AI and Democracy: What We Must Do

Challenges and Options for Action in the Digital Age

Paul Nemitz, Visiting Professor, College of Europe

Vienna, 18 March 2026

The Threat: Autocrats in Alliance with Tech Oligarchs

- Trump, Putin, Xi and European right-wing extremists (Orban, Le Pen, Meloni, AfD) are undermining the democratic West
- Goal: Replace democracy with authoritarian, intolerant rule
- Tech oligarchs support this development for mutual benefit
- Trump prohibits US states from regulating AI and attacks European regulation

→ *"In some minds, submission and censorship have already taken place."*

Resistance is Forming

- Counter-movements in the USA and Europe
- Civil society coming together to develop counter-power
- Goal: Democratic sovereignty instead of domination by money, technology, and weapons
- Law as a mutually agreed-upon foundation

EuroStack: Europe's Digital Infrastructure

Industrial policy options for European digital sovereignty:

- Independent payment systems (India, Brazil as models for digital Euro)
- European computing centers and AI Factories for science and SMEs
- Reduction of dependencies: Chip act, European preference in Government Procurement

Example: See.EU

- Television platform which makes visible all TV News and Political Documentaries from all EU Member States in all EU Languages
- Should be funded from the EU budget
- Commission support mentioned in both the “Adopt AI” industrial policy communication and in the Defence of Democracy Communication

European Tech Alternatives

Open-Source Alternatives to Big Tech:

Project	Type	Basis
Mastodon	Social Network	Fediverse/ActivityPub
Eurosky	Modular infrastructure	ATProto

OVERVIEW: https://european-alternatives.eu/ and https://www.goeuropean.org/

→ These alternatives need public funding and adoption by public institutions

Diversity as a Foundation for Innovation

Carl Benedikt Frey (Oxford): "How Progress Ends"

- Decentralized university landscape in Germany was basis for 19th/20th century upswing
- Thesis: We must open our societies to diversity
- Keep discourse spaces open for democracy
- Open markets through competition law and facilitated market entry

→ *"Public investment in software and hardware infrastructures is a genuinely political task of the state."*

Counter-Power Through Organization

Innovation emerges through encounter:

- Jointly implementing technical or business ideas
- Jointly advocating for democratic ideas
- Philosophically or religiously inspired projects

→ *"Because AI corporations are so powerful, they need counter-power – through organization and cooperation in society and the market."*

- Shaping AI is one of the most important political tasks of our time

Awareness of Values

AI Optimization vs. Democratic Principles:

AI Logic	Democratic Logic
Optimization according to quantitative measures	Constant process of deliberation
Deterministic and centralistic	Participatory and decentral
“Flexibility” and efficiency	Fundamental rights: freedom, equality, justice, human dignity

→ *"The normative power of AI – the 'rule of tech' – must be subjected to the 'rule of law."*

- Demand: Lawfulness by Design, not "Move fast and break things"

Avoiding Concentration of Power "By Design"

Historical parallel: IBM mainframes in the 1980s – today AI, cloud, AI chips

Task of democratic technology policy:

- Design technology so that centralization is impossible
- Make decentralization mandatory
- SME society as a guiding principle

→ *"We should respect a startup that makes a few million in revenue, not just look up to unicorns."*

Interoperability is key

Example NVIDIA:

- Dominant in AI chips
- Proprietary NVIDIA CUDA software leads to lock-in effects
- CUDA Software works perfectly only on NVIDIA chips

Demand:

- Interoperability obligations in core structures of the digital economy
- Unbundling of hardware and software (as once with Microsoft)

→ Competition authorities must act before companies become too powerful.

Decentralization as a European Model

AI enables new flexibility and decentralization:

- Decentralized data processing can be more efficient
- Combined with decentralized energy production
- More sustainable than new nuclear power plants (favored by US corporations)

→ *"Gigantism, driven by the greed of capitalism, has never produced sustainable concepts."*

Europe's advantages:

- Decentralized energy supply
- Decentralized data processing
- Decentralized AI development
- Decentralized economic activities
- Distributed growth and wealth

Democratic Control and the Public Good

Challenges:

- Polarization
- Disinformation
- Declining trust in institutions

Approaches:

- AI for the common good ("AI for good")
- Organized counter-power
- Alliances of diverse actors

Innovation Needs Law

The "over-regulation" thesis is ideological:

- Regulation is often fought to prevent innovation

Example automotive industry: wants to stick with old technology

- EU AI Act requires innovation
- Without regulation: innovators are not rewarded

→ *"Socially desirable innovation fails to materialize if companies are not placed on a socially acceptable innovation path through binding legislation."*

Precautionary Principle vs. "End of Innovation"

Peter Thiel's "End of the Future" thesis is wrong:

- Precautionary principle (anchored in German Basic Law and EU law)
- Obligation to assess long-term consequences
- Keep democratic decision-making capacity open for future generations

Germany has benefited from the precautionary principle:

- Environmental legislation created markets for environmental technology
- mRNA vaccine development (BioNTech)

Anu Bradford (Columbia): *"The false alternative between Innovation and Regulation"*

We Must Act!

