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FUTURE OF WORK CONFERENCE

18. – 20. März 2026

AK Bildungsgebäude

Theresianumgasse 16-18, 1040 Wien



**Friedrich
Ebert
Stiftung**

OGB

AK WIEN
GERECHTIGKEIT MUSS SEIN

FOREWORD



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Technology is a question of power – and we must answer it

We live in a time when technology does not just happen. It is shaped – by corporations that build platforms, by states that provide infrastructure, by algorithms that determine workflows, performance assessments and life chances. Whoever holds the power to shape technology sets the rules. And whoever sets the rules distributes wealth, risk and dignity.

This conference confronts that question of power – and does so deliberately from the perspective of those for whom technology is a workplace reality, not an investment opportunity. Because what is marketed as a technological revolution is, at its core, a political decision: Who benefits from automation? Who bears the risks of algorithmic management? Whose knowledge feeds into AI systems – and whose interests do they reflect?

Europe's answer to these questions cannot be solely one of deregulation in the name of competitiveness. Strategic autonomy requires a renewal of the European welfare state – through a strategically investing state that finances mission-oriented research, provides public infrastructure, enables financing, and sets a regulatory framework that ultimately also allows democratic participation to be guaranteed and employees to become creators.

The conference explores this idea in three closely related strands:

- the question of Europe's digital sovereignty,
- the workplace realities and spaces for agency available to workers, and
- the political and regulatory frameworks that steer technological innovation.

All three strands are inseparable – because without democratic control, sovereignty remains an empty shell; without regulation, room for agency is an illusion; and without strong workers' rights, any innovation strategy will have no social policy impact.

The next three days are an invitation: to reflect, to discuss, to look for answers. Because anyone who understands technology as a question of power also knows that it can be shaped.

Wishing you an insightful event!

Tobias Schweitzer
Head of the Economics Division, AK Wien

IMPRESSUM

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WELCOME TO THE *arbeit.digital* CONFERENCE

Digital technologies are transforming the world of work at a speed and scale that leaves virtually no sector untouched. Artificial intelligence, algorithmic management, new digital infrastructures – none of this merely generates economic momentum. It also forces a reckoning with fundamental questions: about democratic participation, about workers' rights, about what fair labor relations can realistically look like in the decades ahead.

The arbeit.digital Conference starts from a shared conviction that these changes must be actively shaped, not merely observed. From 18 to 20 March 2026, we bring together researchers, trade unionists, works council representatives, policymakers, and civil society voices in Vienna to develop answers together and build new connections across disciplines and borders.

The three days follow three interconnected threads. What does European digital sovereignty actually mean when geopolitical dependencies are tightening? How is digitalization reshaping daily working life for employees and enterprises in practice, beyond the headlines? And what political and regulatory frameworks do we need to ensure that technological change moves in a direction that is fair, transparent, and democratically accountable?

This program booklet guides you through the days ahead. We are glad you are here, and we invite you not only to listen, but to take part.



OGB



THREE DAYS, THREE THREADS

Day 1 opens the conversation. Three keynote speakers bring distinct but connected perspectives on the central questions facing Europe's digital future: the structural conditions we are working within, the reality AI is already creating for workers and employment, and the regulatory choices that will shape what comes next. It is a day designed to build a shared foundation — and to set the tone for what follows.

Day 2 is where the work happens. Nine workshops across three parallel tracks invite you to engage directly — with researchers, practitioners, works council representatives, and fellow participants. Each track develops its own argument across three sessions, moving from strategic questions toward concrete cases and implications. You are welcome to follow one track through the day or move between them as your interests lead you.

Day 3 brings it home. The morning keynotes and panel discussion pick up the threads from the day before and test them against political and social reality. We close not by wrapping things up neatly, but by asking together what we carry forward — and what still needs to be done.

WORKSHOPS

TRACK 1: EUROPE'S DIGITAL SOVEREIGNTY

Session 1

The EU Strategy on AI: Ensuring Autonomy and Prosperity (session in English)

The EU is planning major investments in AI infrastructure to boost autonomy and innovation. This session asks what it takes to turn that ambition into productivity gains, and what EU commitments to sustainable and trustworthy AI mean in practice.

Session 2

The Digital Future Needs Energy: Sovereignty, Security of Supply, Infrastructure

Europe's digital transformation depends on secure, affordable, and sustainable energy. This session examines how grid expansion, datacenter demand, and green infrastructure can be developed together without sacrificing climate commitments.

Session 3

Industrial Policy and Competitiveness: What Strategies Does a Digital Europe Need?

