1. The provisional organization plan and manning tables for the year ending 31 December 1946 represent a refinement of the figures upon which the Provisional Budget prepared by the Executive Secretary with the assistance of the Advisory Group of Experts were based. Since the Provisional Budget was prepared certain decisions on organization have been reached, some of the key appointments in the Secretariat have been made, and the programmes of the United Nations have been defined in greater detail. The following provisional organization plans, functional statements, and estimates of personnel strength as of 31 December 1946 are submitted for guidance during the interim period, pending the designation of an Assistant Secretary-General for Administration and Finance. (See Index covering attached documents).

2. As the next logical development under the Provisional Budget, it is suggested that, as soon as all the Assistant Secretaries-General have been appointed:

(a) The manning tables should be placed on a quarterly basis to provide a current forecast of recruitment and a control over the incurring of personnel commitments beyond the limits of the Budget. These tables should be developed by the Budget Director in co-operation with the Personnel Director and the Division Chiefs. Their administration as a control device should rest in the Personnel Bureau.
3. Handles correspondence relating to Refugees and Displaced Persons questions for the Secretary-General.

II. REFUGEES AND DISPLACED PERSONS DIVISION

1. Chief of Division
2. Secretary
3. Special Assistant
4. Social Research Workers (studies for the Refugee Committee)
   (2 Sr.)
   (2 Int.)
5. Liaison Officers (Sr.) for D.P. Operations (UNRRA) and I.C.C.
6. Specialists in Refugee problems (for correspondence)
   (1 Sr.)
   (1 Jr.)
7. Correspondence Clerk
8. Stenographers

Total: 18

III. HUMAN RIGHTS DIVISION

The Commission on Human Rights to which this Division's work is directed has the following terms of reference:

(i) The work of the Commission on Human Rights shall be directed towards submitting proposals, recommendations and reports to the Council regarding:

(a) an international bill of rights;

(b) international declarations or conventions on civil liberties, the status of women, freedom of information and similar matters;

(c) the protection of minorities;

(d) the prevention of discrimination on grounds of race, sex, language or religion.

(ii) The Commission shall make studies and recommendations and provide information and other services at the request of the Economic and Social Council.

(iii) The Subcommission on the Status of Women shall submit proposals, recommendations, and reports to the Commission on Human Rights regarding the status of women.

The Division:

1. Prepares the provisional agenda and provides the required studies and documentation for the Commission on Human Rights and the subcommission on Status of Women.

2. Handles correspondence relating to questions of human rights for the Secretary-General.
III. HUMAN RIGHTS DIVISION

1. Chief of Division
2. Secretary
3. Special Assistants
4. Political Scientists
5. Legal Research Assistants
6. Specialists on Women's Questions
7. Stenographers
8. Clerk-typists

Total: 26

IV. SOCIAL DIVISION

This Division provides aid to the Social Commission, the terms of reference of which are:

(i) To make a general review of international organization in the social field, and of problems not dealt with by existing organizations, with a view to making recommendations to the Council at an early date regarding the structure of commissions and subcommissions and possibly of new specialized agencies which it appears desirable to maintain or establish;

(ii) To report to the Council on the advisability of bringing under the Council the activities in the social field hitherto carried on by the League of Nations, and such other activities as the work on the treatment of offenders now carried on by the International Penal and Penitentiary Commission;

(iii) To assume on an interim basis, pending the establishment of permanent machinery, the work of the League of Nations on such social questions as traffic in women and children and child welfare;

(iv) To report to the Council on substantive problems in the social field requiring immediate attention.

The Division:

1. Prepares the provisional agenda and provides required studies and documentation for the Social Commission.

2. Carries on such functions of the League of Nations relating to child welfare and traffic in women and children as the Council may assume.

3. Handles pertinent correspondence and inquiries for the Secretary General.

IV. SOCIAL DIVISION

1. Chief of Division
2. Secretary
3. Special Assistant
4. Social Affairs Specialists (5 Sr.)
5. (4 Int.)
6. (3 Jr.)