



SIPRI SENIOR MANAGEMENT TEAM MEETING

9 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, 5 and 6)

Note-taker Elena Haapaniemi

The meeting was conducted via Zoom.

1. Corona virus

- NTR.

2. Minutes

- The minutes from the SMT meeting on February 2 were approved.

3. Report back and matters arising

- Maria and the financial team are working with the auditors. Having had two different financial systems in 2020 is an obvious challenge and makes things more complicated than usual; it requires substantial additional effort from all members of the team.
- Report back from the P&D cluster:
 - o The preparations for the Forum are underway. Jannie urged all colleagues not to submit any further proposals for sessions since the team – Martina and Simone – are already processing a record number of 60 applications.
 - o Virginie, Jannie and two external colleagues presented the proposed programme on resilient communities at SIDA.
 - o Jannie attended a UNDP session on governance issues in the future.
- Report back from comms:
 - o Sepideh, Steph and Joey are currently working on an internal document on partnerships.
 - o Steph and Elin are planning a Target Sweden seminar series to be organized during spring.
 - o Shannen is currently working on the layout for the 2020 Annual Review. The publication will come to SMT to review at the end of February.
- Steph suggested organizing a 45-minute virtual conversation on arms control and disarmament in late March, potentially with the participation of Izumi Nakamitsu. The SMT endorsed this timely initiative.
- Joakim, in turn, suggested taking the discussion of this event further and convening a follow-up Target Arms Control meeting, using the same format as the one at the end of 2020. The SMT endorsed this too.

- Joakim informed the SMT that, regrettably, the NIS funding for which we had submitted project ideas in December would no longer be available, due to a recent MFA decision to divert funds from the budget line in question to other priorities.
- Joakim reported on a meeting with the MFA's EU Security Policy department who invited SIPRI to contribute with ideas to the development of the "Civilian CSDP Compact 2.0" i.e. the next generation of the civilian branch of the EU Common Foreign and Defense Policy (cyber, hybrid, disruptive technologies etc.). The idea is to launch it during Sweden's EU Presidency (Jan-June 2023). This request is an endorsement of Timo's work. There will be a follow up meeting to discuss the details of this new task.
- Joakim informed the SMT that the minutes of November 2020 Governing Board meeting have now been approved, duly signed and shared with Maria who will, in turn, share the document with the auditors.
- Governmental decision on new Governing Board members is pending.
- Following up on the SMT discussion taken the previous week, Dan wrote to CAUS Director about commissioning the YB Arabic translation. This was very well received, and the Center will proceed with the translation at once.
- The next strategic SMT away day will be held on March 23.

4. SSC21

- The SMT endorsed the concept note circulated earlier by Luc. One of the advantages of choosing the title "Battlefield of the Future" is that it can be interpreted quite widely, allowing the agenda to include, e.g., urban warfare and also environmental issues. It is also a theme that can be continued in future years so it facilitates continuity.
- The decision on the timing was deferred; the SMT asked Sibylle to check calendars of other competing international, European and national (e.g. German) events.
- Elena will schedule a separate meeting on SSC fundraising involving Dan, Sibylle, Steph, Joakim and Luc.

5. &frankly update

- Joakim and Helena presented the timeline for conducting the staff survey, which the SMT endorsed with a few tweaks. The information on the survey will be presented to the staff during the Monday morning meeting on February 15. The survey itself will be conducted during the week after that. Results will be shared with the staff on March 10, and be further discussed at cluster/department and team levels. The survey will consist of a total of seven questions.
- Joakim emphasized that discussions in teams and clusters on the basis of the survey results should include what the management can do, what teams can do and what individuals can do to contribute to a positive working environment.
- The SMT thanked Joakim and Helena for the good work done so far.

6. Procedures for introduction of new staff

- Joakim circulated two documents prepared by Elin under his and Helena's supervision on procedures to ensure a well-prepared induction of new staff to SIPRI and to Sweden. One concerns procedures in normal times, the other procedures in the current extraordinary time. Both papers have been discussed with cluster coordinators and safety officers.
- The SMT welcomed this initiative, allowing for a comprehensive overview of different steps of welcoming new staff members to Sweden and integrating them into SIPRI. The SMT endorsed both drafts with minor tweaks. The documents will now be presented to the Cooperation group.

7. Staffing & project issues

- Noel has started an Armament and Disarmament Next Generation group. The idea is to provide a platform for new research assistants to get to know each other and other SIPRI colleagues.
- The SMT agreed on the need to have a separate conversation on funding proposals from Taiwan.
- Based on the feedback from Sweden's MFA on our proposals in relation to Sweden's OSCE Chairmanship, the SMT agreed to commission a scoping study on climate and security from Research Associate Niklas Bremberg, who will be supported by Anniek. It was agreed to fund this small-scale project through the strategic grant.

8. AOB

- NTR.

Action points

- Setting up Target Arms Control follow up meeting – Joakim
- Planning for an arms control and disarmament virtual conversation - Steph
- Follow up with the MFA on Civilian Compact 2.0 - Joakim
- Check A&D calendars for international, European and national (e.g. German) events during fall 2021 - Sibylle
- Schedule a meeting on SSC21 fundraising - Elena
- Schedule a meeting to discuss Taiwanese project funding – Elena

Items carried forward:

- **SMT Away Day follow-up (next week)**
- **Role of SIPRI at the MSC**
- **Arms industry data launch – lessons learnt (*date TBD*)**
- **Vacation Policy**
- **Management of data and databases**