

Monday morning meeting

25 August 2025

Notes

Director's Office

- Charlotta is at a conference today arranged by Sida on Sweden's global development cooperation strategy for activities in the areas of human rights and freedoms, democracy and the rule of law. She will also attend the first day of the annual meeting of Swedish Ambassadors on Tuesday.
- The SMT meetings will resume this Wednesday at 13:00
- The Cooperation Group meetings will also resume this Thursday
- On Thursday, the Executive Director of the Comprehensive Nuclear-Test-Ban Treaty Organization (CTBTO) will be at SIPRI to meet with some colleagues from the AD cluster.
- You are all invited to fika with Karim on his official first day, 8 September following the Monday morning staff meeting.

Operations

HR:

Upcoming arrivals:

- Karim Haggag, Director starting on 8 September 2025
- Gung-Jin Lin, Guest Researcher, China and Asia Programme starting on 30 August 2025

Departures:

- Dan Smith, Director. His last day is 31 August 2025.
- Joshua Wilks, Research Editor. His last day is 31 August 2025
- Jia-yin (Charlie) Chen, Guest Researcher, China and Asia Programme. His last day is 1 September 2025.

Gender Salary Mapping 2025

In July we completed this year's gender salary mapping.

Participants:

- SACO-S: Noel Kelly
- ST: Emma Zetterström
- Kristina Sandberg, Head of Operations
- Clarisa Fuentes, HR Manager

Gender Salary Mapping Summary

Last year's gender salary mapping identified some discrepancies, which have now been addressed. This year's results confirm that these issues have been resolved. Salary adjustments were made in relevant staff groups to ensure gender pay equity. This shows that structured and consistent efforts can lead to real change.

Actions to review in salary revision 2025

- *Revisit identified unexplained gender salary gaps*
→ Continue to examine cases where salary differences between employees of different genders in similar roles, with comparable responsibilities and experience, cannot currently be justified.
- *Monitor structural patterns and recruitment-related salary effects in senior roles*
→ Recognise that salaries in senior positions are often influenced by the market but ensure that recruitment and pay decisions do not create unjustified gender imbalances over time.

- *Improve documentation of salary decisions to ensure transparency*
→ Ensure that rationales for starting salaries, deviations from pay ranges, and adjustments are clearly recorded and accessible for future gender salary mappings and internal reviews.

Outreach

- This week, SIPRI will host the Alva Myrdal summer school, they will be in the building on Monday, Wednesday and Friday!
- Tell us what you are up to and where you are speaking, we will be pleased to feature you on our social media channels.

Armament and Disarmament

ATP:

- Pieter and Zain have been responding to and been quoted in various media. These include interviews for the AP, Dutch prime time TV, NOS (Dutch SVT), and radio, NPO Radio 1, Euractiv, Al-Arabi, the New Arab and Al-Monitor on recent activity around arms exports to Israel.

DUAT:

- Giovanna will be in Geneva Monday to Wednesday to attend the Arms Trade Treaty (ATT) Conference of States Parties. She will present findings from a chapter on export controls and parts and components that Giovanna and Mark wrote for the 2025 ATT monitor at side events organised by Control Arms and Conflict Armaments Research.
- Very late to mention this but we wanted to flag that on 17 July Kolja briefed the annual plenary meeting of the Australia Group on the findings from his EUNDPC paper on the future of the Australia Group. The report and the briefing were very well received!

WMD:

- On Tuesday, Vlad is taking part in an online dialogue on Iran as part of a series organized by the Center for Energy and Security Studies
- On Wednesday, Wilfred leaves for Japan to take part in the Hiroshima Roundtable.

Conflict, Peace and Security

European Security:

- Monday-Wednesday, Barbara K. will be attending a workshop on Nordic Security, organized by the Konrad Adenauer Foundation.
- Friday until Sunday, Aino will be in the Netherlands to attend the Den Helder Forum on European Security, also organized by the Konrad Adenauer Foundation.

Peace and Development

CCR:

- Monday and Tuesday, Florian, Nadine and Martina are in Helsinki hosting a workshop funded by the Nordic Council of Ministers on Environmental Security and Cooperation co-hosted with the Finnish Institute of International Affairs.
- On Thursday Florian will speak at the World Water Week Session on “Societal Conflict Resilience: When the Past is Not the Future”.
- On Friday, 29 August, Barbara MT will join a lunch at the British Residence to discuss Swedish perspectives on climate policy and action ahead of COP30.