year-long intervention offering training and networking opportunities to representatives from media, government and civil society focused on SRHR themes. The result: the national broadcaster ORTM launched a weekly segment about SRHR in some of its most popular shows, such as *Aw Bedi*, *Cocorico*, and *Grin de Midi*. Overall, local media coverage of SRHR is estimated to have increased by 26%.

On the state level, the federal government took five major policy and procedural actions as a direct response to the project. These included the decision by the government to open a training center to train journalists on SRHR across the country, and the government changing the focus for its national campaign. The government has fully adopted the project's approach, ensuring the sustainability of the project's achievement. Importantly, the project also helped provide direct access to SRH services to more than 3,500 people during the project's awareness activities.

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### PROGRAM OVERVIEW

From November 2021 to December 2022, Journalist for Human Rights implemented the "Promoting Access to Sexual and Reproductive Health in Mali through Media and CSO Development" project, with the support of the **Fund**

**for Innovation and Transformation (FIT).** In partnership with WILDAF, La Maison de la Presse, and La Coalition OSC-PF, JHR carried out training and networking activities for media, government officials and CSOs to strengthen SRHR advocacy efforts in Bamako. The project's hypothesis was that a media that is well informed on SRHR issues, working closely with civil society organizations advocating for SRHR, can play a key role in raising awareness on SRHR, mobilizing public support for SRHR, and holding the government accountable leading to improved access to SRH services.

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## GOAL

To increase access to sexual and reproductive health services for Bamako residents, particularly women and girls





JHR-trained journalist Nora Al-Sultan worked with environmental consultant Adel Al-Mukhtar to produce on-air forums on climate change

## JHR-TRAINED JOURNALIST PRODUCES CLIMATE CHANGE RADIO SHOW IN IRAQ

Through Journalists for Human Rights' UNDEF-funded program Strengthening Independent Media in the Arab Region, JHR supported the production of the first season of the *Green Economy* radio show in Iraq.

JHR-trained journalist Nora Al-Sultan worked with environmental consultant Adel Al-Mukhtar to produce on-air forums on local environmental issues, in support of Al-Mukhtar's ongoing campaign 'Our Iraq Is Calling for Help'. In addition to raising awareness about the environment among the mainstream, the show pressures the government to more effectively play its role in mitigating the effects of climate change in Iraq. In one episode, Minister of Environment Dr. Jassim Abdulazeez Humadi stressed the need to resource his department properly. His young team is full of great ideas, he said, but lacks the budget to execute the work needed.

Water and agricultural experts and environmental activists have said that content on climate change is missing from the Iraqi airwaves and is direly needed. JHR looks forward to continuing our support of this vital initiative.

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### PROGRAM OVERVIEW

With support from the **UN Democracy Fund**, the 'Strengthening Independent Media in the Arab Region' project worked to improve the working environment for journalists, advance media freedom and accessible information and data,



enhance the capacity of freelance and full-time journalists to cover sensitive human rights stories, and improve journalists' legal knowledge through strong working partnerships with civic actors. The project activities target journalists, civic actors, and decision-makers in Tunisia, Iraq, Lebanon, and Morocco.

---

## GOAL

To strengthen independent media in the Arab region so as to build greater accountability and better governance





*JHR ambassadors Masai Ujiri, Lisa LaFlamme and Karyn Pugliese joined JHR Toronto staff in June 2022 to celebrate the launch of the Enhanced Access to Opportunity for BIPOC Youth in Canadian Media program*

## DIVERSIFYING NEWSROOMS IN CANADA

“I’ve been challenged in a positive way,” said Christian Collington, JHR’s 2022-2023 BIPOC fellow at The Canadian Press. A recent graduate of Humber College, Collington is one of seven fellows who was accepted into JHR’s Enhanced Access to Opportunity for BIPOC Youth in Canadian Media program to receive a paid work placement in Canada’s leading newsrooms.

“My experience with The Canadian Press has been very integral to my growth as a journalist,” said Collington. “It’s been fantastic reporting about many aspects of the arts. I feel that the pace was the toughest for me but I’ve been very fortunate to have wonderful colleagues in my department to lend a helping hand and supply tips and advice that have greatly helped smoothen my transition in the newsroom and are things I’ll be taking with me forward.”

Newsrooms also reported benefitting from welcoming young journalism talent. Gerry Arnold, Executive Editor at The Canadian Press, said, “Christian has been an excellent fit in our newsroom and his supervisor was thrilled to be able to keep him for another month. We benefited greatly from his ideas and his work. I hope this program will continue and you will keep The Canadian Press in mind.”

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### PROGRAM OVERVIEW

In June 2022, in partnership with the **RBC Foundation** in support of RBC Future Launch and the **Meta Journalism Project**, JHR launched the Enhanced Access to Opportunity for BIPOC Youth in Canadian Media project, a first-of-its-kind initiative aimed at building and sustaining a pipeline of journalists

to help diversify Canada's media ecosystem.

Seven BIPOC (Black, Indigenous, and People of Color) post-secondary students and graduates were accepted into the program and received paid work placement opportunities with leading Canadian media organizations including *The Local*, *The Canadian Press*, *The Tyee*, and *Xtra* magazine.

These participants enhanced their competencies and job-ready skills through participation in JHR-designed skills development workshops. JHR also assembled industry leaders to join our program's community advisory board. Their insights, experiences, and expertise helped to steer the creation of a unique guidebook for Black, Indigenous, and racialized youth entering journalism on how they can best navigate the challenges, expectations, and experiences of being a BIPOC journalist in a professional newsroom environment.

