



Minutes from the Cooperation group – Thursday, 6 April 2023 at 11.00-12.00 on Zoom.

Participants: Joakim, Kristina, Hedvig, Lisa, Noah (ST), Frederic (SACO), Farah, (RSC).
Kheira (RSC)
Excuses: Ulla (SO)

- **Choice of checker of meeting notes** – Farah
- **Management**
The Mid term Reviews will take place in May. Lisa will send information to line managers during week 15.
- **&frankly action plan update**
Lisa did a presentation about the &frankly action plan on SIPRI level. The prioritized areas are stress, team spirit, diversity and inclusion. Conflicts will be handled on a local (team) level.

Stress: HR will help to facilitate workshops together with line managers to discuss stress factors. Management seminars will also take place to make sure managers are equipped with tools on how to act on stress within their teams. Stress will also be incorporated in the &frankly survey and as an yearly activity in the work environment work.

Team spirit: address the overall team spirit of the institute by more having cross functional meetings, similar to the Code of Conduct workshops. The Work from home guidelines and hybrid working will also be evaluated to measure its impact on team spirit.

DEI: continues work on the recommendations from the DEI group, active measures according to legislation, such as gender salary mapping. The victimization policy will be re-rolled out in staff meetings.

A process for team dialogues was presented. The dialogue format has the purpose to help facilitate discussions about &frankly results, measures to be taken and how to create an action plan locally in teams for the identified areas mentioned above.

The presentation was followed by a discussion. It was suggested by the unions to have a plan of how to prevent conflicts on team levels. The plan could be based on the team level discussions and function as 'best practices' of conflict prevention.

- **Personnel**

Ongoing recruitments

- Research Assistant to Sahel-West Africa programme
- Financial Officer
- Researcher to Arms Transfers programme
- Researcher to Governance of Artificial intelligence programme
- Research Assistant to Governance of Artificial intelligence programme

Arrivals

- Mathew George, PD Arms Transfers, joins 24 April.

- **Safety issues**

No issues.

- **Union Issues**

SACO requested that the Travel policy should be updated, in more specific the travel safety as many staff members travels to high risk countries.

- **RSC Issues**

No issues.

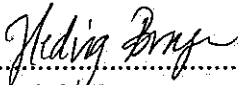
- **Other issues**

No issues.

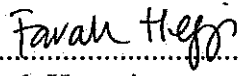
- **Next meeting**

27 April at 11:00 in Seminar Room.

Note taker:


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Hedvig Brage

Note checker:


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Farah Hegazi