

Notes from the Cooperation group

Thursday, 21 January 2021 at 9.00 by Zoom

Participants: Jiayi (Saco), José (ST), Nan (RSC), Fred (SO), Joakim, Helena.

Excuses: Pieter (ST), Siemon (SO), Maria

- **Note checker** – Fred

- **Follow up**

Due to the continued serious situation regarding corona it was decided to postpone the discussion on plans for return to the office to a later occasion.

- **Management**

Survey tool & frankly

SMT had approved conducting a staff survey regarding the organizational and social work environment at SIPRI, in accordance with the Swedish Work Environment Act, by using the development tool & frankly.

The purpose is to gauge the well-being of staff, and fulfil SIPRI responsibilities regarding Systematic Work Environment Management. The survey will give a snapshot of employee sentiment through a real-time pulse at the time of implementation. The survey tool can be focused on a specific area of interest, which will be the work environment. The implementation of the survey is planned for mid-February.

Follow-up action will be based on the results of the survey. More detailed information will be given to all staff in advance of the survey.

- **Corona**

The situation regarding the Covid infection in the Stockholm region is still very serious which means that we must continue to be persistent and continue to follow the recommendations.

- **Personnel**

Personnel issues

Arrival:

- Jordan Smith, Intern, AMEX, from 18 January 2021 up to 15 June 2021.

Departure:

- Vane Aminga, RA, CCR will leave on 31 January 2021
- Gregory Chauzal, SR/PD, Sahel and West Africa programme, will leave on 12 February 2021.
- Rickard Söder, RA, CCR will leave on 28 February 2021.

Renewal of contracts:

- Diego Lopes da Silva, Researcher, AMEX, from 1 April up to 31 March 2023.

Ongoing recruitments

- 1 Senior Researcher/Programme Director, Sahel and West Africa programme
- 1 Researcher, Sahel and West Africa programme
- 1 Research Assistant, P&D cluster
- 2 Research Assistants, Climate Change and Risk programme

- 1 Researcher/Senior Researcher, Peacebuilding, P&D cluster

- **Safety issues**

SIPRI Policies

A SIPRI policy serves as a framework for the guidelines and principles that are to apply within a specific area. All SIPRI policies apply until otherwise decided. The department (i.e. HR, IT, Comms) that created the policy is also responsible for implementing it and keeping it updated.

Some of our policies are at this point under revision, i.e. Work Environment Policy, Internship Policy. If the unions or safety representatives perceive any problems related to any policy, they are welcome to point it out, and we will look into it.

The merits of a policy reflecting a SIPRI "Code of Conduct" were discussed and will be revisited upon further reflection.

- **Union issues**

- **RSC issues**

Two members of the research staff, Kheira Tarif and Farah Hegazi, have shown interest in becoming representatives of RSC in the cooperation group. This will be discussed and, whether it is the will of the RSC, decided at the next RSC.

- **Other issues**

- **Date of next meeting**

Thursday 11 February 2021 at 9.00-10.00 by Zoom.

Note taker:



Helena Berger

Checking the notes:



Frederic Daudon