Europe needs sharper priorities rather than spreading resources thin. This session asks how industrial policy can be made more agile, and how technological progress can be translated into real gains in productivity and resilience.

TRACK 2: WORKPLACE REALITIES AND SPACES FOR SHAPING CHANGE

Session 1

Digital Transformation in Business: Industry, Robotics and AI

Digital transformation is reshaping the way we collaborate and make decisions within our organizations. In this session we take a look at the real-world implementation of technological innovations and show how adaptive systems, robotics, and AI applications are defining everyday work today and tomorrow.

At the heart of the discussion is the interplay between humans and technology: Who will be in control in the future, and how can we shape this transition together? We highlight how innovation succeeds through participation and what foundations in training are necessary to keep pace with the speed of technological development. Examples from the field demonstrate how change can be actively managed at the operational level.

Session 2

Labor Market Impacts: Current Analyses and Trends in Digitalization (Session in Englisch)

As Artificial Intelligence and automation reshape the global economy, the central question is no longer if work will change, but how and for whom. We look at the broader trends defining the future of work. By connecting international data with insights from the Austrian labor market, we examine what these shifts mean for the quality of our work and the roles we play. This includes discussing why technology alone cannot solve the lack of workers and why "more digital" doesn't always mean a lighter workload.

Session 3

Data as a Factor of Production

Our personal data is increasingly becoming a commodity – for a long time now, we have been paying for social media and other apps by providing our most private information. With the growing use of AI, our data is now coming into focus as training data. This issue is particularly critical within the employment relationship: Are companies using their employees' data to train corporate AI systems? Is this even legally permissible? What risks do we foresee, and how should we respond to this development? The workshop will consist of brief expert input, illustrative examples, and open discussion.

TRACK 3: POLITICAL AND REGULATORY FRAMEWORKS FOR TECHNOLOGICAL INNOVATION

Session 1

Digital Governance and Control

Digital sovereignty and the promotion of European technology that protects fundamental rights and democracy are on the European and Austrian agenda. Can responsible innovation be steered through political and regulatory measures? What structures and strategies are needed for human-centered digitalization and AI? What role do public authorities and companies play, and what challenges need to be overcome?

Session 2

AI in Action: Safe, Trustworthy, Human-Centered

More and more examples show that the success or failure of digitalization projects depends largely on employee participation. How can AI be successfully implemented in the workplace? What kind of co-determination is needed? How can employees be involved?

Session 3

New Challenges, New Rules? (Session in Englisch)

With new rules and regulation such as the AI Act come new challenges, and new challenges in the ever-changing technological landscape require the adaptation of laws. What lies ahead for digitalization and AI at the workplace? Are the existing rules viable? Do we need new – better, or adapted – regulation?

PROGRAM

DAY 1 CONFERENCE OPENING AND KEYNOTES

12:00	REGISTRATION
13:00	WELCOME, OPENING REMARKS Silvia Hruška-Frank Director of the Vienna Chamber of Labor and the Austrian Chamber of Labor Reinhold Binder Member of the National Council, Federal Chairman of the PRO-GE trade union
13:30	KEYNOTES 1-3 European Digital Sovereignty (EN) Francesca Bria Honorary Professor at University College London's (UCL) Institute for Innovation and Public Purpose (IIPP), Initiator of the EuroStack Initiative, Board Member of the European Innovation Council (EIC)
14:15	Digital Work and Society (EN) Ana Dujic BMAS, Germany
15:00	Coffee Break
15:30	Regulation and Innovation (EN) Paul Nemitz retired Director EU Commission
16:15	Panel Talk (EN) Francesca Bria, Ana Dujic, Paul Nemitz Moderation: Lisa Mayr-Sinnreich Communications Expert, Vienna Chamber of Labor
17:00	CLOSING DAY 1 Knut Dethlefsen Director of FES Competence Center on the Future of Work
17:30	END OF DAY 1

