



SIPRI SENIOR MANAGEMENT TEAM MEETING

30 March 2021

MINUTES

Participants

Sibylle Bauer, Stephanie Blenckner, Luc van de Goor, Maria Kaemmerle, Jannie Lilja, Dan Smith, Joakim Vaverka

Note-taker Elena Haapaniemi

The meeting was conducted via Zoom.

1. Corona virus

NTR.

2. Minutes

- The minutes from the SMT meetings on March 16 were approved.

3. Report back and matters arising

- Steph informed the SMT that:
 - The “Target Arms Control” virtual event featuring Izumi Nakamitsu and scheduled to take place on April 14 is shaping up.
 - An explanatory note on Ukraine with regards to international arms transfers will be issued on March 31; Steph also reported back about a good meeting she had with the Ukrainian embassy the previous week.
 - The “Target Sweden” team comprising Steph, Elin and Johanna had a good brainstorming meeting ahead of the Almedalen week.
- Luc reported back that, as part of the call for proposals for the EU, SIPRI is working together with the West African Network for Peacebuilding and Danish Refugee Council.
- Joakim reported back that:
 - Dan, Jan and Joakim met with State Secretary Robert Rydberg on March 24 to discuss current activities and possibilities of increasing the core grant. The meeting was good but it remains to be seen whether the MFA can accommodate SIPRI’s request.
 - Maria and Joakim will meet MFA to discuss the financial reporting on the strategic grant.
 - Joakim, Florian, Elise and Claire met with MFA colleagues to discuss the future of the climate and security hub.
 - Joakim is going to meet the Sahel section of the MFA to discuss the forthcoming SIPRI briefing for the MFA.
 - On March 31, Joakim will receive a virtual courtesy visit the US embassy.
 - Preparations for the SIPRI Lecture are under way.
- Sibylle shared good news on the approved funding from the Australian Ministry of Defence for the project proposal submitted by Lucie to work on the Indo-Pacific defence industry.

- Sibylle attended an event on women in thinktanks on April 25.
 - Dan reported back on the progress on both the EoP 2022 project and on the preparations for the Food Security Summit.
 - The SMT briefly discussed, and will keep monitoring, the situation around Chinese sanctions against European researchers.
4. Reserves policy
- In response to the Board's request, Dan and Maria prepared a draft SIPRI policy on the reserves for SMT to consider. SMT endorsed the draft, which will be presented to the Board at its next meeting on May 24-25.
5. &frankly: reflections from cluster/team discussions, and way forward
- The SMT members shared take-aways from group discussions on the basis of survey results and agreed to continue discussion on the way forward at the next SMT meeting. To note that not all groups had time to discuss the way forward; this is because the initial focus was on presenting the results of the survey as such.
 - The SMT discussion so far is focussing on the issues of stress levels, discrimination and SIPRI culture.
 - The SMT agreed on the need to conduct the next survey in a few months' time.
6. KPIs: updates on the basis of 2020 results
- Maria reminded the SMT about the need to report back on the KPIs set the previous year. The deadline for submitting SMT members' first feedback to Maria is April 16.
7. Input to May Governing Board meeting agenda
- Joakim shared with the SMT the tentative agenda of the May GB meeting and invited the SMT to comment. SMT agreed on a provisional agenda including EP2022, Sahel and West Africa program and its issues, Battlefields of the Future as a concept for both the SSC and a future research programme, arms control, together with an update on SIPRI strategy and the reserves policy.
8. MTRs 2021
- The SMT agreed that Dan will formally launch the MTR process later that day.
 - The deadline for the MTRs this year has been set to May 14.
9. Staffing & project issues, including stock-taking of forthcoming recruitment
- The SMT did an overview of forthcoming recruitment needs and plans at its strategic Away Day discussion held the previous week.
 - The SMT endorsed recruitment of two positions in the peace operations team – a Senior Researcher on gender issues and a Researcher.
 - The SMT formally authorised those members of the Forum and Outreach teams who wish to do so, to partially work from the office to facilitate preparation of the Forum. They are reminded to maintain social distance, avoid peak hour travel on public transport and ideally avoid public transport altogether.
 - Dan informed the SMT that SIPRI has joined the Seoul Peace Initiative Consortium and will participate in the Seoul Peace Forum in October.
 - The SMT endorsed the application for a four year project on community resilience entitled "Strengthening social capital in conflict areas by improving mental health - evaluating the effects of a randomized controlled trial in north-eastern Nigeria". The application will be submitted to Wallenberg foundation.

10. Post-pandemic return to the office.

- Following the discussion at the SMT Away Day, Dan will send out an invitation to all staff asking for volunteers to join an internal group to discuss how our office life should be organised in the post-pandemic future.
- The SMT agreed that Joakim will be part of the group.

11. AOB

- NTR.

Action points

- Report on the KPIs – SMT to Maria by April 16
- Input/comments on the GB meeting agenda – SMT to Joakim
- Launch the MTR 2021 process – Dan
- Invite volunteers to form a “post-pandemic return to the office” wg - Dan

Items carried forward:

- **&frankly: way forward**
- **Vacation Policy**