



## Minutes from the Cooperation group – Friday, 13 May 2022 at 9.00- 10.00 in Yearbook room.

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

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

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- **Choice of checker of meeting notes – Farah**

- **Follow up from last meeting**

The SMT draft version of the SIPRI Sexual Harassment Policy was shared with the cooperation group before the meeting. During the meeting, ST, RSC and the Safety officer offered their suggestions and a discussion was held. Comments and proposals for clarifications from the group's discussion will be reflected in a revised version to be put to the SMT for final approval.

- **Management**

The updated & frankly action plan will be followed up in next cooperation group meeting. For the next survey, expected to take place during the fall, the line managers will be involved to provide input on focus areas and questions.

- **Personnel**

*Ongoing recruitments*

- PD to MENA team – readvertised
- Grants coordinator – interviews ongoing
- Office coordinator – interviews ongoing

*Arrivals*

- Priscilla Frimpong Boateng joined 2 May as Management Assistant, Director's office
- Hyunji Kim joined 2 May as virtual intern
- Luisa Kern is joining 16 May as virtual intern

*Feedback on engagement training*

Mainly positive feedback was shared and several teams across SIPRI mentioned that they will continue working with what they learned from the workshops. HR will summarize the outcomes as well as follow up with line managers.

- **Safety issues**

SIPRI needs to have another safety officer in addition to Ulla. It would preferably be someone from SACO. When another SO is appointed, one of them will be Chief safety officer who should coordinate the activities and represent the safety representatives externally.

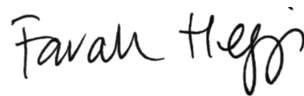
- **Union issues**  
ST requests a clarification on whether of ongoing and coming recruitments are new positions, replacement hires, or substitute hires. HR will continuously share such information, and a sheet showing status of recruitments from January 2022 and onwards, will be shared with ST and Saco.
- **RSC issues**  
RSC representatives tabled discussion points to the next meeting due to time constraints.
- **Other issues**  
No other issues.
- **Next meeting**  
Thursday 2 June 09:00 -10:00 in the office

Note taker:



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Hedvig Brage

Note checker:



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Farah Hegazi