



Minutes from the Cooperation group – Thursday, 25 May 2023 at 11.00-12.00 in Board Room and Zoom.

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

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

- **Result Q1 and prognosis**

Kristina gave a presentation on SIPRI's results based on figures from Q1. The forecast is overall in line with the budget.

- There is a need to fundraise 29M SEK (even with a secured strategic grant)
- Ulla and Kristina are working on contingency planning incase this money is not secured.
- There are some concerns about the institute's cashflow.
- Kheira asked that the SMT's fundraising strategy be shared with all staff.

- **Work environment**

Hedvig presented a summary of the safety round. The most urgent risks in the physical working environment are taken care of, but an action list with issues around emergency situations and fire safety is created and all items are planned to be sorted in the close future.

In addition to the physical work environment, next step will be to conduct a digital safety round. It is also planned to follow up on the working from home arrangements.

Key action items: training for fire marshals, fire drill, emergency first aid training, develop an emergency plan, communicate safety routines to all staff.

- **Strategy process**

Joakim gave an update on the strategy plan for the institute. Earlier in spring Dan discussed the plan with all clusters and departments and followed by those discussions, a preliminary plan was shared with the board during the board meeting in May. SMT will discuss the plan further. The goal is to bring concrete ideas of a five-year strategy plan to the board meeting in November.

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- **Personnel**

*Ongoing recruitments*

- Research Assistant to Sahel-West Africa
  - Researcher to Arms Transfers
  - Researcher to Governance of Artificial intelligence
  - Research Assistant to Governance of Artificial intelligence
  - Researcher to Food, Peace and Security
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- Senior Researcher/Programme Director to European Security
- Senior Researcher/Programme Director to China-Asia security

#### *Departures*

- Ian Anthony, 27 May.

- **Safety issues**

No issues.

- **Union Issues**

ST raised an issue about work and residency permits. It was a discussion about who's responsibility it is to make sure that visas are valid.

ST and Kheira argued that SIPRI should play a more active role in ensuring that internationally recruited staff are equipped with the correct work visa for their employment contract, especially if their role/title changes and could affect their permit.

Management concluded that it is the individual's responsibility to make sure that one's permits are in place and when to be renewed. HR assists with the requirements from the employer in the applications procedures.

Noah was reelected as representative for ST.

SACO asked for the possibility to take time off work to do union work. Union representatives has the right to be off work with pay to take part in union work.

- **RSC Issues**

Farah announced that she will step down from her role as RSC representative. Her last cooperation meeting will be next time. RSC will assign a new representative and announce it shortly.

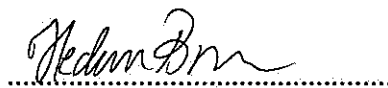
- **Other issues**

The local agreement on Cooperation at SIPRI will be looked into.

- **Next meeting**

20 June 11:00 in Seminar Room and Zoom.

Note taker:



Hedvig Brage

Note checker:



Noah Bell

26/06/2023