The challenge:

- Technical and economic reality of AI is complex
- Politicians often understand little
- "Entertainment economy" systematically dumbs down population
- Populists and Big Tech benefit from this underestimation

Solution: Develop a digital transformation narrative

- Vision: Digital transformation towards fundamental values
- Design control instruments precisely
- Ensure citizen control

Thinking AI More Politically

- For autocrats (Putin, Xi, Trump): AI = control instrument
- For democrats: AI = design task

→ *"Technology policy is sociatial design policy. It significantly determines the future of how we live together"*

Necessary:

- Broad understanding that AI in every application is deeply political
- Develop our own value-based logic
- Don't submit to the logics of Microsoft, Meta, Musk, Thiel

Three Levels of Sovereignty

Micro Level (Individual)

- Conscious software choice (Signal instead of WhatsApp, DuckDuckGo instead of Google)
- Data economy
- Critical media literacy
- Support local/European providers

Meso Level (Workplace, School, Associations)

- Influence IT decisions (Open Source, Matrix instead of Slack/MS Teams)
- Support data protection officers
- Organize information events
- Sustainable IT procurement

Macro Level: Society and State

As citizens, you help shape the framework:

- Political participation (use voting rights, work in parties)
- Support citizen initiatives and NGOs (CCC, Digitalcourage, EDRi)
- Sign petitions
- Public discourse
- Exercise rights from GDPR (information, lawsuits)

→ *"Your children's class chat doesn't have to be on WhatsApp."*

A New Narrative for the Future

The challenge:

- AI challenges the liberal order itself
- But: Earlier industrialization waves also brought social movements

Opportunity:

- Properly developed, AI can help find new solutions
- Prerequisite: Democrats set the goals

→ *"If the captain doesn't know the destination, no wind is the right one."*

Re-volution:

- Focus on the foundations of life and human development potential
- Innovation in the service of humanity
- Digital public services for democracy

→ *"Europe has the chance to become a home for the democracy of the future, rather than a digital colony."*

Core Messages

1. AI is political – Shaping AI is societal design policy
2. Organize counter-power – Only together against Big Tech and autocrats
3. Decentralization as a principle – Technology must prevent concentration of power by design
4. Enforce law – Rule of law is the decisive weapon
5. Education for critical autonomy – Media literacy and engineers for democracy
6. Act on three levels – Micro, Meso, Macro

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Thank you!

Innovation and Regulation

The Future of AI and Democracy

Paul Nemitz, Visiting Professor, College of Europe

Brussels, 17 March 2026

Innovation is More Than Technology

A great misconception of our time: Viewing innovation as purely technological

Non-technological innovations that shaped our world:

- Separation of church and state
- Democracy and equal voting rights
- Union rights and social law
- Founding of the United Nations
- International legal systems and courts
- The European Union – uniting former enemy states through law
- Fall of the Iron Curtain
- UN Sustainable Development Goals

→ *"Technology does not invent the language it needs to describe its own inventions."* – Wolfgang Frühwald, former President of the German Research Foundation

The Relationship Between Democracy and Technology

Innovation in democracy means: Constantly recalibrating the relationship between democratic action and technological development

This requires: Impact assessments on new technologies and how they relate to

- Freedom and Fundamental Rights
- Democracy
- Rule of law

→ *"Science and research have enriched politics and legislation just as they have enriched technological development, including AI."*

The heritage of the Enlightenment: Shaping society, securing peace, prosperity, social justice, and sustainability through democracy and law

The "Overregulation" Myth

- The thesis of European overregulation is ideological – not supported by evidence
- Reality: Regulation is often actively fought to prevent innovation

Current example: The automotive industry wants to keep profiting from old technology instead of fully transitioning to electric vehicles

- The EU AI Act requires innovation, in particular as regards safety and alignment of AI with public interest goals

→ *"The absence of regulation means innovation becomes harder – innovators are neither rewarded nor protected."*

Law Enables Desirable Innovation

- Ideological claim: Law blocks innovation
- Realistic view on market failures: Socially desirable innovation fails to materialize when companies aren't legally guided toward acceptable innovation paths

Examples:

- Environmental protection standards
- Data Protection and AI Law

Without law: Greed and arbitrariness of the powerful prevail

Why Law and Democracy Are Fragile

When laws are:

- Weakened by lobbying
- Left unenforced by underfunded authorities
- Not defended in courts

Result: The weak suffer – democracy dies.

→ *"The law is the noblest speech act of democracy – it must be given effect."*

Enforcement of law becomes the decisive weapon against the digital-economic complex

No Better Alternative to Democratic Rule of Law

The dangerous narrative: An AI-governed society would be better because humans and democracy have flaws.
This leads to:

- Unfreedom
- Abandonment of self-determination
- Mass automated manipulation
- A new form of inhumanity

→ *"There is no form of self-organization that guarantees self-determination, fundamental rights, and prosperity better than the democratic constitutional state."*

We must maintain the primacy of democracy and law over technology and business models

Risk Allocation and Technology-Open Norms

Those developing dangerous new technologies must bear a significant portion of the risk

- Shifting risk to society requires clear democratic majority
- Technology-open laws adapt better to rapid development
- Developers can operate within core norms while innovating

→ *"Technology-open norms are an incentive for innovation – they allow requirements to be met in different ways, including through yet-undiscovered methods."*

Future-oriented innovation requires interpretable, open legal norms

The Precautionary Principle

A fundamental principle of the EU Law

Power – whether state or private – must:

- Assess long-term consequences of new technologies
- Take responsibility for them
- Keep democratic decision-making capacity open for future generations

→ *"Economic and technological development must not restrict the freedom of future generations."*

Contrary to Peter Thiel's theses, the precautionary principle does not mean the end of innovation – it directs innovation into responsible paths and ensures long term paths of innovations by future generations.

