



Research Staff Collegium
Thursday 25 November 13.30
via Zoom

1) Minutes of the last meeting and any matters arising

Joakim oversees today's RSC since Dan could not attend.

2) Report back from the Governing Board meeting 15-16 November

Joakim opened the first item on the agenda to deliver a comprehensive overview of the last board meeting which took place virtually on the 15-16 of November:

- On the basis of the joint Director's and Deputy Director's Report of the period since the last Board meeting in May, the board discussed administrative and operational issues including the introduction of the staffing cap, and the continued impact of the pandemic. They had also touched upon the possible implications of Swedish parliamentary elections in September 2022.
- On substance, discussions under this item had addressed geopolitical issues, including SIPRI's different activities related to China, and SIPRI's work on cyber issues, which the Board had requested at its last meeting. SIPRI colleagues had prepared a report of SIPRI's work in this field, which had been included as an annex to the Director's and Deputy Director's Report. The cyber report was well received by the Board which was keen on SIPRI continuing and developing work in this area.
- Sibylle described the cyber report and its contents, which covered four main areas: cyber surveillance, cyber deterrence and vulnerability, work on AI, and work on social media and disinformation. Lora, Vincent, Mark, Lucie and their teams, as well as Simone had contributed to the report. These colleagues had also participated in the Board session devoted to this item during the second day of the meeting.
- The second day of the meeting also saw all staff participate in the discussion on the state of the world. Turnout was impressive, and the discussion was well-received and appreciated by the Board. Joakim noted that future sessions of this kind would benefit from being time-managed differently to ensure a better balance between the interventions of the Board members and staff contributions.
- The second day had also included a session dedicated to Environment of Peace 2022. Joakim noted how well received Claire's presentation had been by the Board members. Several of them had offered to help in launching the EP report.

Timo, who participates in Board meetings in his capacity as staff observer, added a couple of points. He confirmed it was overall a good meeting and the Governing Board was very engaged despite meeting virtually. Timo added to Joakim's points by reporting that the report written by Dan and Joakim also included information regarding the challenges in HR due to capacity issues. In addition, discussions addressed the policy impact, based on a report prepared by the Communications department at the request of the Board at its last meeting. The Board members had noted that it was very difficult to measure policy impact but

encouraged SIPRI to continue working on this. The financial report had also been presented. A question about sustainability had been raised in the context of the notable success of the Stockholm Conference and the need to ensure that SIPRI was not overconsumed by the major events it organized. Timo further stressed the relevance of China in the discussions of the board meetings, including in relation to the impending confrontation between China and the US.

Joakim thanked Timo for his reflections and thanked the colleagues who had contributed to the report on policy impact.

Claire noted the good energy during the EP 2022 session and the great contributions from a supportive board, with whom they engaged in fruitful discussions.

The Union representatives' meeting with the board members, with Shannen and Frederic and without Dan and Joakim, was also well-received and appreciated by the board members. Shannen shared that the board members had found Frederic's presentation of the unions interesting. The meeting also covered 3 main points: Cooperation, outreach, and operational capacities and the follow up with the work environment inspection. The board was curious to hear about the impact of COVID-19 and staff feelings in general.

Joakim mentioned that the next board meeting would take place on the 22nd and 23rd of May 2022 in connection with the Stockholm Forum. This timing is an opportunity for the participation of board members in some of activities, which will provide more opportunities to interact with the board members.

3) New member(s) of the Board

Joakim reported on the board meeting discussion about new board members, which had taken place due to two members leaving as they had been appointed to political office in their respective countries. Discussions had previously taken place at the RSC about how to fill these vacancies. The Board agreed to nominate Mohamed Ibn Chambas as a new Board member. Joakim concluded that the RSC agreed to nominate Mohamed Ibn Chambas and that the unions would now be asked for their view, in the hope that the nomination could soon be sent in by SIPRI.

