



SIPRI SENIOR MANAGEMENT TEAM MEETING

21 April 2020

MINUTES

Participants

Sibylle Bauer, Stephanie Blenckner, Luc van de Goor, Maria Kaemmerle, Sigrún Rawet (present for items 1-4), Dan Smith

Helena Berger (present for item 3)

Note-taker Elena Haapaniemi

The meeting was conducted via Zoom.

1. MoM approval

- The minutes from the SMT meeting on April 14 were approved.

2. Matters arising

- Luc has reviewed the draft SIPRI Safeguarding Policy written by Elena; Dan will also submit his comments on the draft.

3. Corona virus

- Helena circulated among all staff information about procedures to follow in order to get reimbursement for the first sick day salary deduction (*karensavdraget* in Swedish).
- While, fortunately, the number of staff who took sick days since the beginning of March is very low, and most people seem to have adapted well to the current situation and to working from home, some experience difficulties in coping with the isolation and with being separated from their families. The uncertainty about how long the current situation will last also affects the psychological well-being of some staff. The SMT discussed ways to encourage and to facilitate informal communication between staff members. The forthcoming MTR will be a good opportunity to check how each and every employee is coping with the situation.

4. Report back

- Maria has been following up on the building renovation with an architect who will be in touch with Solna municipal authorities about permission for an external fire escape. The estimated cost of the renovation project is yet to be calculated. Maria will keep the SMT up to date as need be.
- Luc reported on the CPS cluster meeting held earlier that day:
 - Dylan as the new head of the MENA program presented the planned MENA related work which opens a lot of doors for potential cooperation within but also outside the cluster.
 - SSC20 preparations are making progress. SIPRI needs co-sponsors. Ideas will be worked out by both the A&D and CPS clusters. Luc, Dan and Maria will need to meet at some point to discuss the budget into more detail.
 - The cluster also discussed how the pandemic relates to its research work. Luc will write a short summary of the discussion and share it with the SMT.

- Steph informed the SMT that the data launch on military spending in 2019 is now out under embargo. The updated fact sheet on Russia's military spending will be published online on the night of April 26.
- Steph reported that remote operations are creating multiple challenges for the comms team.
- Sigrún reported that the government decision to appoint Ramtane Lamamra as SIPRI Governing Board member is still due to be taken on April 23. The comms team is ready with all the background material to go online as soon as the decision is announced.
- Sigrún reported that, thanks to the team's hard work, preparations for the Stockholm Forum online are on track.
- Sibylle's cluster will meet on April 22 to discuss, among other things, the SSC20 concept note. She will share the outcome of the cluster discussion, including on the topic of funders for sessions, with Luc.
- Dan informed the SMT that partnering with the MSB in organising two virtual workshops on Covid-19 and governance did not work out. However, no damage has been done to bilateral relationship. The MSB might still invite Malin or Dan to participate as panellists at the roundtables.

5. Staffing & project issues

- The SMT agreed to advertise for "research assistance" in the AMEX team without specifying the number of assistants who would be hired. Fundraising is an issue as we cannot give two assistants contracts of more than one year on current resources.
- Steph informed the SMT that, considering the workload of the comms team and challenges posed by working remotely, she will be looking into bringing in more freelance capacity. The SMT endorsed that.
- Luc informed the SMT on the outcome of his contacts with the ICG in Bogotá and Washington in relation to the Crisis Group willingness and capacity to contribute to our UNEP project. This might lead to a broader discussion on SIPRI collaboration with the ICG on other projects and initiatives.
- Maria received a lot of proposals for the MFA grant. Once she has gathered requested feedback from all those concerned and has compiled all the information on project proposals, Maria will share the document with the SMT.

6. Institute strategy: Key Performance Indicators

- The SMT went through the tool prepared by Nikos and Fred to review and to complete the list of indicators relating to "convening" and "building peace research capacity" parts of the Institute strategy. The entire document will be shared with the Board.

7. AOB

- NTR.

Action Points

- Discuss SSC 2020 budget – Dan, Luc, Maria
- Summary of Covid-19 related discussions at Luc's cluster – Luc to the SMT
- Feedback from the cluster discussion on SSC-2020 sessions and sponsors – Sibylle to Luc
- Compiling the list of projects proposals under the MFA grant – Maria

Items carried forward

- Speakers for the SSC-2020
- Equal Opportunities, Diversity and Anti-discrimination Policy