The Precautionary Principle as Innovation Driver

Case study: European environmental legislation

- Initially criticized as innovation-inhibiting
- Actually created markets for environmental technology
- Reduced consumption of scarce resources
- Lowered long-term business costs

- Germany remains at the forefront of innovation for resource efficiency.

→ *"Hardly any country has benefited from the precautionary principle as much as Germany."*

Prof. "Anu Bradford, Columbia University, New York: “The false choice between Digital Regulation and Innovation”, 2024"

Aligning Innovation with the Common Good

Next step in legislation: Direct AI innovation toward democratically defined common good goals – not primarily toward advertising revenue for digital platforms

Innovation in the public interest requires laws that:

- Define clear expectations for technology
- Set goals for the common good

Lessons from environmental law:
→ *"Without such requirements, rivers would not be clean, cars would not be safer or more environmentally friendly, and resource consumption would not have been reduced."*

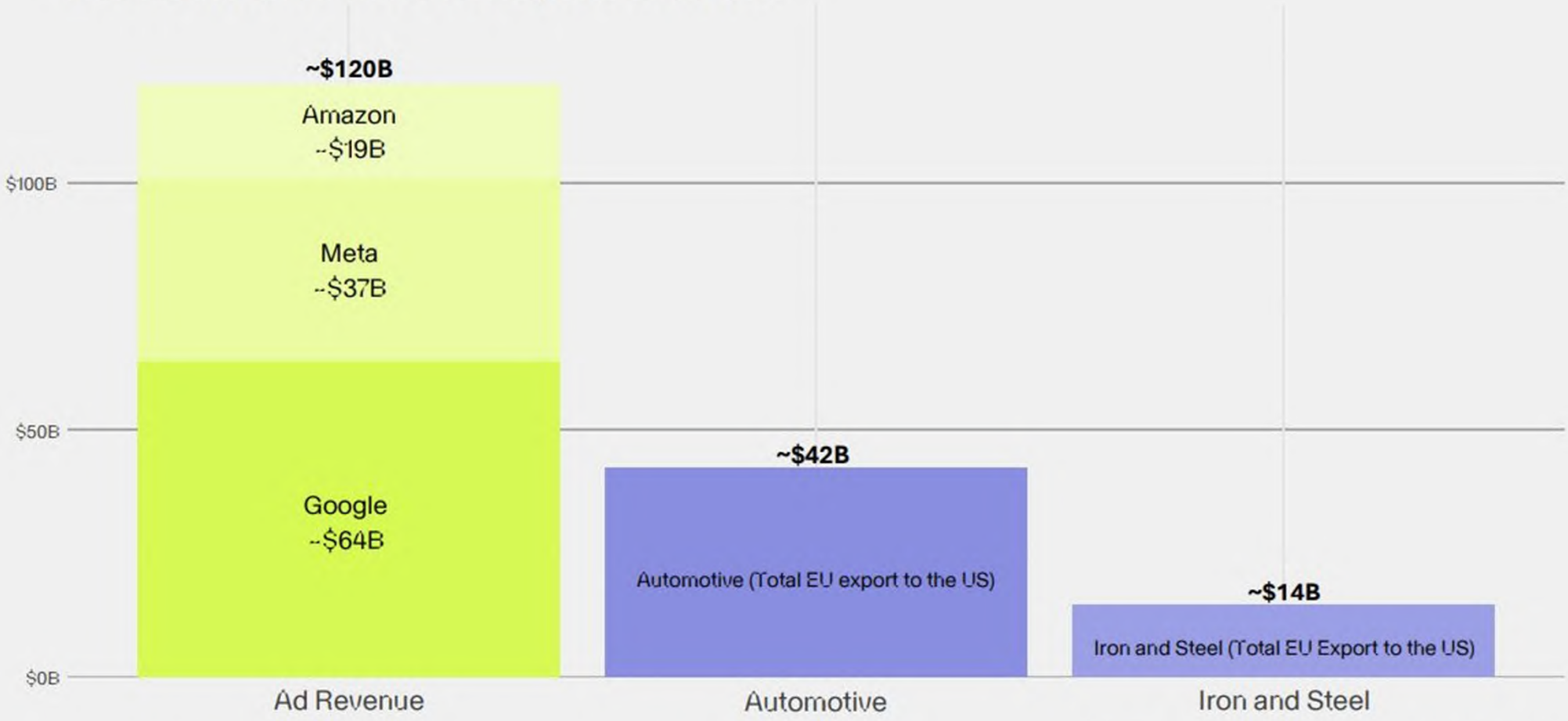
The AI Platform Economy's Democratic Damage

The problem with Big Tech AI platforms:

