



SIPRI SENIOR MANAGEMENT TEAM MEETING

16 February 2021

MINUTES

Participants

Sibylle Bauer, Stephanie Blenckner, Luc van de Goor, Maria Kaemmerle, Jannie Lilja, Dan Smith, Joakim Vaverka

Helena Berger (present for item 1)

Note-taker Elena Haapaniemi

The meeting was conducted via Zoom.

1. Corona virus

- NTR.

2. Minutes

- The minutes from the SMT meeting on February 9 were approved.

3. Report back and matters arising

- In terms of our cooperation with Sweden's MFA:
 - Joakim reported that submission of a proposal for a scoping study on climate and security as part of SIPRI support of Sweden's OSCE Chairmanship had been well received.
 - Jair and Timo had a conversation with the European Security Policy department to discuss details of the work on Civilian CSDP Compact 2.0. This is a project that is envisaged to last until mid 2023.
 - The virtual visit of the UN division to SIPRI will take place on February 24¹. This will be an opportunity for us to highlight how we have been – and are planning to – use the strategic grant. Joakim will convene a preparatory meeting and finalise the agenda for the “visit”.
- Steph reported back that preparations for the arms transfers data launch are proceeding smoothly.
- Steph reported that her team had an initial discussion with the Forum electronic facilitation team aimed at producing a mini promotional video for our social networks and for the Aswan Forum.
- The SMT agreed to provisionally schedule the SSC21 for the week starting on November 8. Sibylle will do another due diligence check for any conflicting events that week.
- Sibylle reported back about various discussions and planning exercises in the A&D cluster with the aim of taking disarmament education forward (e.g. participating in Odessa summer school and reaching out to the next generation in the Middle East).
- Sibylle urged SIPRI to strengthen its in-house expertise on gender.

¹ The meeting has since been rescheduled to take place on March 17, 2021.

- Forming strategic relationships with external gender experts occupying specialized niches areas relevant for SIPRI's different research streams was also suggested by Jannie
4. SIPRI 2020 Financial Report
 - Maria has circulated the completed 2020 financial report among the SMT. The Annual Report is now being circulated to the Board for signature and will be sent in to the MFA at the end of February.
 - Dan reminded the SMT about the need for a reserves policy as requested by the Board. This will consist of a target for the level of reserves we should maintain and a policy about their use. Joakim, Maria and Dan will meet to discuss the policy after *sportlov*.
 5. SMT Away Day follow-up
 - The SMT discussed the ideas that came up during the latest away-day that need to be taken further at either SMT, cluster or all-SIPRI level. These include:
 - A need to develop an action plan on how to increase diversity and to ensure that more women apply to senior positions.
 - Dialogues with China and Russia.
 - Publications reviews: SMT has agreed on a role for the DoSes in the review process. In addition to current procedures, it would be good to enable reviews at an early stage of drafting.
 - Project management guidelines. The operations team will do another round of presentations of both the guidelines and the practical tool at cluster meetings.
 - The staffing overview table compiled by Joakim: the SMT agreed to check through it in detail one more time, and then to keep it as a living reference document.
 - Post-pandemic staffing and work environment: Joakim will present the item at the next RSC and the SMT will take it from there.
 6. Arms industry data launch – lessons learnt
 - Steph shared her evaluation of the model used for the latest arms industry data launch when data was presented as part of a larger analysis paper. Underlining the high quality of the paper and the great teamwork behind it, Steph warned about the risks that emerge when issuing at once several different messages that are aimed at different target groups. Steph pointed out that the media continues to be interested in our data only. Thus, the main lesson learnt from the launch is that there should be two separate messages and two separate lines of communication.
 - SMT members nonetheless praised the quality of the report and were impressed by the degree of coverage it achieved. SMT agreed it is not necessary always and only to give the media what they say they want.
 - “What did Covid-19 do to the arms industry” could be an interesting topic for the data launch next December.
 7. Role of SIPRI at the MSC
 - The agenda item was deferred.
 8. Date of the next RSC meeting
 - The SMT agreed to convene the next RSC on **March 10 at 14:00**.
 - Agenda items will include:
 - An overview of the staff survey results.
 - Election of the RSC representative(s) for the Cooperation group.
 - Announcement of the election of a staff representative at the Board meetings.

- Post-pandemic staffing and work environment: the way forward.

9. Staffing & project issues

- The SMT endorsed handing over the outstanding evaluation work under the AFD contract to NIRAS since it is outside SIPRI expertise.
- Recruitments in the P&D cluster for positions with the CCR team and for two peacebuilding positions are underway.

10. AOB

- SMT had an impromptu discussion about how to sustain a culture of intellectual curiosity. This may be an item for discussion at the next RSC.

Action points

- Discuss SIPRI reserves policy – Dan, Maria, Joakim after the *sportlov*
- Convene RSC – Dan
- Brief clusters on project management guidelines – Operations
- Check the international calendar with reference to the dates for SSC21 – Sibylle
- Check the staffing overview table – the SMT
- Finalise agenda for UN Department virtual visit and convene preparatory meeting of involved staff - Joakim

Items carried forward:

- **Role of SIPRI at the MSC**
- **Vacation Policy**
- **Management of data and databases**