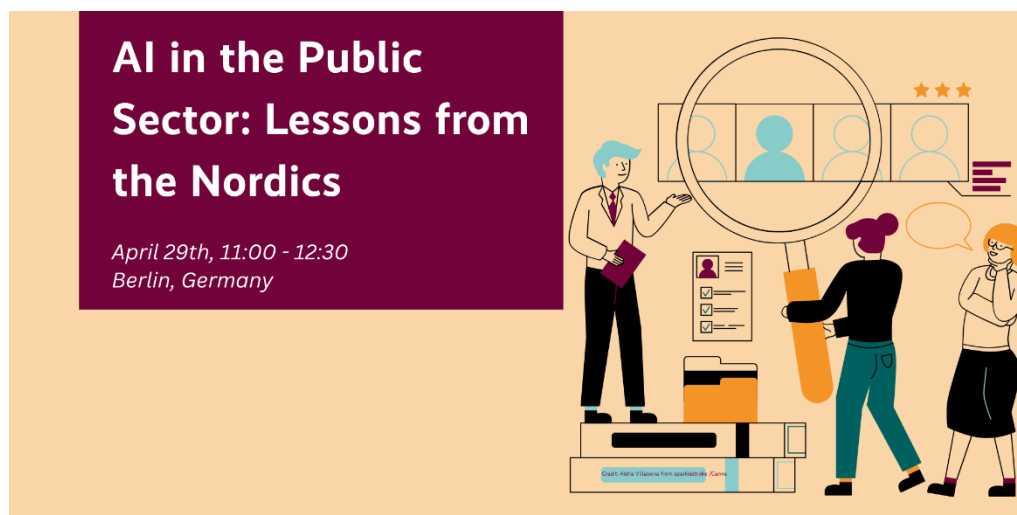


AI in the Public Sector: Lessons from the Nordic Countries

Expert Meeting Program



Place and date

Place: Friedrich-Ebert-Stiftung Berlin, **Hiroshimastraße 28** (Haus 2, Raum 6.01), Berlin

Date: **Wednesday, 29.04.2026, 11:00-12:30**, followed by lunch and mingle

In the framework of the FEPS-Nordic Digital Programme, the Foundation for European Progressive Studies (FEPS) and the Nordic office of the Friedrich-Ebert-Stiftung (FES Nordic Countries) organise an **expert roundtable** on **29 April 2026 between 11:00 – 12:30 in Berlin** to discuss the impact of AI on civil servants in the public sector and the consequences of outsourcing democratic governance.

Background

AI systems in the workplace from warehouses to public administrations are frequently presented in the public debate as a solution to increase productivity, improve cost-effectiveness, accelerate decision-making and raise service quality. Yet when these technologies are introduced into the public sector, their implications go far beyond performance and raise fundamental questions about accountability, transparency, democratic oversight, and the future role of civil servants.

The Nordics are regularly mentioned as frontrunners in the adoption of digitalisation and artificial intelligence. Their experiences with implementing AI in the public sector can provide valuable lessons.



In three case studies (**Finland, Norway and Sweden**), one workstream of the 2025-2026 edition addresses the following questions:

- How could AI affect the overall **attractiveness** of public-service work, and could this lead to the erosion of public-sector expertise?
- What are the **democratic risks** of encoding laws into proprietary code?
- What potential **biases, discrimination**, and other harmful outcomes can result from the use of AI systems?

The first results from the three case studies will be presented and discussed with German high-level experts, key policymakers, and trade union representatives. with the aim to identify strategies, mitigate risks and find ways to implement AI responsibly in the Nordics, Germany, the European Union, and beyond.

This event is part of the FEPS–Nordic Digital Programme, a collaborative research and policy initiative led by FEPS in cooperation with Nordic think tanks and trade unions.

Outline of the roundtable:

From 10:45	Room opens for the arrival and registration of guests
11.00–11.05	Welcome by • Reiner Hoffmann, Deputy Chair, FES • Monty Aal, Policy Analyst on Digital, FEPS
11.05–11.25	AI systems in the public sector - Evidence from Finland, Norway, and Sweden Presentation by • Johannes Mikkonen, Senior Expert, Demos Helsinki • Julia Jousilahti, Senior Expert, Demos Helsinki
11.25–11.30	First Comments by • Linda Wichmann, responsible for the Network AI in labor and public administration, Denkfabrik Digitale Arbeitsgesellschaft des BMAS
11.30–11.35	Second Comments by • Christine Behle, Deputy Chair, ver.di
11.40–11.45	Third Comments (online) by • Parsa Marvi, German MdB, Deputy Speaker of the Working Group on Digitalisation and State Modernisation
11.45–12.25	Roundtable Discussion



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12:25–12:30	Closing Remarks by • Kristina Birke Daniels, Director, FES Nordic Countries
12:30-13:30	Mingle and Lunch
From 13:30	Registration and mingle at the conference “Modern Public Services in Europe: Perspectives (from the work floor)” (for program see separate document)
14:00	Start of the Conference

Moderation:

Meike Büscher (Policy Advisor, FES Nordic Countries) and **Monty Aal** (Policy Analyst on Digital, FEPS)



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