



SENIOR MANAGEMENT TEAM MEETING

10 November 2022

MINUTES

Participants

Sibylle Bauer, Stephanie Blenckner, Jannie Lilja, Kristina Sandberg, Dan Smith, Luc van de Goor, Joakim Vaverka

Helena Berger and Hedvig Brage (for item 3-5)

Note-taker

Sepideh Soltaninia

Format

Hybrid meeting

1. Minutes

- SMT approved the minutes of the 26 October meeting. No meeting was held on 2 November.

2. Report back

a. Sweden

- In the government budget presented on 8 November, SIPRI's core grant will remain the same next year as this; the current intention is to keep the same level for the next 3-4 years.
- The Emerging Technologies team hosted an in-person workshop on "compliance with international humanitarian law in the development and use of autonomous weapon systems" on 10 and 11 November. The workshop included legal experts from governments, ICRC and academia and was very well received.

b. International

- The launch of the new SIPRI report on Civilian Common Security and Defence Policy will take place in Brussels on 16 November, hosted by the Slovenian Embassy.
- Lora and Fei organized a very successful event last week in Washington, DC, on Chinese, Russian, US, and European Union cyber postures.
- Luc and Jiayi met with a delegation from the Development Strategy Center of the Government of Uzbekistan on 2 November.

c. Relations with other organizations

- SIPRI's Global Memorandum of Understanding with WFP is expiring at the end of the year. The renewal process is underway.
- Sibylle will be in Brussels next week for the annual EU Non-Proliferation and Disarmament conference. This year's conference will include many 'next gen' participants.
- Caroline and Simone are at the Paris Peace Forum. Together with GIZ, Caroline co-organized and will speak on a panel on "Food Security for Peace: how can integrated approach to the global food crisis contribute to peacebuilding?"
- Dan attended the UN Climate Change Conference (COP27) in Sharm el-Sheikh earlier this week. Claire will attend later this week. Environment of Peace will host two in-person events and one virtual at the conference.

d. Stockholm Security Conference (SSC)

- The SSC started this week and is going well. 1100 participants have registered thus far, already exceeding last year's figures.

e. Operations

- SMT discussed the budget and forecast for next year, which were finalized and shared ahead of the Governing Board meeting next week.
- Kristina will share an update with SMT on the remaining 2020-2022 Strategic Grant funds.

3. SIPRI Code of Conduct

- SMT discussed the draft SIPRI Code of Conduct. HR will revise the document based on SMT's feedback and reshare it with SMT.

4. Terms of Reference for the Informal Working Group on the Diversity, Equity and Inclusion

- SMT discussed the composition and timeline of the group. The ToRs will be shared with staff to elicit volunteers for the group. SMT agreed that, once it has seen who has volunteered, it will work out how to ensure the group is broadly representative of the institute.

5. Changes to the Swedish Employment Protection Act

- SMT discussed recent changes to the Employment Protection Act resulting from an EU directive to make working conditions more predictable and clearer.
- In accordance with these changes, HR has created an updated contract template, which is now being used for all new contracts and contract renewals.
- The changes have also been presented to the Cooperation Group.

6. Staffing & project issues

- SIPRI is working with a recruitment consultant to find a new Human Resources Director.
- Recruitment processes for the Project Manager, Communications Officer, Programme Director for the Arms Transfers Programme, (Senior) Researcher in Peacebuilding and Research Assistant for the A&D Cluster positions are continuing.

Action items:

- Kristina to share an update with SMT on the remaining 2020-2022 Strategic Grant funds.
- HR to incorporate SMT's comments on the Code of Conduct and reshare the document with SMT.
- Joakim to share the Terms of Reference for Informal Working Group on the Diversity, Equity and Inclusion with staff.

Items carried forward:

- Use of approval functions in Maconomy and/or Microsoft Teams.
- Further discussion of modifications to the career ladder at SIPRI
- Discussion of the SIPRI Internship Policy (for 16 November meeting).
- Discussion of possible speakers for the 2023 SIPRI Lecture.