

1) Minutes of the last meeting and any matters arising

The minutes of the last RSC were approved. Lena and Maria's departures from SIPRI were noted. Maria's replacement Kristina Sandberg will start on August 8th. She will visit SIPRI, including for the Forum, between Maria's departure and August 8th to ensure a smooth handover.

2) Governing Board May meeting:

The discussion on the Governing Board (hereafter GB) meeting, covered a) the timing of the meeting, b) the meeting's current agenda outline, and c) staff input for the meeting agenda. Regarding the timing of the meeting, it was highlighted that as the meeting will be held during the same four day period as the EP launch, Stockholm Forum, and SIPRI annual lecture, it will be convened on Sunday May 22nd and the morning of Monday May 23rd, instead of the usual Monday and Tuesday. The meeting will be held in person.

a) Outline agenda

The discussion on the current outline agenda noted that internal board business will be held on Sunday. This includes reporting from the Director and Deputy Director, reporting on finances and KPIs on the five-year strategy, and a discussion on China. On Monday, there will be involvement of staff members. Prior to the GB meeting, there will be another RSC in which staff can comment on a more detailed agenda.

b) Issues for meeting in May: report from Timo

Timo discussed the outcome of a meeting convened to provide staff perspectives on a finalized GB agenda. Points suggested by staff for the GB agenda include:

- funding (particularly medium-term funding beyond upcoming elections) and diversification of funders;
- follow-ups on KPIs and the staff survey;
- including on the agenda time for the GB to meet staff union representatives; and
- diversity and leadership.
- The final issue raised by staff is how SIPRI can balance impartiality with its role in facilitating different dialogues.

Timo stressed that the staff appreciates that the meeting will be exciting and recognizes the timing is intense. If possible, the staff hopes that there will be time for interactions with the GB. It was noted by management in the discussion that the items specific to the agenda including diversity and funding have been included in the skeleton outline for the meeting, and union meetings with the GB will continue to be included in the agenda. The question of SIPRI's impartiality as a facilitator had not come up yet.

Points to be addressed included how to ensure that staff could interact with GB members, with Joakim noting that this may be a logistical challenge due to the size of the venue where

the meeting will be held. Senior management will return to this.

Unrelated to the GB meeting, it was agreed that it would be beneficial for staff to have an informational session in which the roles of bodies and representatives within the institute were clarified.

3) Policies:

The discussion on workplace policies provided an overview of two new work documents on Work Environment and Victimization. The Swedish Work Environment Authority requested SIPRI to clarify the procedure should a staff member be subject to victimization in the workplace. The Work Environment document is a broader 'umbrella' document that includes SIPRI's zero-tolerance for harassment. The Victimization document falls within the Work Environment document umbrella. SIPRI employees should take the time to read and familiarize themselves with these documents, which are available on the intranet. How to disseminate them further will be considered. How and why different tasks were delegated in relation to work-place policies was clarified in response to a staff question. It was stressed that should an employee have questions about human resources, their welfare, or their rights, they should first go to their line manager. Should the question remain unresolved, they should go to human resources.

4) Ypres Peace Prize

A discussion was held on the background of and nominations for the Ypres Peace Prize. The town of Ypres in Belgium, which suffered severely during WWI and is the place Germany used chemical weapons for the first time, awards a peace prize every three years. Sibylle was a member of the prize committee last time it was awarded and is Chair of it this time. To decide on the award, the town and nomination committee first selects five candidates. Candidates are eligible based on making an outstanding contribution to one of four causes: 1) banishing war as an instrument of policy; 2) the organized destruction of weapons of war; 3) the removal of causes of war and 4) the creation of conditions for peace. The work of those candidates is then taught in the Ypres school system for one year, after which the students vote to determine the winner. It was noted that there is a connection between the Ypres town, the peace prize and the Stockholm Security Conference, which shall commemorate Julian Perry Robinson, the founder of SIPRI's work on chemical and biological weapons.

Sibylle would welcome suggestions about who should be nominated for the prize and will send a timeline to the staff for suggestions need to reach her.

5) War in Ukraine

The RSC concluded with a discussion on SIPRI's work in relation to the war in Ukraine, and possible constraints and opportunities moving forward. SIPRI has already received significant requests from the media for comments and our responses have been included in over 4,000 articles and media appearances on radio and television. At the same time, media coverage on the Arms Transfer (AT) data launch stands at 3,900 articles thus far, an all-time record. Staff discussed opportunities for SIPRI. The Food Security team has authored three upcoming blog

posts discussing the implications the war has for food insecurity abroad, and humanitarian interventions. Potential cooperation with and support for academic institutions and researchers in Ukraine was also raised. A specific example was given of support for professors originally based at the University of Odessa.

Other staff members highlighted the following thematic areas where SIPRI research could contribute:

- Unpacking the meaning of the budgetary decisions by EU countries that have stated they will increase their defence spending, including looking at the effectiveness of spending decisions;
- how perceptions shape decisions on military spending and related questions;
- more generally, the impact of propaganda, misinformation and disinformation on tensions, and sorting out true and false narratives;
- the environmental impact and dimensions of the war;
- the implications for Arctic Governance;
- in general, the growing challenges faced by consensus-based international frameworks;
- the position and perspective of China and other countries in Asia on the conflict; and
- peace operations.

It was also noted that it would be beneficial for SIPRI to come to a conclusion on whether and how to contribute to research on this 'inflection point' in European security, and to get started or it will fall behind others.

In relation to the point on challenges faced by consensus-based frameworks, it was highlighted that Stefan Löfven is co-chair of a UN high-level advisory board on effective multilateralism, and that it would be good to broaden this topic to include other forums that are dealt with at the ministerial level.

Regarding potential constraints, it was discussed that it is possible funding will be impacted due to the war. It was also raised that there is a possible tension between funding structures for research and the demands staff receive for comments on current events. There was a query as to if there could be a more structured way to ensure staff have the time and funding to deliver comments. Senior management will return to this.

6) AOB

No other business was raised.