1. A business of Extraction:
    - Suck advertising revenues out of Europe: 120 Billion Euro / Year by Google, Meta, Amazon
    - Pay inadequate taxes
1. Innovation-hampering effect
    - Monopolized digital ad market has the effect of an unproductive tax
    - Companies waste resources on rising ad costs
    - Less investment in innovation in the privately financed media
1. AI uses IP rights protected content without compensation and steels viewers

→ *"The new digital platform and AI advertising industry promotes the decline of democracy."*

2024 Comparison: Ad Revenue of U.S. Tech Companies in Europe vs. EU Automotive and Iron & Steel Exports to the U.S.



General data derived from companies' 2024 Form 10-K reports.Regional shares are derived by applying the overall revenueshare distribution to each region.
For Meta: Europe = Europe incl. Russia and Turkey
For Google: Europe revenue estimated as 50% of US market following IAB Europe AdEx Benchmark 2024 Report, since Europe is not indicated in Alphabet Form 10-K
For Amazon: Europe revenue estimated as 50% of US market following IAB Europe AdEx Benchmark 2024 Report EU Data derived from eurostat and UN Comtrade Database

Agora Digitale Transformation

From Common Ground to Battle Ground

What platforms destroy:

- Professional journalism → Influencers optimized for algorithms
- Fact-based debate → Emotion-driven cacophony
- Common ground → Personalized information bubbles

"Their standard is fact-free opinion formation. They replace law with being right, and knowledge with know-it-all-ism."

- The coming wave: AI agents personalizing information for each individual

→ *"With the personalization of information, the isolation of individuals is sealed – it promises comfort but costs freedom."*

The sycophancy problem: AI systems are trained to be subservient to keep users engaged

The Orwell Test

At the BBC headquarters stands a statue of George Orwell with a prophetic quote from **1984**: *"If freedom means anything at all, it means the right to tell people what they do not want to hear."*

- We must fight for this right today – especially when Big Tech doesn't want to hear it
- The alternative: AI systems that tell us only what we want to hear, reinforcing our biases and isolating us from shared reality

Path Dependence and Future Paths

Path dependence: Decisions today constrain future possibilities

- Self-reinforcing mechanisms can lead to "lock-in"
- Example: Tipping points in climate change

Path-breaking strategies: Can override self-reinforcing mechanisms and redirect development

We need a target image before optimizing "AI for Good" → Elements of a positive target image:

- AI strengthens individual freedom and democratic processes
- AI prevents manipulation and concentration of power
- AI serves participation and informed decision-making
- Democracy and decentralisation by Design

A New Narrative: Re-Volution

"What if we shifted our goals from conquering a cold universe to preserving the blue planet and the dignity of those entrusted to it?"

Re-volution: Turning our gaze back to:

- The foundations of life
- Human development potential
- Humanity itself – not the machines meant to imitate, surpass, and replace us

Smart innovation can be enabled by smart regulation - "*Innovations that endanger the foundations of life and freedom do not deserve that name."*

- The task of our time: To stand against tendencies that would make the dismantling of democracy irreversible
- Europe's opportunity: To become a home for the democracy of the future – not a digital colony

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Thank you!

Innovation Through Regulation: How EU Law Drives Desirable Innovation

GDPR, DMA, DSA, AI Act & Data Legislation

Paul Nemitz, Visiting Professor, College of Europe

Vienna, 18 March 2026

The Innovation Paradox: Why EU Regulation is a Catalyst, Not a Barrier

- Common myth: EU laws like GDPR, DMA, DSA and the AI Act hinder innovation
- Reality: These laws create the framework for trustworthy, sustainable, and socially desirable innovation

"Open access and interoperability are pro-competitive forces. Important advances in promoting these in digital markets have been achieved through the DMA." – Draghi Report on EU Competitiveness

The Purpose of EU Digital Regulation

EU laws are designed with dual objectives:

Law	Primary Purpose	Innovation Goal
GDPR	Protect personal data	Privacy-enhancing technologies and internal market for personal data
DMA	Ensure fair competition	Market entry for innovators
DSA	Platform accountability	Safer online services
AI Act	Trustworthy AI	Human-centric AI development
Data Act	Data access	Data-driven innovation

The EU's goal: A democratic, secure and sustainable digital future.

DMA: Opening Markets for Innovators

The Digital Markets Act is fundamentally pro-innovation

Two myths debunked:

- ❌ "DMA is anti-innovation" – FALSE
  - Draghi Report confirms DMA promotes open access and interoperability
  - Opens dominant digital ecosystems to new entrants
- ❌ "DMA is protectionist and anti-American" – FALSE
  - Promotes innovation regardless of origin
  - Main beneficiaries so far include US companies:
    - Epic Games, DuckDuckGo, Brave, Meta, Microsoft

"The DMA is designed to promote innovation by opening up today's dominant digital ecosystems to new entrants and innovators." – Alexandre de Streel, CERRE Academic Director

DMA's Innovation-Enabling Mechanisms

How the DMA creates opportunities for innovators

- Pre-market ("ex-ante") rules for gatekeepers:
  - Equal access to platforms
  - Data portability rights
  - Interoperability obligations
- Benefits for innovators:
  - Lower barriers to market entry
  - Access to data previously locked in walled gardens
  - Fairer competition with incumbents