The Board had also discussed names to fill the second vacancy but come to no firm conclusion. Board members had been invited to submit further names for consideration within the next 3-4 weeks. Joakim also mentioned the possibility to have an additional board member appointed, in addition to these two vacancies.

Tytti asked whether staff could still submit suggestions for a new board member, to which Joakim responded positively and encouraged colleagues to share these ideas by email.

Pieter asked if there was a repository with these suggestions and noted that it would be great to consider someone with a parliamentary background who understands the needs of parliamentarians on issues related to peace and security. Joakim responded that there was no such repository but agreed on the usefulness of a parliamentarian's perspective; he noted that Dr Chambas is a former parliamentarian.

Vincent wondered if and how the work on measuring SIPRI's policy impact would continue, to which Joakim responded that impact would continue to be tracked, despite the difficulties.

Stephanie thanked everyone who has submitted examples of policy impact to the report, which was again a well appreciated read by the board members. She concluded by mentioning that the agreement is that outreach continues to collect anecdotal evidence around access and interaction with policy makers. Everyone is therefore encouraged to share their experience.

4) SIPRI Budget 2022

Maria explained the document she circulated prior to today's RSC:

- The institute's income is made up of 4 strands: Core grant (1), the secured projects grants (2), including the strategic grant from the MFA, identified project grants (3) that SIPRI hopes to get, and unidentified projects (4) that it will apply for.
- The average number of staff is of 82 including consultants -due to the pandemic- and the budget is on average planned for 91. SIPRI is not reaching the cap yet but moving towards it.
- The income is 23% higher in this budget for 2022 than for 2021. Part of this is due to higher staff cost and direct costs. The budget for direct costs is based on the hope for more workshops, events and travel next year. This will follow as the pandemic develops.
- It is very positive that the secured income for next year is 87% of the total budgeted income. The comparable figure was 82% by this time last year. Part of this is due to the strategic grant but it is also the result of having more contracts that run for a 2- or 3-year period.
- As last year, SIPRI is budgeting for a small positive balance at the end of 2022.

Florian wondered about the implications of the recent political developments in Sweden (the Prime Minister having resigned the day before, a couple of hours after her nomination). Joakim responded that the core grant would not be affected by these developments. The longer term question was if parliamentary elections the following September would have an impact on the prospects for the next strategic grant. SIPRI's work is highly regarded across the political spectrum, but we need to keep watching how this unfolds.

5) Report back from the Work Environment Authority inspection 28 October

Joakim reported on the inspection.

SIPRI had been randomly selected for an inspection by the Swedish Work Environment Authority within the framework of an overall assessment which included universities, colleges and other institutions. The inspection had been held virtually on the 28th of October with Joakim, Maria, Helena and Ulla (in her capacity as safety officer). SIPRI had presented the procedures, practices and plans related to work environment and provided the requested documentation. This inspection served to ensure that SIPRI has the right procedures and routines in place.

Following the inspection, the inspectors had shared a written notice which described SIPRI as taking work environment issues seriously. Moreover, SIPRI had showed awareness around issues that needed to be updated, including areas of legislation. Joakim noted that the inspection had been timely, as it helped highlight areas where SIPRI needed to improve.

1. According to the notice, SIPRI needs to address the organizational social work environment. It was suggested SIPRI conducted a written risk assessment based on the &frankly survey, which has been done in conversations only so far. Helena was working on that as the &frankly plan of action is being revised. SIPRI needed to add deadlines to the &frankly action plan. The revisit by the inspectors will take place on the 17th of February 2022.

2. The inspection investigated the concept of victimization, which SIPRI takes seriously. Joakim noted that the translation “victimization” did not fully encapsulate all the dimensions of the Swedish terminology “kränkande särbehandling” which implies acting inappropriately to a fellow colleague in a way that diminishes that person who feels inappropriately treated. (Colleagues participated in the chat to find the best translation, which is related to victimization and bullying.) This is partly captured in the revised policies. The discrimination law shares similar concerns. Helena has started to draft a new work environment policy where it will be included. There will also be procedures to deal with suspected and reported victimization to make the policies and procedures are aligned with the relevant legislation.