TAG 2 INTERAKTIVE WORKSHOPS

08:00 **REGISTRIERUNG**

	TRACK 1 Europe's Digital Sovereignty	TRACK 2 Workplace Realities & Scope for ActionTrack	TRACK 3 Political & Regulatory Frameworks
WORK-SHOP Session 1	The EU strategy on AI: Ensuring autonomy and prosperity (EN) Moderation: Justin Nogarede FES Titus Udrea AK Wien	Practical Examples: Digital Transformation in the Workplace – Industry/Robotics/AI Moderation: Kerstin Repolusk PRO-GE David Kostolani TU Wien	Digitale Governance Moderation: Tünde Fülöp AK Wien
	European AI Ecosystem – state of play and latest trends? Leevi Saari AI Now	„AI or Me: Who Decides?“ Real-world Experiences of how Adaptive Systems Manage Work David Kostolani TU Wien	Digital Sovereignty and Public Infrastructure: The Role of Public Administration Klemens Himpele CIO Stadt Wien Sustainable and Trustworthy Use of AI by AI Factory Austria Karl Kugler AI Factory Austria
	EU's Strategy on AI: Gigafactories Julia Hess Interface EU	ÖBB Rail Drones – Innovation through Codetermination Martin Mägerlein ÖBB-Infrastruktur AG	AI Act Readiness: Are Public Authorities and Companies Prepared for Implementation? RaniaWazir Leiwand.at
	AI (Giga)factories: Sanctuaries of Innovation or Cathedrals in the Desert Nicoleta Kyosovska CEPS	Agentic AI and Possible Impact on Work Roman Kern Know Center	AI Act and Data Regulation: New Tasks, New Challenges for the Data Protection Authority Matthias Schmid DSB
	European AI Infrastructures: Supercomputing and beyond Ingo Hegny BMIMI	Connected Learning Center – Smart Factory Erich Hengstberger, Werner Müller Eaton	AI as a Challenge for Democracy and Fundamental Rights: Assessing and Minimizing Risks David Reichel Europ. Grundrechteagentur
12:00	Lunch		

DAY 2 INTERACTIVE WORKSHOPS

	TRACK 1 Europe's Digital Sovereignty	TRACK 2 Workplace Realities & Scope for ActionTrack	TRACK 3 Political & Regulatory Frameworks
13:00 WORK-SHOP Session 2	Powering the Digital Future: Sovereignty, Supply, and Infrastructure Moderation: Joel Tölgyes AKWien	Labor Market Impacts: Analyses & Trends of Digitalization (EN) Moderation: Sebastian Klocker ÖGB Helene Baumgartner AK Wien	The Safe, Trustworthy and Human-Centered Use of AI Moderation: Martina Chlestil AKWien
	Electricity and Data – the Dual Infrastructure Martin Baumann Austrian Energy Agency Discussion: Joel Tölgyes AKWien Titus Udrea AK Wien	The Impact of AI on the Workplace: Considering the Exposure of different Socioeconomic Groups and Automation versus Augmentation Anna Milanez OECD	AI Ethics in Innovation Management: Effective Investments, Better Results Alexandra Prinz KPMG
	Automation and the Lack of Workers Florian Butollo Goethe Universität Frankfurt	Tasks, Requirements, Job Quality: How AI is Changing Work in Austrian Companies Karin Petzlberger KMU Forschung	Good Practice: Co-Determination and Participation in Digitalisation Projects Stefan Lücking Hans-Böckler-Stiftung
		Negotiations on AI and Algorithmic Management: Examples and Strategies for Employee Representation Marta Kahancová CELSI	Transparency and Information Rights: The Basis for Co-Determination and Legal Protection Madeleine Müller ResearchInstitut
14:45	Coffee Break		

DAY 2 INTERACTIVE WORKSHOPS

	TRACK 1 Europe's Digital Sovereignty	TRACK 2 Workplace Realities & Scope for ActionTrack	TRACK 3 Political & Regulatory Frameworks
15:15 WORK-SHOP Session 3	Industrial Policy & Competitiveness: What Strategies for a Digital Europe? Moderation: Titus Udrea AK Wien	Data as a New Factor of Production Moderation: Sebastian Klocker ÖGB	New Challenges, New Rules? (EN) Moderation: Justin Nogarede FES
	Prioritization over Dispersion: Europe's Strategic Positioning in Geopolitically Challenging Times. Florian Süssenguth Acatech	Workshop on Using Employee Data for AI Training Susanne Haslinger PRO-GE Claus Breunhölter GPA	Is My Boss Allowed to Spy on My Mind? Neuro-technology at Work Elisabeth Steindl Ludwig Boltzmann Institut
	Agile Innovation Policy as the Foundation of Sovereignty, Competitiveness, and Longterm Resilience. Henriette Spyra BMIMI		Digitalisation in the Workplace: Protective Promises and Enforcement Deficits under the AI Act and the GDPR JohannesWarter JKU
	Competitiveness Stems from People's Knowledge and Skills: An Industrial and Innovation Policy Perspective Michael Soder AK Wien		Algorithmic Management: Do We need Better Regulation? Aída Ponce Del Castillo ETUI
17:00	CLOSING SESSION with Physicist and Author Werner Gruber		
17:30	END OF DAY 2		