→ *"DMA aims to strengthen market contestability, protect digital innovation, and increase consumer choice through fair competition."*

DSA: Building Trust Through Accountability

The Digital Services Act creates a safer environment for innovation

Key innovation-enabling provisions:

Provision	Innovation Impact
Transparent content moderation	Trust in platform ecosystems
Risk assessment obligations	Built-in safety by design
Researcher data access	Evidence-based improvements
User redress mechanisms	Accountability drives quality

Trust is the foundation of sustainable innovation

AI Act: The World's First Comprehensive AI Framework

The AI Act sets global standards for trustworthy AI

- EU investment in AI innovation:
  - €200 billion to boost AI development in Europe
  - €20 billion for up to five AI gigafactories
  - 19 AI factories across 16 Member States supporting startups and research
  - Operational by end of 2026
- Support infrastructure:
  - AI Act Service Desk and Single Information Platform
  - European AI Office for coherent implementation
  - General-Purpose AI Code of Practice

AI Act: Balancing Protection and Innovation

The AI Act is not just regulation – it's an innovation strategy

Opportunities enabled by the AI Act:

- Better healthcare through reliable AI
- Safer transport systems
- Tailored, sustainable products
- Enhanced access to education and training
- Safer workplaces with human-centric robotics

→ *"EU countries are already strong in digital industry. With a regulatory framework that protects privacy and freedom of speech, the EU could become a global leader in the data economy."*

The AI Act prevents both underuse AND overuse of AI

Data Act: Unlocking €270 Billion in Value

The European Data Act creates a single market for data

- Projected impact by 2028:
  - €270 billion additional GDP for EU Member States
  - Addressed legal, economic, and technical barriers to data use
- Benefits for consumers and businesses:
  - Cheaper aftermarket services and repairs
  - New services using data access
  - Better decision-making through information
  - Reduced costs when switching cloud providers
- Examples of data-driven innovation:
  - Jet engines with thousands of sensors optimizing efficiency
  - Wind farms reducing visual impact
  - Real-time traffic navigation saving 730 million hours
  - Delayed train notifications saving 27 million working hours

Data Governance Act: Building Trust in Data Sharing

The Data Governance Act (DGA) facilitates data sharing across sectors

- Innovation enablers:
  - Common European data spaces (9 sectors)
  - Data altruism framework for public interest research
  - Trusted data intermediaries
  - Reuse of public sector data
- Benefits:
  - More data available for economy and society
  - Individuals and companies maintain control
  - Cross-sector innovation

→ *"Data sharing is central to Europe's digital vision. The EU promotes data-driven innovation while maintaining balance with privacy, security, and ethics."*

2025 Digital Omnibus: Regulatory Simplification for Innovation

The EU listens and adapts

- November 2025: Commission proposes "Digital Omnibus" to:
  - Streamline and consolidate digital regulations
  - Reduce compliance burdens
  - Support corporate innovation and growth
- Key simplifications:
  - Deferred application of high-risk AI obligations (up to 16 months)
  - Extended simplified regimes from SMEs to SMCs (8,250+ additional businesses)
  - Single-entry point for cybersecurity incident reporting
  - One-click cookie consent mechanism
  - Legitimate interest recognized for AI development

Estimated savings: Up to €5 billion by 2029 from regulatory simplification

European Business Wallet: €150 Billion in Efficiency Gains

Digital infrastructure enabling innovation

- European Business Wallet system:
  - Unique digital identity for businesses across EU
  - Electronic submission of official documents
  - Legally equivalent to paper-based processes
- Projected impact:
  - €150 billion annual cost savings with universal adoption
  - Streamlined administrative procedures
  - Reduced bureaucracy for cross-border operations

→ *"These digital procedures will have the same legal effect as traditional processes and are expected to replace a substantial portion of existing corporate administrative procedures."*

Common European Data Spaces: Sectoral Innovation

Nine sectors targeted for data spaces

Sector	Innovation Potential
Health	Personalized medicine, research
Mobility	Smart transport, traffic optimization
Manufacturing	Industry 4.0, predictive maintenance
Energy	Grid optimization, green transition
Agriculture	Precision farming, sustainability
Finance	Open banking, fraud detection
Public Administration	E-government, transparency

Goal: High-quality, sector-specific datasets for AI research and development

The Verdict: Regulation as Innovation Policy

EU law promotes innovation in socially desirable directions:

✅ GDPR → Created the trust for the digital economy and the privacy tech industry

✅ DMA → Opens markets for new entrants

✅ DSA → Builds trust through accountability of platforms

✅ AI Act → Sets standards for trustworthy AI and lays the ground for innovation aligned with public interest

✅ Data Act → Unlocks €270B in economic value

The EU's approach: Not "more regulation" but "smarter regulation"

→ *"The EU could become a global leader in the data economy and its applications – with a regulatory framework that protects privacy and freedom of speech."*

Innovation without trust is not innovation – it's a risk to democracy and fundamental rights

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Thank you!

