



Minutes from the Cooperation group – Thursday, 16 February 2023 at 11.00-12.00 in Board Room and Zoom.

Participants: Joakim, Kristina, Hedvig, Noah (ST), Frederic (SACO), Kheira (RSC)

Excuses: Ulla (SO), Farah (RSC)

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

- **Management**

The Code of Conduct has been finalized and will be rolled out shortly. It will be presented during the next RSC and be followed by workshops in smaller groups.

- **Agenda items for 2023**

As this was the first meeting of the year, the meeting was spent planning for 2023. A discussion was held about what issues and focus areas will be covered during the year.

It was agreed that the Cooperation group would work on the following issues:

- **Gender Salary mapping:** a gender salary mapping has not been conducted in the last three years and will be prioritised when the new HR Manager starts on 1 March.
- **SIPRI budget and funding:** the Cooperation Group discussed SIPRI funding, including SMT plans to enhance funding and diversity of funders; SIPRI use of funds and return of funds to donors. The Cooperation Group discussed whether the SIPRI budget should be presented at the Cooperation Group or to all staff in another venue. SIPRI finance team is working with an external consultant on budget efficiency and processes.
- **&frankly:** &frankly follow-up will focus especially on draining conflicts, recognition, discrimination and building diversity as the main issues identified in the 2022 survey. Staff representatives requested more detailed stress mapping at SIPRI. Staff representatives also requested that the Diversity, Equality and Inclusion working group present its report to the Cooperation Group.
- **Policies:** policies will be reviewed on a regular basis. the internship policy will be finalized shortly. A Whistleblower policy will be developed and Kristina will present a draft shortly.

The Cooperation group discussed setting regular meetings, faster processes for approving minutes and reporting on meetings to the MMMs.

- **Personnel**

Ongoing recruitments

Research Assistant to Sahel-West Africa, closes 3 March.

Arrivals

Lisa Wiklund, HR Manager, joins 1 March.

Vladislav Chernavskikh, Research Assistant WMD, joins mid-March.

Mathew George, PD Arms Transfers, joins 24 April.

- **Safety issues**

No issues.

- **Union Issues**

No issues.

- **RSC Issues**

No issues.


- **Other issues**

No issues.

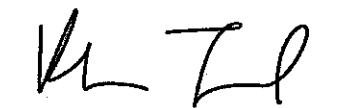
- **Next meeting**

16 March 11:00 in Seminar Room.

Note taker:


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Hedvig Brage

Note checker:


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Kheira Tarif