DAY 3 KEYNOTES AND PANEL DISCUSSION

- 09:00 **OPENING REMARKS**
Helene Schubert Federal Managing Director ÖGB
Reiner Hoffmann Deputy Chairman of the Friedrich-Ebert-Stiftung
- 09:10 **KEYNOTES 4-6**
Technological innovations require educational innovations
Stefan Dietl Head of Global Training at Festoo
European Independence – What It Means for Our Everyday Lives
Evelyn Regner Member of the European Parliament
Struggle for Sovereignty and Digital Means of Production
Markus Bechedahl Founder, Activist, Journalist and Managing Director of the Center for Digital Rights and Democracy
- 10:40 Coffee Break
- 11:00 **PANEL DISCUSSION**
Power Relations & Distribution of Digitalization-Related Production Gains
Stefan Dietl, Evelyn Regner, Markus Bechedahl, Kerstin Repolusk
Moderation: **Fridolin Wenny** Head of Office for Digital Affairs, AK Wien
- 11:45 **CLOSING KEYNOTE**
Wolfgang Katzian President of the Austrian Trade Union Federation (ÖGB)
- 12:00 Lunch
- 13:00 **END OF CONFERENCE**

SPRECHERLISTE



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MARTIN BAUMANN

Martin Baumann is a physicist who studied at Graz University of Technology (TU Graz) and the Technical University of Munich (TU München). For over 20 years, he has been working on the energy transition towards a sustainable and resilient energy system for Austria.

His main areas of work are the development of energy scenarios and the examination of the roles that various technologies and energy carriers can and will play in future developments. Alongside the expansion of renewable electricity generation, his current focus is on the opportunities and challenges of a future hydrogen economy.



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HELENE BAUMGARTNER

Helene Baumgartner is an expert at the Büro für digitale Agenden (Office for Digital Affairs) of the AK Wien. She studied Business Administration in Graz and has worked in the IT industry for over 20 years. Throughout her career, she has held various leadership roles across different sectors. Today, she is fully dedicated to digitalization in all its facets, always from the perspective of employees.



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MARKUS BECKEDAHL

Markus Bechedahl X is co-founder and curatorial director of re:publica and Managing Director of the Centre for Digital Rights and Democracy.

As a digital policy activist and journalist, he has spent nearly 30 years observing, analysing, and explaining how the internet and pivotal developments in digital technology are shaping our societies, cultural practices, and political decisions.

As a prominent political commentator with an IT background, he offers critical, timely, and far-sighted analysis of the impacts of digitalisation — challenging decision-makers at all levels to envision digital societies that are fairer, more sustainable, and more ambitious.



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REINHOLD BINDER

Member of the National Council, Federal Chairman of the PRO-GE trade union



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CLAUS BREUNHÖLZLER

Claus Breunhölzler works in the Federal Legal Department of the GPA trade union. He primarily focuses on labor and social security law issues as well as data protection matters, and regularly acts as a lecturer.



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FRANCESCA BRIA

Francesca Bria is Honorary Professor at University College London's Institute for Innovation and Public Purpose and a Board Member of the European Innovation Council (EIC). As the lead author of the Bertelsmann Stiftung's groundbreaking EuroStack report, she is developing a tangible roadmap for Europe's digital sovereignty. Beyond that, she is the President of the ART-ER Innovation Agency of the Emilia-Romagna Region, as well as a Member of the International Advisory Council on Artificial Intelligence, set up by the Spanish Ministry for Digital Transformation and Public Function. As the lead author of the Bertelsmann Stiftung's groundbreaking EuroStack report, she is developing a tangible roadmap for Europe's digital sovereignty.



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FLORIAN BUTOLLO

Florian Butollo is Professor of Sociology of Digital Transformation and Work at Goethe University Frankfurt and an Associate Researcher at the Weizenbaum Institute.

His research focuses on technological change and its impact on employment relationships, quality of work, and the social organization of labor. He is particularly concerned with the effects of Artificial Intelligence and digital platforms, as well as how ecological transformation and technical progress are reshaping the global world of work.

MARTINA CHLESTIL

Martina Chlestil is a lawyer in the Social Policy Department at the Vienna Chamber of Labour (AK Wien).



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KNUT DETHLEFSEN

Knut Dethlefsen heads the Friedrich-Ebert-Stiftung's (FES) Competence Center on the Future of Work in Brussels.

Previously, he held leadership positions for the foundation in Shanghai, Jerusalem, and Warsaw for over two decades, most recently serving as Director of the FES office in Washington, D.C. A graduate of Georgetown University, he possesses profound expertise in global governance and transatlantic relations. As an experienced advisor to policymakers, he facilitates complex dialogues between politics, trade unions, and civil society.



