



SENIOR MANAGEMENT TEAM MEETING

17 November 2021

MINUTES

Participants

Sibylle Bauer, Stephanie Blenckner, Luc van de Goor, Maria Kaemmerle, Jannie Lilja, Dan Smith (present for items 4-8 and parts of item 10), Joakim Vaverka

Note-taker

Elena Haapaniemi (not present for item 12)

Format

Hybrid meeting

1. Corona virus

- The Public Health Agency of Sweden has issued new guidelines that apply as of 1 November 2021 and until further notice. The guidelines provide that:
- You should stay at home if you have symptoms of a respiratory tract infection. Such symptoms include a sore throat, fever, cough and a general feeling of illness.
- If you have not been vaccinated against Covid-19, you should do a test as soon as possible.
- You may return to work if you:
 - Have been fever-free for 24 hours and
 - Feel well, even if still displaying signs of a respiratory infection.
- If you have tested positive, you may return to work if you:
 - Have stayed at home for a minimum of 7 days since the onset of the symptoms.
 - Have not had a fever for 48 hours.
 - Feel well, even if still displaying signs of a respiratory infection.
- Considering the growing numbers of Covid-19 cases all over Europe, the SMT reiterated continued need for both the senior management and for staff members who plan trips abroad to continue to be aware of what's going on in terms of pandemic-related developments in other countries, and to adapt accordingly.
- The SMT reiterated SIPRI's policy of communicating to all external visitors to our premises that they need to either be double vaccinated or to have been tested negatively within the 24 h prior to the visit.

NB: Further guidelines were issued the same day by the Public Health Agency.

2. Minutes

- The minutes of the SMT meeting on November 10 were approved.

3. Matters arising

- Joakim is preparing an internal meeting to share information and update on Gulf dialogue-related work.
- Follow up on the Working Environment Agency, WEA, inspection has been discussed at the Cooperation group; Helena is coordinating our follow up on the WEA report.
- Helena is looking into dates for Engagement training, sometime in January 2022.

4. Report back and forthcoming events

Joakim

- The works in the attic have been completed and the new working space is ready to be furnished to accommodate work stations and some meeting spaces.
- Later on November 17, Joakim will travel to Tallin to participate in the conference "Small states in the UN Security Council: ambitions and achievements of Estonia and Norway" scheduled to take place on November 18.
- On November 19, Joakim will participate in the Stockholm Environment Hub 2.0 retreat.
- On November 17, Dylan will attend a Gulf regional dialogue meeting, organised by the Finnish mission in New York.

Steph

- On November 24, there will be an internal evaluation of the SSC and outreach working teams.
- The first regional dialogue on climate change security impact in Western Africa, held in Dakar the previous week in cooperation with the Friedrich-Ebert-Stiftung and the German Embassy in Senegal, went very well, engaging with a very dynamic, credible and diverse group. It was a first meeting in a series of four.

Calendar of forthcoming events:

- November 30: an event with the Swedish OSCE network at SIPRI.
- December 6, TBC: high-level OSCE-related event at SIPRI.
- December 10, TBC: the launch of the Anthropocene book online.
- December 14: EP panel meeting at SIPRI.
- December 16-17: Timo's workshop as part of his CSDP work at SIPRI.

Luc

- On November 18, Timo's SCDP workshop will take place in Brussel. Luc, Timo, Alex and Steph will be travelling to Brussels.
- The following week, Jair is planning two hybrid events in Geneva focusing on pandemics and epidemics (with participation of Marina) and on environmental degradation and resource scarcity.

Sibylle

- Sibylle suggested adding a discussion on the SSC21 and the way forward as one of the agenda items at the SMT away-day on December 8.
- On December 14, the nuclear team is planning a joint event on the Future of Arms Control together with the Uppsala University's Alva Myrdal Center. This will be in the framework of Sibylle's, on behalf of SIPRI, chairing the AMC Working Group on Nuclear Disarmament in Policy and International Law.

Jannie

- Referred to forthcoming PD cluster events that which had already been announced at the Monday staff meeting

5. Board meeting report back

- Dan provided a brief report from the latest Board meeting held on 15-16 November in a virtual format. The Board approved the 2022 budget. The report by the Director and the Deputy Director was well received, and the updates by the SIPRI staff on cyber and on the EP 2022 were truly appreciated.
- The Board has agreed it would like to propose Mohamed Ibn Chambas as a candidate for membership of the Board. Mohamed Ibn Chambas is a former SRSG and Head of the UN office for WA and Sahel (UNOWAS), MP, Deputy Foreign Secretary of Ghana, and Executive Secretary of ECOWAS. The issue will be raised with the RSC and then with the staff unions.
- The Board has also discussed further possible new members but did not come to a decision yet. Discussions will continue in an informal way during the coming weeks.

6. Date of next RSC

- The next RSC will take place on November 25 at 13:30. In Dan's absence, Joakim will moderate.

7. 2021 report on the strategic grant

- SMT agreed it was appropriate to provide a detailed report to the MFA on the use of the strategic grant in 2021. Elin will manage the process, with Joakim's guidance and input from the clusters.

8. Handling of the allocation of the 2022 strategic grant

- Maria has updated the document with strategic grant project ideas, adding all budgets.
- This is an item for the next SMT.
- SMT briefly discussed criteria for the allocations.

9. Archiving of attic materials

- Nothing new to report.

10. Staffing & project issues

- The SMT agreed to discuss proposed staff promotions in two weeks time.
- The SMT discussed pros and cons of hosting guest researchers from Taiwan at SIPRI; Luc will follow up accordingly with the Taiwanese points of contact.
- The Food, Peace and Security program is starting fundraising efforts.
- The SMT endorsed extending the virtual (part-time) internship of Erik Danielsson until May 2022; Sibylle will submit a formal request to that end to the HR group.
- The SMT confirmed that staff members who would travel to their home countries for Christmas may stay there and work from home for a period of up to two weeks provided that they have a complete insurance coverage; decisions will be taken on a case-by-case basis.
- JDs for 2 temporary staff members to support the Forum team have been finalized.
- Helena is looking into organising training for line managers on issues related to the work environment.

11. AOB

- Joakim asked the SMT for input on the away-day agenda; the deadline for this input is November 22 which will allow Joakim and Dan to present a draft agenda during the next SMT meeting on November 24.

12. Executive session

- The SMT held an executive session.

Action points:

- Internal meeting to share information and updates on Gulf dialogue-related work – Joakim
- Engagement training, dates – Helena
- Line management training, dates – Helena
- Follow up on the WEA inspection report - Helena
- Convene the RSC on November 25 at 13:30 – Dan
- Input on the away-day agenda – SMT to Joakim, DL Nov 22

Items carried forward:

- Recruitment Process Checklist
- SSC 2021 – lessons learnt and the way forward