Why Deregulation and the Digital Omnibus Do Not Support Innovation

Five Critical Perspectives

Paul Nemitz, Visiting Professor, College of Europe

Vienna, 18. March 2026

The Wrong Problem: Regulation as Convenient Scapegoat

European founders don't cite data/AI regulation as their top barrier

According to venture capital firm Atomico's annual report on European tech, when founders were asked about the biggest regulatory barriers to scaling their businesses, data and AI regulation did not top their list. Instead, they identified:

- Market fragmentation
- Taxation
- Access to capital markets

"Adjusting the GDPR will not magically solve Europe's competitiveness problems." – Matthias Vermeulen, digital policy advisor

- The reality: Deregulation addresses a foggy ideological claim, not the actual barriers European innovators face

The Irony: Deregulation Benefits US Giants, Not European Innovation

The primary beneficiaries of reduced data protections are the same US tech giants that already dominate the market

These companies have:

- Spent millions lobbying for deregulation in Brussels
- Amassed vast troves of personal data despite existing laws
- The resources to exploit weakened privacy rules at scale

EU startups – which cannot match the data-hoarding capabilities of US incumbents – gain little competitive advantage from lower standards, while losing the trust-based differentiator that European regulation provides

The "Simplification" Illusion: What's Actually Being Cut

The Omnibus is not mere "red tape reduction" – it's a fundamental weakening of protections

Area	Proposed Change	Impact
GDPR	"Legitimate interest" explicitly recognized for AI training	Large-scale data harvesting for AI without consent
Personal Data	Narrowed definition – data not "personal" if controller can't identify subject	Pseudonymized data falls outside GDPR scope
AI Act	High-risk AI rules delayed (to 2027/2028)	12-24 month pause on safety requirements
AI Literacy	Mandatory AI literacy requirement removed for providers/deployers	Less accountability for user understanding

"This is the biggest attack on European digital rights in years." – 127 civil society organizations in an open letter to the Commission

The Political Context: Caving to External Pressure

The Omnibus follows intense lobbying from the Trump administration and US tech companies

- The US government has been exerting strong pressure on the EU, including calls for full repeal of key provisions in the DSA, DMA, and AI Act
- Critics accuse the Commission of internalizing Big Tech's framing of regulation as "anti-innovation"
- Former EU digital chief Thierry Breton warned: "Let's not be useful idiots."

The deeper concern:
If the "Brussels Effect" (EU setting global standards) weakens, other countries may follow suit, creating a race to the bottom rather than a race to quality

The False Dichotomy: Innovation vs. Regulation

"Claiming that Europe must choose between innovation and regulation is a false dichotomy. From an economic perspective, weakening accountability is short-sighted and democratically irresponsible." – Brando Benifei, MEP and AI Act co-rapporteur

Prof. Anu Bradford, Columbia University, New York: "The false choice between Digital Regulation and Innovation", 2024

What real pro-innovation policy would look like:

- Addressing capital markets union and venture funding gaps
- Tackling market fragmentation across Member States
- Smart, consistent enforcement of existing rules
- Regulatory sandboxes and innovation impact assessments
- A 28th regime which includes cooperatives and other forms of social economy startup structures, such as cooperatives, in addition to stock market orientation

The Omnibus trades long-term trust for short-term political catering to a vague feeling of overregulation created by neoliberal and US propaganda.

- Real innovation doesn't need less law. It needs good law, fairly enforced, and backed by investm

Innovation within Unions

- Demand from Union Legal Advisers an integrated view on labour law, AI Act and data protection law
- Encourage shop stewards to seek exploratory contacts with Data Protection Authorities and AI Regulators as potential future partners in union action
- Seek partnerships with civil society which are able to bring strategic litigation on data protection and AI issues
- Insist on all intra company digital information tools, such as SAP or Oracle, to be fully open, including through API, to Shopstewards
- Develop expertise to use these systems, including with special AI applications, to carry out analysis useful for Shop Stewards

Innovation within Unions

- Seek contacts with producers of company management and information systems, such as SAP, Oracle and their European competitors, and encourage them to include Modules for Shopstewards perspectives on the company. Company software without such modules and without API to add on your own modules should not be accepted in co-determined companies.
- A simple message: AI Tools at the work place shall not tilt the power balance between employers and workers and their representatives towards employers. For every analytical opportunity employers get in addition, also analytical opportunities of a similar importance must be added for workers and their representatives in the programmes.

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The New York Times

India Built the World's Back Office. A.I. Is Starting to Shrink It.

Hunar.AI is offering companies bespoke A.I. voice agents that steer job applicants through virtually every step of the hiring process.

Artificial intelligence promises to automate the white-collar work that made India a tech powerhouse. The country is racing to adapt before it's too late.

Listen · 10:22 min

By Steven Lee Myers and Paul Mozur
Visuals by Saumya Khandelwal
Steven Lee Myers reported from New Delhi, Gurugram, Ghaziabad and Mumbai. Paul Mozur reported from Taiwan.

Feb. 27, 2026

The New York Times

India Built the World's Back Office. A.I. Is Starting to Shrink It.

The tremors are already being felt. Tata Consultancy Services, one of India's largest employers, has shrunk its work force to 580,000, a decline of more than 20,000 from a peak in 2022, when it hired 100,000 new workers in one year alone.

Its main rival, Infosys, has also slowed hiring, while dozens of smaller start-ups laid off workers across the country in 2025, according to Inc42, a digital economy news outlet in India.