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STEFAN DIETL

Stefan Dietl is the Global Head of Vocational Training at Festo.



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ANA DUJIĆ

Ana Dujić has headed the "Think Tank – Digital Society of Work" department at the German Federal Ministry of Labour and Social Affairs since 2022. In this role, she focuses on analysing and shaping the digital transformation of work and value creation, with a particular emphasis on artificial intelligence, platform work, algorithmic management, and the related national, European, and international regulatory frameworks.

Previously, she led the Strategy and Digital Unit in the office of then Federal Minister of Finance Olaf Scholz at the Federal Ministry of Finance. Before that, she worked at the Office of the Federal President, the Federal Foreign Office, and the German Bundestag.



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TÜNDE FÜLÖP

Tünde Fülöp is an expert in artificial intelligence and digital law at the Office for Digital Agendas of the Vienna Chamber of Labour.

Her research and work focus on EU digital law (AI, data governance, data protection and data security), digitalisation in the workplace and digital rights. Previously, she worked in research and consulting at the Research Institute – Digital Human Rights Centre. Before that, she held various positions in the public service, including as a legal advisor in the Constitutional Service of the Federal Chancellery and in the Parliamentary Administration, as well as head of division and deputy head of department in the International Law Office of the Federal Ministry for European and International Affairs. She was a representative in various Council working groups, a member of the Task Force on the Treaty of Lisbon and a legal representative at the European Court of Justice.



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SUSANNE HASLINGER

Susanne Haslinger is a legal expert and heads the Strategic Policy Department of the Manufacturing Union (PRO-GE). Her work focuses on social policy. For many years, she has dealt with data protection in workplace practice and the use of AI, both in advising works councils and in relevant professional publications. Most recently, she has examined the issue of discrimination by AI in great detail.

INGO HEGNY

Ingo Hegny is a senior officer for industrial technologies in the Austrian Federal Ministry for Innovation, Mobility & Infrastruktüre (BMIMI). Before joining the BMIMI, he was a researcher at the Vienna University of Technology, where he gained his doctorate with honours.

Dr. Hegny is a member of strategic management in the field of production technologies and the RTI focus on the circular economy. He is responsible for the establishment and supervision of the Austrian platform 'Industry 4.0', a cross-sector initiative to accompany the upcoming transformation processes on the way to intelligent production.

He is also involved in a number of European initiatives, in particular as Delegate in the Governing Board of the EuroHPC Joint Undertaking.



© Erich Hengstberger

ERICH HENGSTBERGER

Erich Hengstberger is Industry 4.0 Site Leader at Eaton's Schrems facility. His work focuses on the digital transformation of manufacturing processes and the establishment of the Connected Learning Center (CLC). Key technological priorities at the site include robotics, additive manufacturing, and augmented reality in industrial environments.



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JULIA HESS

Julia Christina Hess leads interface's work on semiconductors through the Global Chip Dynamics Programme. Her research examines the strategic importance of semiconductors for Europe and the global, interdependent value chain, considering both its significant ecological footprint and evolving geopolitical context. An expert on semiconductor-related policies from national industrial strategies to chip diplomacy, Julia has been with interface since 2019, initially conducting research at the intersection of AI and foreign policy, with a focus on AI governance.



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KLEMENS HIMPELE

Klemens Himpele studied economics at the University of Cologne. Since October 2020, he has been head of the Process Management and ICT Strategy group in the Organisation and Security division and CIO of the City of Vienna.

Prior to this, between 2012 and 2020, he was head of the Department of Economy, Labour and Statistics of the City of Vienna, and also worked in educational research, at Statistics Austria and for the German Education and Science Union.



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REINER HOFFMANN

Reiner Hoffmann is Vice Chairman of the Friedrich Ebert Foundation and served as Chairman of the German Trade Union Confederation (DGB) from 2014 to 2022. Since January 2023, he has also been a member of the German Council for Sustainable Development (RNE).



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SILVIA HRUŠKA-FRANK

Director of the Vienna Chamber of Labor and the Austrian Chamber of Labor



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MARTA KAHANCOVÁ

Marta Kahancová is the Co-Founder and Managing Director of the Central European Labour Studies Institute (CELSI) and an Associate Professor in public policy at Comenius University, Faculty of Social and Economic Sciences, Bratislava, Slovakia.

Her research interests are in industrial relations, non-standard work, new forms of work and undeclared work, trade unions and collective bargaining and integration of persons with disabilities to the labour market.

