



Minutes from the Cooperation group – Thursday, 21 April 2022 at 9.00-10.00 on Zoom.

Participants: Joakim, Helena, Hedvig, Maria, Ulla (SO), Shannen (ST), Farah (RSC), Kheira (RSC)

Excuses: Pieter (ST), Annelies (ST), Frederic (SACO)

- **Choice of checker of meeting notes** – Shannen
- **Follow up from last meeting**
The &frankly action plan – will be brought up-to-date. Work on the decided actions will continue. Preparations for a new &frankly survey, which will be launched in fall will be started in parallel.
- **Management**
A draft policy on sexual exploitation and abuse has been developed by a working group across SIPRI. A draft is at this moment with SMT for discussion before finalization. The policy will be shared with coop group before next meeting, at which it will be discussed.
- **Personnel**
Promotions
Virginie Baudais is promoted to PD for Sahel and West Africa.

Ongoing recruitments
 - PD to MENA team
 - Grants coordinator – review of applications started
 - Mgmt. Assistant – about to be finalized
 - Office Assistant – will be readvertised
Arrivals
 - Justine Gadon, RA in ATP
 - Gretchen Baldwin as consultant researcher in POCM, will be on payroll from February 2023
Departures
 - David Michel is leaving 17 May
 - Karolina Eklöw is leaving 25 May
 - Maria Kaemmerle is leaving per 31 August and a replacement is recruited, Kristina Sandberg who will start on 8 August.
Engagement training – planned for end of April.



- **Safety issues**

Nothing specific from SO.

The group shared reflections on the return to the office. Experiences and ideas for improvements regarding office logistics were discussed including the shared or defined responsibility of certain tasks and equipment.

Now that we are sharing a room with others, it is important to agree on how we can be considerate when it comes to talking on the phone, receiving visitors, etc.

When temporarily borrowing an office for a digital meeting, it is important to remember to be considerate and not to leave litter, crumbs or anything else behind when leaving the place.

- **Union issues**

ST raised the issue of the current rate of inflation, which was 6.1% in March, and its impact on salaries and the Institute as a whole. In response, it was noted that inflation impacts the economy and SIPRI would be affected like everybody else. No particular action was envisaged at this point.

- **RSC issues**

RSC raised whether SIPRI will continue to offer virtual internship after the pandemic. In response, it was noted that the experience of virtual interns had been positive overall and that the assumption was that this practice was expected to continue in the appropriate form, subject to a decision by the SMT. The current internship policy would be revised to match the purpose and setup of interns.

RSC also raised the question if SIPRI's core grant was affected by the Spring budget presented in the Parliament. The response was no, as the SIPRI-relevant budget line was not included in the Spring budget, but in the budget set annually.

- **Other issues**

No other issues.

- **Next meeting**

Thursday 12 May 15:00 – 16:00 in the office

Note taker:

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Hedvig Brage

Note checker:

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Shannen Young