



SIPRI SENIOR MANAGEMENT TEAM MEETING

Solna, 18 August 2020

MINUTES

Participants

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

Helena Berger (present for items 1 and 2)

Note-taker Elena Haapaniemi

The meeting was conducted via Zoom.

1. Corona virus including use of office, August-December 2020

- Helena has received feedback from program and team leaders on their preferences for days to have team meetings at the office. Helena will put together this information in an Excel sheet as the basis for a rotation scheme for staff presence in the office.
- The “no external visitors” general rule still apply. Any exceptions to that rule need to be cleared by the Deputy Director (once in place) or by the Director.
- Based on the current travel advice, official travel is not allowed unless deemed essential for the program/project.

2. Equal Opportunities, Diversity and Anti-discrimination Policy

- SIPRI's Equal Opportunities, Diversity and Anti-discrimination Policy dates back to June 2014 and needs to be updated and adjusted. It is one of a few that needs to be updated. The SMT asked Helena to look into all HR-related policies that might need to be reviewed.

3. Minutes

- The minutes from the SMT meeting on August 11 were approved.

4. Matters arising

- Nothing to report.

5. Report back

- Sibylle reported that:
 - SIPRI will be co-hosting the Odessa Non-Proliferation and Disarmament summer school next week; it will be a “hybrid” event.
 - Earlier that day, she participated in a virtual course for disarmament diplomats organised by UNIDIR.
- Jannie, who formally started her employment the day before, will be meeting her cluster on August 19 and to begin with will weekly cluster meetings.
- Luc provided an update from the Sahel team. The French Embassy in Stockholm is interested in a signing ceremony in September to launch the new relationship with the French Directorate General for Globalization.
- Dan reported that:

- Together with Caroline, he met with the head of the Nigeria WFP office earlier that day with a view to keeping the WFP project moving forward despite the difficulties of doing field research.
- He is working on framing a possible UNGA side event on climate security around Horn of Africa, together with the UNDP and Ilwad Elman's Peace and Human Rights Center in Mogadishu.
- The partnership with the UNHCR is moving forward. Tentative date for a filmed conversation between Dan and HC Grandi is set to August 31.

6. Staffing & project issues

- Dan reported that solutions have been identified and are being implemented for the majority of new SIPRI staff who could not travel to Sweden because of the pandemic.
- Luc reported on parental leaves within the CPS cluster.

7. SIPRI Associates

- The SMT went through the list of SIPRI Associates whose contracts are about to expire, and decided about renewal on a case-by-case basis.

8. AOB

- The SSC will be a major item to discuss at the next SMT meeting. Luc will submit a written memo in advance to facilitate the discussion.

Action Points

- Preferences for physical team meetings at the office, Excel sheet - Helena
- Look into current regulations on travel to and from Mali – Luc
- Formal signing ceremony of the agreement with the French UD (date) – Luc/Gregory
- List of internal HR-related policies that need to be reviewed – Helena
- A memo on the current status of the SSC - Luc

Items carried forward

- KPIs – to be discussed on August 25