She has led many international research projects, and regularly participates in international conferences, seminars and collaborative work. She also serves as an expert for the European Commission and the European Labour Authority, supporting the European Centre of Expertise in Labour Markets and Employment Policies, and the European Platform for Tackling Undeclared Work.

Prior to her current position, she has worked at CEU, the Max Planck Institute for the Study of Societies and at the Amsterdam Institute for Advanced Labour Studies.



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WOLFGANG KATZIAN

President of the Austrian Trade Union Federation

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Know Center

ROMAN KERN

Roman Kern is an expert in Machine Learning and Natural Language Processing. As Chief Scientific Officer at the Know Center in Graz, he leads strategic research in the areas of Data Science and Artificial Intelligence. In parallel, he teaches and conducts research at Graz University of Technology (TU Graz).

His focus lies in making complex datasets usable and developing innovative AI solutions for real-world challenges in both business and science.



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SEBASTIAN KLOCKER

Sebastian Klocker heads the Digitalization and Technology Unit at the Austrian Trade Union Federation.

His areas of focus include digitalization, automation, safety and security, and artificial intelligence, as well as their impact on workplace co-determination and employee data protection.



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DAVID KOSTOLANI

David Kostolani is a researcher and project manager in the Human-Computer Interaction research group at TU Wien.

Under the guiding principle of "Technology for the benefit of employees," he conducts transdisciplinary research on AI-based assistive technologies for manual industrial work, combining human-centered AI with socio-psychological aspects of human-machine interaction.

KARL KUGLER

Karl Kugler is leading the AI Factory Austria (AI:AT), Austria's new national hub for ethical, practical, and sustainable AI development.

Before taking this role, he built and led Accenture's Data & AI Advisory practice in Austria, driving large-scale digital transformations across public and industrial sectors. At AI:AT, he focuses on strengthening Austria's AI ecosystem and enabling innovation through high-performance computing and responsible AI.

NICOLETA KYOSOVSKA

© Nicoleta Kyosovska

Nicoleta Kyosovska is a Research Assistant in the Global Governance, Regulation, Innovation and Digital Economy (GRID) Unit in the Center for European Policy Studies (CEPS), working on Artificial Intelligence across EU policy, international governance and ethics. She holds a BSc in Computer Science and AI and a Master's degree in Physics of Complex Systems.

STEFAN LÜCKING

© Stephen-Petrat

Stefan Lücking is a sociologist and theologian. Since September 2011, he has been responsible for research funding at the Hans Böckler Foundation, focusing on co-determination and changes in the world of work. Prior to this, he conducted research at the Universities of Duisburg and Erlangen and at the Technical University of Munich on industrial relations in Germany and France. Between 2006 and 2010, he reported on current developments at European level for the information network of the European Foundation for the Improvement of Living and Working Conditions (Eurofound).

In recent years, his work has focused on digital transformation, platform work and artificial intelligence as challenges for co-determination and labour relations. He currently heads the Hans Böckler Foundation's funding department for co-determination and change in the world of work and the Digital Transformation Research Network.

MARTIN MÄGERLEIN

© Marion Thoendel

Martin Mägerlein is the Head of Drone Coordination at ÖBB-Infrastruktur AG, where he leads the strategic and operational implementation of railway drones for automated inspection.

In addition to his management role, he shares his expertise as a lecturer for Business Model Innovation at St. Pölten University of Applied Sciences (FH St. Pölten).

With a background in Innovation and Technology Management, he bridges the gap between academic research and the practical digital transformation of railway infrastructure.



© Lisa Mayr-Sinnreich

LISA MAYR-SINNREICH

Lisa Mayr-Sinnreich has been working in communications at the Vienna Chamber of Labour since 2020. She studied political science, media/communication studies, and journalism in Vienna and Cologne, and worked as a journalist for about 20 years, including for *Der Standard*, *Ö1*, and *Falter*.

Before joining the Chamber of Labour, she led the "Knowledge and Society" and "Edition Zukunft" sections at *Der Standard*.



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ANNA MILANEZ

Anna Milanez is a labour market economist in the Directorate for Employment, Labour and Social Affairs at the OECD.

She has led a variety of research projects related to the Future of Work and the impact of AI technologies on the workplace, including a cross-country research project that summarized case studies of the impact of AI on the workplace and an employer survey on the use of algorithmic management tools.

She holds a PhD in Economics from Harvard University.



© Hannah Romano

EDA MORKOC

Eda Morkoc is responsible for the administrative management of the conference. She is a staff member at the Büro für digitale Agenden (Office for Digital Affairs) of the AK Wien



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MADELEINE MÜLLER

Madeleine Müller is a senior researcher and senior consultant at the Research Institute – Digital Human Rights Centre. She studied law and philosophy at the University of Vienna and the Université Paris 1 Panthéon-Sorbonne, and completed a master's degree in political philosophy at the Universitat Pompeu Fabra Barcelona.