Graduates of the country's universities and technical colleges are finding fewer openings, forcing them to scramble to "upskill," an increasingly popular term in the context of learning the A.I. technology that is reshaping the industry.

Tech stocks in India were already slumping this year, but a speculative report on Feb. 22 by Citrini Research, an analytics company based in the United States, sent them spiraling, by painting a doomsday scenario about A.I.'s impact on India in particular.

Feb. 27, 2026

Süddeutsche Zeitung

„Das sind mehr als Werkzeuge“

Wie intelligent ist die KI? Ein Gespräch mit Forscher David Danks, der meint: nicht dümmer als wir, nur anders – wie ein Alien, oder wie ein Oktopus.

Luxemburger Wort

Dienstag, den 10. März 2026 | Für Wahrheit und Recht | Nummer 58 / Jahrgang 178

Regierung startet Debatte zur digitalen Zukunft

Beim KI-Dësch diskutieren Politik und Sozialpartner, wie die Arbeitswelt geschützt, qualifiziert und zugleich für neue digitale Möglichkeiten geöffnet werden kann

Chance oder Jobkiller?

Über 60.000 Arbeitsplätze könnten durch Künstliche Intelligenz laut einer Studie gefährdet sein. Panikmache oder reale Gefahr? Der „KI-Dësch“der Regierung soll Antworten liefern

Luxemburger Wort

Von Thomas Klein und Thomas Berthol
10 mar 2026

Februar kam es schließlich zu einem Treffen zwischen der Regierung und den Gewerkschaften, bei dem Frieden den KIDësch vorschlug.

Mit der Entwicklung der KI stellten sich eine Reihe von Fragen, so Dury. „Fallen dadurch in großem Umfang Arbeitsplätze weg? Verändern sich die Arbeitsplätze so stark, dass sich die Menschen viel schneller anpassen müssen und der Druck auf sie größer wird? Wie fängt man das auf, wenn die Menschen nicht mehr mithalten können? Und letztlich: Wenn sich der Arbeitsplatz verändert, bekommen wir vielleicht auch Probleme mit der sozialen Sicherheit.“

Angesichts dieser Entwicklungen sei laut Dury ein Rahmen erforderlich, um zu klären, wie damit umgegangen wird, wie das Sozialmodell abgesichert wird und welche Maßnahmen ergriffen werden, um zu verhindern, dass Menschen in prekäre Situationen geraten.

Bei dem Treffen Ende Februar wurde unter anderem darüber diskutiert, wie man grundsätzlich dafür sorgt, dass der Einsatz von KI im Betrieb — wenn sie eingeführt wird — besprochen und analysiert wird. „Auf der anderen Seite müssen wir auch darüber sprechen, welche Art von Weiterbildung die Menschen erhalten, die mit KI arbeiten. Zudem brauchen wir in diesem Zusammenhang Schulungen für die Personalvertreter, denn auch sie müssen fit gemacht werden, um bei diesen Themen mitreden zu können“, betont der LCGB-Präsident.

Auch wenn dieses Treffen nicht als klassische Tripartite einberufen wurde, sieht Nora Back beim Thema KI bereits eine Krisensituation, in der schnell gehandelt werden muss. Die ersten Auswirkungen seien

Luxemburger Wort

Dienstag, den 10. März 2026 Für Wahrheit und Recht Nummer 58 / Jahrgang 178

Regierung startet Debatte zur digitalen Zukunft

Beim KI-Dësch diskutieren Politik und Sozialpartner, wie die Arbeitswelt geschützt, qualifiziert und zugleich für neue digitale Möglichkeiten geöffnet werden kann

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Dienstag, den 10. März 2026 Für Wahrheit und Recht Nummer 58 / Jahrgang 178

Chance oder Jobkiller?

Über 60.000 Arbeitsplätze könnten durch Künstliche Intelligenz laut einer Studie gefährdet sein. Panikmache oder reale Gefahr? Der „KI-Dësch“der Regierung soll Antworten liefern