Furthermore, through a series of four workshops led by Anita Li and Erin Kang, 12 media managers from participating news organizations received training, support, and guidance on the workplace environment and conditions necessary for the effective mentorship of BIPOC youth.

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## GOAL

To empower BIPOC youth who experience barriers to access opportunities in Canadian journalism and to remain in the industry





In this *Capital Daily* article, Alec Lazenby describes how safely introducing inhalation services at overdose prevention sites can save lives – Photo: Screengrab, *Capital Daily*

# HIGHLIGHTING SOLUTIONS IN CANADIAN HUMAN RIGHTS JOURNALISM



This powerful story from *Capital Daily* by Alec Lazenby addressed a growing problem with safe consumption sites in Victoria, BC, and — more importantly — a real-world response with evidence behind it. *Capital Daily* was part of JHR’s solutions journalism newsroom cohort in 2022 and produced at least eight pieces using the four-pillars structure for evaluating solutions stories during that period. Managing editor Jimmy Thomson reported that JHR’s training and support allowed his newsroom to create more opportunities to cover the news in different ways, as well as strengthened the outlet’s ties with the community in ways that would not be available in a traditional news approach.

## PROGRAM OVERVIEW

From October 2021 to September 2022, JHR implemented the second year of Strengthening Media in Canada through a Rights-Based Solutions Approach. This two-year project was funded by the **McConnell Family Foundation** and delivered in partnership with the Solutions Journalism Network. In the program’s second year, we saw an opportunity to deepen our connections with newsrooms and journalists in order to help them sustain the practice of solutions journalism.

The two main components of the program in Year 2 were the Indigenous Media Collaborative and the newsroom cohort. Both activities took place over a six-month period between April and September 2022. We also delivered seven newsroom or group training sessions, and four webinars to reach the broadest

audience possible. As a result of the narrowed focus of Year 2, we lowered the target number for journalists trained and stories produced in favour of more meaningful and long-lasting relationships.

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## GOAL

To have solutions journalism and human rights journalism approaches introduced and sustained in Canada



# FINANCIAL STATEMENTS

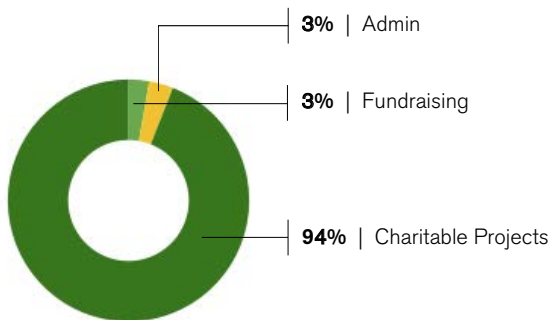
## STATEMENT OF FINANCIAL POSITION

<i>As at December 31</i>	<b>2022</b>	<b>2021</b>
<b>ASSETS</b>		
<b>Current Assets:</b>		
Cash and bank	3,023,099	2,492,304
Accounts receivable	481,164	160,638
Government remittances receivable	26,843	21,901
Advances and prepaid expenses	10,825	16,468
	3,541,931	2,691,311
<b>Capital Assets</b>	70,674	78,810
	<b>3,612,605</b>	<b>2,770,121</b>
<b>LIABILITIES</b>		
<b>Current Liabilities:</b>		
Accounts payable and accrued liabilities	156,286	435,822
Deferred revenue	2,564,024	1,520,950
	2,720,310	1,956,772
<b>Deferred Capital Contribution</b>	70,674	78,810
	2,790,984	2,035,582
<b>Net Assets:</b>		
Unrestricted	821,621	734,539
	<b>3,612,605</b>	<b>2,770,121</b>

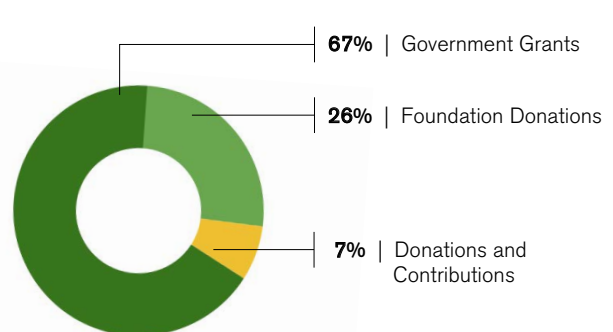
## STATEMENT OF OPERATION AND CHANGES IN NET ASSETS

<i>For the year ended December 31</i>	<b>2022</b>	<b>2021</b>
<b>REVENUE</b>		
Government grants	5,134,828	4,351,203
Foundation donations	1,984,180	927,382
Donations and contributions	542,618	1,237,721
	<b>7,661,626</b>	<b>6,516,306</b>
<b>EXPENSES</b>		
International projects	6,500,138	5,137,099
Project support	190,945	97,484
Fundraising	245,870	162,853
Professional fees	26,510	27,523
National programs	619,760	731,024
Exchange losses (gains)	(8,679)	2,378
	<b>7,574,544</b>	<b>6,158,361</b>
Excess (deficiency) of revenue over expenses	87,082	357,945
Net assets, beginning of year	734,539	376,594
<b>Net assets, end of year</b>	<b>821,621</b>	<b>734,539</b>

### EXPENSE ALLOCATION 2022



### REVENUE ALLOCATION 2022





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