

Research Staff Collegium
Thursday 9 June 12.30

via Zoom



Agenda

1) Minutes of the last meeting and any matters arising

The minutes of the last RSC were approved.

2) Governing Board matters

a) Report back from May meeting:

Joakim walked us through the topics discussed at the Governing Board (hereafter GB) meeting, that took place on the 22nd and 23rd of May. This was the first in-person board meeting in 2 two years, which was appreciated by members of the board. The absence of Feodor Voitlovsky and Ambassador Chan Heng Chee was noted. This was the first meeting of Mohamed Ibn Chambas as a board member and the last of Jan Eliason as chair of the board. Stefan Löfven, the incoming chair of the GB, participated as an observer.

The topics discussed on the 22nd of May were 1) the report Dan and Joakim put together on institutional issues of relevance to the board, such as the post-pandemic return to the office and various HR-related policies; 2) the Environment of Peace report; 3) financial situation of the institute; 4) the impact of the war in Ukraine on SIPRI's work; 5) Key Performance Indicators (KPI) related to SIPRI's strategy; and 5) a session on the work of the China and Asia Security Programme. On the 23rd of May, the board met the staff, which was followed by a meeting with union representatives. Finally, the board discussed new board members.

In his capacity as elected staff observer to the GB, Timo thanked Jan Eliason for his work as chairperson of the GB and welcomed Stefan Löfven and Mohamed Ibn Chambas. Timo congratulated the Director and Deputy Director for their very comprehensive report and mentioned that the discussions on the war in Ukraine were very rich. On the KPIs, Timo reiterated that the issue of diversity is very important to the whole staff. He also mentioned conversations about the possibility of increasing SIPRI's core grant, given that the institute has grown considerably in the past few years.

b) Nomination of new Board member

Marietje Schaake is of Dutch origin, a former parliamentarian, policy oriented academic specialized in cyber policy, currently based in Stanford. She has shown interest in becoming a board member and the board members that know her are enthusiastic of her joining. The Research Staff Collegium supported the nomination of Marietje Schaake.

A staff member raised the issue of regional representation among board members, that are mostly European. Dan said that the board acknowledges this issue and is considering the nomination of someone from Latin America in the future.

c) Nomination for renewal

The RSC agreed with the nomination for renewal of Jessica Mathews' term as a board member.

3) Policy on Sexual Exploitation, Abuse and Harassment

Helena presented the sexual harassment policy. The need for a sexual harassment policy is twofold. Internally, we need clear guidelines on how to deal with this issue that are in tandem with Swedish law. Externally, this policy will guide SIPRI activities outside Sweden, such as field research and events. A sexual harassment policy has also become a prerequisite for receiving grants.

The purpose of the policy is the protection of all SIPRI staff from sexual harassment, abuse, exploitation, and sexual favours in the workplace. Helena also read and explained some key definitions and their scope.

SMT and the cooperation group are also working on a code of conduct that will be applicable to all staff, associates, interns, and contracted partners. Everyone will sign this document individually.

It was suggested to use more inclusive pronouns in SIPRI policies. It was further pointed out that the definition of workplace does not include online interactions or digital communications and asked for clarifications on reporting procedures for witnesses. Joakim and Helena acknowledged the need to revisit the definition of workplace and to clarify reporting procedures.

A request was made for more details on how to report cases of harassment. HR, and Senior Management proceeded to explain the process.

It was asked how we communicate this policy to the donors and partners. HR and management mentioned the inclusion of a clause about the sexual harassment policy and the code of conduct in the contracts with consultants.

The sexual harassment policy is now in force.

4) Financial overview

The Director reported there was a reforecast of SIPRI's budget based on the first months of the year. The working budget was about SEK 120 million for the year, the biggest it had ever been. The current forecast is a budget of SEK 114.5 million and a deficit of about SEK 2.9 million. This indicates we are having less success in fundraising. Additionally, organizations such as SIPRI are competing for fewer resources because of the diversion of funds caused but the war in Ukraine. This affects us in the short and long-term. To respond to these conditions, we need to work hard on making proposals more competitive, either by improving our relationship with donors or making sure we are submitting them to the right places.

5) AOB

No other business.