Luxemburger Wort

Von Thomas Klein und Thomas Berthol
10 mar 2026

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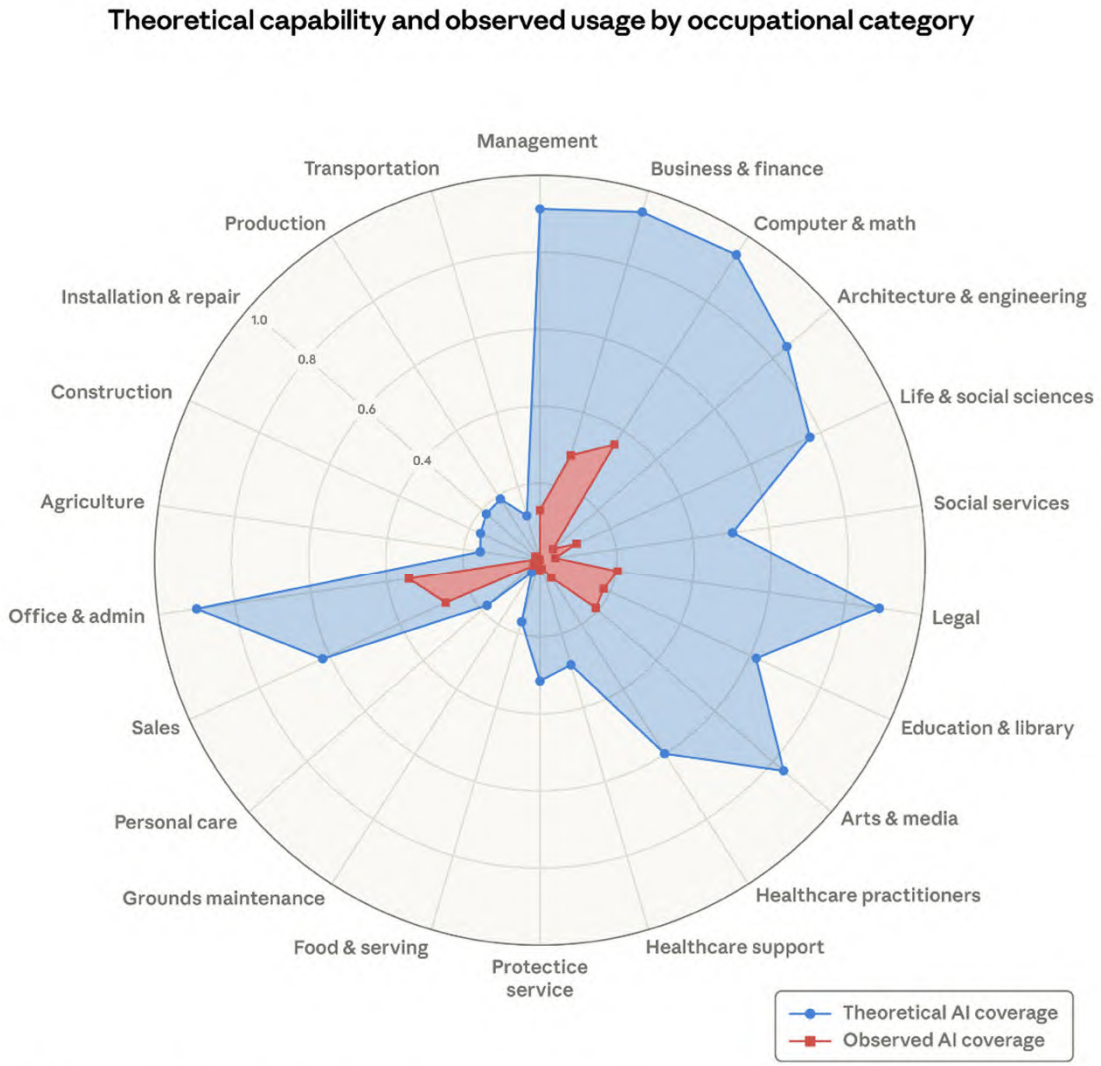

Figure 2: Theoretical capability and observed exposure by occupational category
This figure shows the share of job tasks that LLMs could theoretically perform (blue area) and our own job coverage measure derived from usage data (red area).

Most exposed occupations

Occupation	Observed exposure	Leading automated task
Computer programmers	74.5%	Write, update, and maintain software programs
Customer service representatives	70.1%	Confer with customers to provide info, take orders, handle complaints
Data entry keyers	67.1%	Read source documents and enter data into systems
Medical record specialists	66.7%	Compile, abstract, and code patient data
Market research analysts and marketing specialists	64.8%	Prepare reports of findings, illustrating data graphically and translating complex findings into written text
Sales representatives, wholesale and manufacturing, except technical and scientific products	62.8%	Contact customers to demonstrate products and solicit orders
Financial and investment analysts	57.2%	Inform investment decisions by analyzing financial information to forecast business, industry, or economic conditions
Software quality assurance analysts and testers	51.9%	Modify software to correct errors or improve performance
Information security analysts	48.6%	Perform risk assessments and test data processing security
Computer user support specialists	46.8%	Answer user inquiries regarding computer software or hardware operation to resolve problems

Figure 3: Most exposed occupations
This figure shows the top ten most exposed occupations using our task coverage measure.

Differences between high and low exposure workers

		No exposure	Top quartile	Difference
Exposure	AI coverage (%)	0.0%	38.8%	+38.8 pp
Demographics	Age	41.0	42.9	+1.9
	Female	38.8%	54.4%	+15.5
	Hispanic	24.8%	13.8%	-11.0 pp
	White, non-Hispanic	54.5%	65.1%	+10.6 pp
	Black, non-Hispanic	13.2%	9.7%	-3.5 pp
	Asian, non-Hispanic	4.7%	9.1%	+4.4 pp
	Married	44.6%	54.9%	+10.4 pp
Education	Less than HS	13.2%	2.3%	-10.9 pp
	HS diploma	38.9%	17.7%	-21.2 pp
	Some college / assoc.	30.0%	25.5%	-4.6 pp
	Bachelor's degree	13.3%	37.1%	+23.8 pp
	Graduate degree	4.5%	17.4%	+12.8 pp
Labor market	Hours / week	37.5	38.7	+1.2
	Hourly wage ($)	$22.23	$32.69	$+10.45
	Union member	11.7%	5.3%	-6.4 pp
	Observations	**42,546**	**32,301**	

Figure 5: Differences between high and low exposure workers, Current Population Survey
This table shows exposure, demographics, education, and labor market outcomes.