

## **Monday morning meeting**

8 September 2025

### **Notes**

#### **New colleague(s):**

- Karim Haggag, Director
- Matilda Henriksson, Management Assistant, a.i., Director's Office
- Karen Hagen, Intern, Director's Office.

#### **Operations**

##### **Human Resources (HR):**

###### **Upcoming arrivals:**

- Emma Neunsinger, Intern, Outreach. Emma will be joining on Monday 15 September 2025

###### **Departures:**

- Raphaël Sahraoui, Intern, Military expenditure and arms production. Raphaël's last day is 30 September 2025.
- Netta Goussac, Senior Researcher, Governance of AI. Netta's last day is 30 September 2025.
- Minkyong Kim, Intern China and Asia Security. Minkyong's last day is 24 September 2025.

##### **Project Management Office (PMO):**

- Project Managers (PMs) please to take time for a thorough estimation of the forecasted remaining direct costs on projects until December. PMO will send a list of the 2025 budgeted direct costs vrs actual until August 2025.
- In the monthly meetings with the Program Directors the already secured 2026 external income will be discussed as part of the 2026 budget. Project Managers please collaborate with the Program Directors before the meetings so that we have as accurate figures as possible including the narrative plan (as financial follows this) for outreach staff in their projects. Project Managers are welcome to attend the meetings of Program Directors with PMO.
- Please try to inform your PDs about your planned absences until December 2025. That can make a big difference for the planning.

##### **Director's Office**

- Thank all colleagues for their contributions to the "What's cooking document". The paper will be shared to inform the whole institute on what is being done throughout the house.

##### **Grants and Acquisition Team (GAD)**

As many of you know Fred left SIPRI in late august, and there has since then been an urgent need to strengthen the capacity of the current GAD team on both short term and long term. SMT has discussed a short-term solution and given the immediate needs, we have agreed to temporarily strengthen the team by moving one internal staff member to the GAD team. This will happen already this week, and we will get back to you all with more details as soon as we have been able to talk to all directly affected by this move. In parallel we will also discuss a longer-term solution, and we will get back on that as well as soon as we can.

### **Senior Management Team (SMT)**

- Last week's meeting focused on update on the:
  - Financial situation
  - HR – PAD and Salary review processes
  - Deep dives on research, finances, fundraising, HR, communications.
  - Exercises for home day.

### **Home Day**

We have received a question from the union representatives about where staff should record their time in Maconomy for the Home Day.

Since the Home Day is a SIPRI initiative, it is of course fine to record this time under SIPRI Core. At the same time, we would like to kindly encourage colleagues who have project time available, and who feel it would be suitable, to record their time under projects instead.

This would be greatly appreciated, as Core funding is limited and needed for many activities throughout the year. Whenever possible, allocating Home Day time to projects helps SIPRI make the best use of its resources while remaining fully justifiable.

### **Armament and Disarmament**

#### **Weapons of Mass Destruction (WMD) Programme**

- WMD hosting a virtual roundtable on Tuesday morning (9 September) on the topic of 'risk reduction in Northern Europe' as part of its work with Swedish MFA.

#### **Dual-use and arms trade control (DUAT) Programme**

- Kolja and Lauriane are both attending the 2025 Science Peace and Security conference in Jülich, Germany. <https://sps.peasec.de/sps25/> Kolja will be making a presentation about export controls and quantum technologies. Lauriane will be making a presentation about research security and export controls.

#### **Military Expenditure and Arms Production Programme (MILAP):**

- Lorenzo is in Korea to take part in the Seoul Security Dialogue (9<sup>th</sup> Sept) organised by SK MoD. He is part of a panel to discuss the arms industry supply chain. He will also take part in the World Security Conference (12<sup>th</sup> Sept) in Daejeon to present on the European industry since the war in Ukraine.

### **Conflict, Peace and Security Cluster**

#### **Sahel West Africa Programme (SWAP):**

- As part of the Research and Action for Peace Network (RECAP), SIPRI will hold an online meet-up on the use of AI in West Africa and in the context of humanitarian and development programs on the 11 of September at 12. Guest speakers will include Philip S.Odonkor from West Africa Network for Peacebuilding (WANEP), Pathé Dieye from DRC and Kyungmee Kim, associate researcher at SIPRI.

#### **China and Asia Security Programme:**

- Fei will be in Seoul attending the World Emerging Security Forum, sponsored by the Korean Ministry of Foreign Affairs this week. Sibylle and Fei will have a briefing with Neutral Nations Supervisory Commission at the Demilitarized Zone.
- On 12 September, Jingdong will attend the Institute for Security and Development Policy (ISDP) roundtable on Prospects and Challenges of Sino-Nordic/European Relations in Changing Global Orders: A Dialogue between Chinese and Swedish Experts.

**European Security Programme:**

- Aino and Barbara K. will be in Moldova Monday through Thursday, conducting research interviews for a project on the EU's Civilian CSDP (Common Security and Defence Policy).

**Peace and Development Cluster**

**Climate Change and Risk (CCR) Programme:**

- Katongo is in Addis Ababa (still) attending the Africa climate summit. The summit brings together Heads of State, policymakers, climate experts, partners and youth to shape a unified African stance on the global climate agenda.
- On Saturday, 6 September, Katongo will speak at a high-level pre-forum event on Africa's Climate Change, Peace, and Security Agenda, organized by the African Union's Department of Political Affairs, Peace and Security (PAPS). He will also attend a high-level side event on Climate, Peace, and Security on 9 September, hosted by CSM, UNOAU, and other partners. Speaking at a side event on "Locally-Led Adaptation & Peacebuilding: Youth Driving Climate-Conflict Solutions in Africa."
- 10-11 September Florian will be in Prague speaking at the OSCE Environmental and Economic Security Forum about SIPRI/FIIA study on Strengthening the OSCE's Climate Security Agenda.