At the Research Institute, Dr. Müller conducts research at the intersection of law and ethics on current issues and challenges in the field of fundamental and human rights. Her research focuses on data protection, online security and artificial intelligence, with a particular emphasis on the AI Act, the GDPR, AI-supported decision-making processes and related rights of data subjects. She heads the AK Wien-funded projects 'AI Know' and 'Digital Rights'.

She also teaches as a lecturer at the University of Applied Sciences Burgenland.



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WERNER MÜLLER

Werner Müller is the Chairman of the Central Works Council at Eaton Industries (Austria) GmbH and Chairman of the Blue-Collar Works Council at the Schrems site. As an employee representative and member of the Supervisory Board, he monitors the industrial site's digital transformation from the workforce's perspective. His focus lies in actively shaping the digital transition.



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PAUL NEMITZ

Paul Nemitz was Director for Fundamental Rights and Citizenship and Chief Advisor on the Digital Transition at the European Commission.

He is the architect of the General Data Protection Regulation (GDPR) and of the path from ethical debates and attempts at self-regulation to the legal containment of artificial intelligence and data power.

His new book, "Die offene Zukunft und ihre Feinde, Wir wir aus dem Crash zwischen KI und Demokratie herauskommen", will be published in 2026. At the European College in Bruges, he teaches an annual postgraduate seminar on data protection and AI law.



© FES

JUSTIN NOGAREDE

Justin focuses on data protection issues at the workplace, the impact of AI, and the political economy of digitalisation.

Before joining FES, he covered digital policy at the Foundation for European Progressive Studies (FEPS). In the past, he worked on better regulation, the application of EU law, and digital policy in the Secretariat-General of the European Commission.

He holds an LL.M. in European Competition Law and Regulation from the University of Amsterdam.

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KARIN PETZLBERGER

Karin Petzlberger is a Senior Researcher at KMU Forschung Austria (Austrian Institute for SME Research), where she is responsible for the Austrian "Industry Monitor," among other projects.

As an economist, she leads projects on labour market development, skills shortages, and digitalization. Her research focuses on the changing skill requirements in SMEs and the impact of Artificial Intelligence on the world of work. She played a key role in the OECD's cross-country study on the use of AI in companies and provides deep insights into the digital transformation of Austrian companies.

AÍDA PONCE DEL CASTILLO

Aida Ponce Del Castillo is a legal expert at the intersection of law, science and emerging technologies, including artificial intelligence and neurotechnology. She is a senior researcher at the European Trade Union Institute (ETUI) and a member of EU, OECD and Belgian expert working groups. She is a trained foresight practitioner and regularly delivers training and advice to trade union organisations across the EU.



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ALEXANDRA PRINZ

Alexandra Prinz has been a senior manager at KPMG Austria since April 2024. In this role, she heads the internal innovation team 'Lighthouse'. Her focus is on developing innovative business models, human-centred digital transformation, building synergies between innovation and compliance management, and offerings in the field of digital ethics.

Previously, she worked for the City of Vienna for four years – initially as a lawyer specialising in IT law, data protection and cloud compliance in MA 01, and later as an advisor to the CIO. There, she actively shaped the City of Vienna's digitalisation and cloud strategy, was responsible for IT governance and digital humanism, and represented the City of Vienna in the Cities Coalition for Digital Rights.

With her diverse experience in both the public and private sectors, she brings a deep understanding of digital transformation, data protection, IT compliance and multi-stakeholder initiatives. She also volunteers on the board of IT-Law.at and is a passionate advocate of the 'value-based engineering' methodology developed by Prof. Sarah Spiekermann.

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EVELYN REGNER

Evelyn Regner has been a Member of the European Parliament since July 2009. From January 2022 to July 2024, she served as Vice-President of the Parliament and is currently the Chair of the Delegation for Relations with the Mercosur Countries. She is also the deputy head of the SPÖ delegation in the EU Parliament.

Evelyn Regner studied law in Vienna and Salzburg. Before her work as a Member of the European Parliament, she headed the ÖGB office in Brussels.

DAVID REICHEL

David Reichel is Head of Data and Digitalisation at the European Union Agency for Fundamental Rights (FRA). The Data and Digitalisation Unit conducts research and provides expertise on three topics: artificial intelligence, online content moderation and data protection.

