

Monday morning meeting

1 September 2025

Notes

New colleagues:

ATP: Funded by Stiftung Mercator, we have **Akram Ali** joining us for a week from today (September 1). He is here as part of the Mercator's Meet! Fellowship. He can explain a bit about the programme and what he will do here.

China and Asia: **Major Lung-Jin (Dale) Lin**, new guest researcher from Taiwan, will be joining for the meeting and will introduce himself to colleagues.

Operations

HR:

Employee Survey & Work Environment Training

- This year, we will not conduct a new employee survey with Zondera. Instead, we will continue to work with the results from the last survey and give our new Director the chance to familiarize himself with the organization.

One important issue raised in the survey was harassment. We want to stress that if you experience or witness harassment, please report it to your line manager, HR, or another manager. Support will be provided – but if incidents are not reported, we cannot take action.

- All managers will also participate in a two-day training on work environment on 14 and 21 October. The training will cover legal requirements and provide space for discussion and questions. We are currently working with the external provider to finalize the programme.

GAD:

- Congratulations to Giovanna and team for securing funding from the Australian Department of Defence in the amount of \$396,270 AUD for the project titled "China's export controls and implications for Australia's defence strategy".
- To help manage expectations, the GAD team would like to inform you that it is currently operating at a reduced capacity. As a result, we may need to rely more heavily on researchers to take on certain responsibilities that GAD might typically support. Thank you in advance for your understanding.

Director's Office

- A gentle reminder to please register your participation for the staff home day taking place on Thursday 11 September.
- As you all know Karim will formally take up his post next week, but will already start working this week. On Tuesday he and Charlotta will visit the MFA for a courtesy visit to Johannes Oljelund, new Director for UD-NIS. On Wednesday Karim will be in the office and on Thursday and Friday the SMT have their planning retreat.
- One of the agenda points for the retreat is for the SMT to develop – with guidance from Jair – a "**Scenario-building for the future of SIPRI**". During the Home Day on September 11th we will then all engage in a scenario exercise on how to best prepare for SIPRI's journey in the coming 5 years. The idea is to have an engaging exercise with everyone, to try to foresee and prepare, to increase organizational flexibility and stimulate dialogue. To validate and to get some "inside-outside" perspectives, this exercise will then be followed by a workshop with the Governing Board in the morning of October 8th

- Invitations have been sent out to **two RSC meetings** (18 and 25 September) – the plan for the first of these meetings is to discuss the agenda for the Governing Board, give a financial update and for the RSC working group to present the outcome of their work. The second meeting is planned to be held in a workshop format to discuss the ideas on how to activate RSC. We are still looking for volunteers to take the minutes. Please let Priscila know if you would like to be the minute-taker.
- We realize that you are all very busy and that it might be challenging to engage in all these events – the home day, RSCx2, and workshop with the Board – but we hope that as many as possible can take part in all or most of these activities, as they are a good chance for us all to collectively engage as we enter a next phase for SIPRI, under its new Director.

Outreach

- Congratulations to the success of the summer school! And all thanks to Nan, Vlad and the Weapons of Mass Destruction team as well as our Outreach colleagues Marti, Lucas and Annika
- And just a reminder – as Joey tends to say – Christmas is around the corner – and publications and events which are not in our calendar do not exist yet.

Cross Cluster

- **AT, WMD, China-Asia programme:** Several staff from across the institute (AT, WMD, China-Asia programme) met with a delegation from MUST on Thursday (28th Aug) to elaborate on SIPRI's work, coverage and functioning. It was a productive meeting with interest shared on potential further in-depth interactions.
- **ATP, DUAT, China:** Jingdong, Mark and Siemon will give a briefing at the Australian Embassy on Tuesday (2nd) on various topics.
- **Peace Ops, CCR:** Katongo Jair & Gretchen are in Addis for a SIPRI-FES workshop on the future of conflict management and peace operations in Africa.

Armament and Disarmament

GovAI

- Last week: Laura Bruun and Marta Bo presented their latest report on [Bias in Military AI and IHL](#) in a webinar. The webinar has +280 registered participants. They also published a oped with the ICRC Humanitarian Law and Policy Blog titled '[Constant care' must be taken to address bias in military AI](#)
- This week: Laura, Alex and Netta will be in Geneva for the Meeting of the Group of Governmental Experts on Autonomous Weapon Systems

Peace and Development

- Florian is in Bled, Slovenia Monday to Wednesday to speak at the Bled Strategic Forum.