3. SIPRI is also required to make a formal distribution of work environment tasks.

4. The final point is related to the awareness of line managers on how to prevent unhealthy workload and victimization. A line manager training related to these concerns took place in 2018. Helena is in touch with a consultant to organize a similar training next year.

Given the discussion on the translation of the Swedish terminology, Helena reminded that what matters is not only to use that word but describe it and give examples of how it could manifest, which will provide a common understanding of what “victimization” entails.

Lena asked for further explanation on the risk analysis. Helena described it as a routine when it comes to the work environment. When there is an investigation such as the &frankly survey) the results are analyzed and an assessment is conducted to assess risks to well-being and mitigation measures.

6) AOB

Sepideh asked for further information about the engagement training. Helena responded by highlighting the importance of individual engagement. The training will consist of in-person workshops where colleagues will consider and discuss their needs and find ways to work together in a mutually supportive way. Written information will be sent out beforehand.

Claire also wondered about the implications of the political situation for SIPRI’s work overall and the political space, beyond financial considerations. She also suggested, in the spirit of diversity, that male researchers would be welcome as volunteers for taking the minutes of the RSCs.

Joakim gave a summary of the political developments with the nomination and resignation of the first female prime minister in Sweden over the past few days. The most likely scenario going forward was that the Social Democrats would form a minority government until the next elections in September 2022. The implications for SIPRI beyond the elections were difficult to assess. The institute has established a good relationship with the government and many representatives of the Swedish parliament. Continuing its excellent work and “business as usual” was the way ahead for the institute.

List of participants:

1. Abeer Ahmad
2. Cecicial Bagge
3. Sibylle Bauer
4. Lucie Beraud-Sudreau
5. Stephanie Blenckner
6. Vincent Boulanin
7. Amal Bourhrous
8. Kolja Brockmann
9. Emilie Broek
10. Mark Bromley
11. Laura Bruun
12. Marina Caparini
13. Daniele Crimella
14. Evelina Francesca Cristofano
15. Erik Danielsson
16. Frederic Daudon
17. Caroline Delgado
18. Johanna Eliasson
19. Elin Elmgren
20. Tytti Erästö
21. Frank Esparraga
22. Jakob Faller
23. Shivan Fazil
24. Vitaly Fedchenko
25. Tània Ferré Garcia
26. Joey Fox
27. Andrea Gadnert
28. Luc van de Goor
29. Elena Haapaniemi
30. Jonathan Hall
31. Annelies Hickendorff
32. Ulla Hurtig Nielsen
33. Maria Kaemmerle
34. Lena Kappelin
35. Noel Kelly
36. Kyungmee Kim

37. Florian Krampe
38. Alexandra Kuimova
39. Xiao Liang
40. Jannie Lilja
41. Diego Lopes
42. Claire McAllister
43. Meray Maddah
44. Giovanna Maletta
45. Alexandra Manolache
46. David Michel
47. Jenny Mildton
48. Dylan O'Driscoll
49. Olle Persson
50. Nikos Politics
51. Nivedita Raju
52. Marie Riquier
53. Annika Salisbury
54. Pranav Satyanath
55. Timo Smit
56. Elizabeth Smith
57. Martina Selmi
58. Katongo Seyuba
59. Magdalena Söderqvist
60. Sepideh Soltaninia
61. Fei Su
62. Kheira Tarif
63. Nan Tian
64. Caspar Trimmer
65. Kristina Tschunkert
66. Andrea Varisco
67. Joakim Vaverka
68. Maria Volakaki
69. Peter Wezeman
70. Siemon Wezeman
71. Shannen Young
72. Emma Zetterström
73. Jiayi Zhou