David Reichel was responsible for the publication of several FRA reports, including the reports on AI and fundamental rights, 'Getting the future right' and 'Bias in algorithms', as well as the report on challenges in relation to online content moderation. Before joining the FRA in 2014, Dr Reichel worked in the research department of the International Centre for Migration Policy Development (ICMPD). He taught for several years at the University of Vienna and other universities.

He has published numerous articles, working papers and book chapters on topics related to human rights, citizenship and migration statistics.



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KERSTIN REPOLUSK

Since 2002, Kerstin Repolusk has been with the PRO-GE trade union, where her responsibilities include economic consulting, financial statement analysis, and negotiations for social plans and corporate law.

She is a member of the Supervisory Board of Agrarmarkt Austria, the Board of Platform Industry 4.0, a co-founder of KI-Mobil Austria, and a member of the Production Advisory Board at the BMIMI. She holds a Master's degree in European Economy and Business Management and a Bachelor's degree in Work Design and HR Management.



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Leevi Saari serves as Doctoral Researcher at the University of Amsterdam and EU Policy Fellow at the AI Now Institute. In these roles, he delves into the political economy of artificial intelligence, with a focus on regulatory initiatives, competition law, and emerging European digital industrial policy. His work has appeared on news outlets such as Bloomberg and Politico and he has delivered presentations and talks on these themes in European Parliament and national parliaments, expert professional communities and policy events around Europe.

Previously, as a Policy Advisor at the European Parliament, Leevi worked in the legislative processes of key digital regulations, including the Digital Markets Act (DMA), the Digital Services Act (DSA), the Data Act, and the Artificial Intelligence Act. He had leading role in key technical negotiations, and advised a Vice-Chair in the Special Committee on Artificial Intelligence in a Digital Age (AIDA).



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MATTHIAS SCHMIDL

Matthias Schmidl has been head of the Data Protection Authority since 1 January 2024. Previously, he worked at the Administrative Court, the Federal Chancellery's Constitutional Service and the Data Protection Commission's office, among others. Between 2014 and 2023, he was deputy head of the Data Protection Authority.

Dr Schmidl is a regular lecturer at the Universities of Vienna and Graz, the University of Applied Sciences Wiener Neustadt and the Federal Administrative Academy. He is also head of the Department of AI and Data Protection at the Institute for Digital Transformation and Artificial Intelligence at Sigmund Freud Private University Vienna (SFU) and author of numerous relevant specialist publications.



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Elisabeth Steindl is a legal scholar specialising in digitalisation and innovation. Her research focuses on the intersection of law, technology, and ethics. Committed to advancing responsible technological progress, she brings together legal expertise with a strong interdisciplinary grounding in the humanities to address complex societal challenges in technology governance.

Her new book, *A Datafied Mind: Untangling EU Regulation of Emotion Technology and Neurotechnology*, was published in October 2025 by Cambridge University Press. Dr Steindl is currently affiliated with the Ludwig Boltzmann Institute Digital Health and Patient Safety and the Department for Ethics and Law in Medicine at the University of Vienna.



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Florian Süssenguth heads the office of the Strategy Circle for Technology and Innovation of the German Federal Chancellor, which is hosted at acatech, the German Academy of Science and Engineering.

As a sociologist, he is particularly interested in how innovation often emerges not on the drawing board, but through serendipity, unexpected encounters, and unforeseen dynamics, and how these insights can be translated into innovation policy advice.



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Johannes Warter is Research Assistant (postdoc) at the Faculty of Labour Law and the Law of Social Security, University of Salzburg. His research interests include digitalisation and labour law, concept of employee, medical law, social security law, working time law and data protection law.

He has held various positions in data protection, won various scholarships and awards and published on topics related to the digitalization of work, among others on data processing in the workplace.



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RANIA WAZIR

Rania Wazir is a mathematician and data scientist. As co-founder and CTO of leiwand.ai, she is actively involved in developing tools and methods for detecting and reducing bias and discrimination risks in AI systems. Leiwand.ai is currently part of the NoLeFa consortium, which has been commissioned by the European Commission to set up a pilot for the AI Act Union Testing Facilities by summer 2026.

Rania holds leadership roles in international AI standardisation projects (ISO/IEC, CEN/CLC) and is a member of the Advisory Board for Ethics in Artificial Intelligence of the Austrian UNESCO Commission.



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Fridolin Wenny heads the Office for Digital Agendas at the Vienna Chamber of Labour, focusing on digital, innovation, and industrial policy, particularly regarding the impacts and shaping of digital technologies in the context of work and employment.

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UNSER TEAM



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Titus Udrea, Eda Morkoc, Tünde Fülöp, Fridolin Wenny, Helene Baumgartner, Nina Nawara

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