



Diversity in Europe

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— *In varietate Concordia (EC, Brussels, 2000)*



SUPER DIVERSITÉ

issue 15 - AI- diversity of the challenges for Europe

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*« These strangers in a foreign World
Protection asked of me-
Befriend them, lest yourself in Heaven
Be found a refugee »*

*« Ces Etrangères, en Monde inconnu
Asile m'ont demandé
Accueille-les, car Toi-même au Ciel
Pourrait être une Réfugiée »*

Emily Dickinson (Quatrains II-2, 1864-65, Amherst, Massachusetts, Etats-Unis)
translation in French by Claire Malroux (NRF, Poésie/Gallimard, Paris, 2000)

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Superdiversity in Europe

Since November 2018, the Institute for Research and Information on Volunteering (Iriv) has published a newsletter entitled «Diversity in Europe». It is expressed in the motto chosen since 2000 by the European Union *In varietate Concordia* with the enlargement of the European Union from 15 to 25 members in 2004.

The first issue (November 2018) was dedicated to school with Rotterdam (Netherlands) whose inhabitants with foreign origins represent more than 70% of the total population. Paris also has students with very diverse profiles in its classrooms.

The second issue (March 2019) addressed religious and cultural diversity, and the Jewish community with a comparison between Paris and Thessaloniki, cities sharing a tragic history during the Second World War.

The third issue (November 2019) raised the issue of interreligious dialogue with articles on Switzerland and France. In secular countries, religious freedom is the right not to believe or to belong to any religion.

The fourth issue (March 2020) was dedicated to interfaith education and dialogue in multicultural countries. A first article analysed inclusion and diversity in the United States. A second article recalled the example of Sarajevo, a model of peaceful existence between religious communities.

The fifth issue (November 2020) addressed diversity in the Mediterranean. Its eastern part is a crossroads between Europe, the Middle East, Africa, and Asia. Strategies are contradictory and the role of the EU is changing.

The sixth issue (March 2021) discussed artistic diversity and intercultural education with an article on Mexico and the great richness of its crafts; a second article addressed intercultural dialogue and education.

The seventh issue (November 2021) illustrates francophone diversity at the heart of the Francophonie with multiple facets, including literary.

The eighth issue (March 2022) is dedicated to Ukraine at war with a reflection on diversity of learning.

The ninth issue (November 2022) addresses diplomatic diversity-war is an admission of failure. ?

The tenth issue (March 2023) is dedicated to the diversity of the Suds - cooperation between the countries of the South and the universal character of the Francophonie.

The eleventh issue (November 2023) is dedicated to media diversity and plurality

The twelfth issue (March 2024) is dedicated to sports diversity with the Olympic Games in Paris in July-August 2024.

The thirteenth issue (November 2024) is dedicated to Olympic diversity with the Paralympic Games in Paris.

The fourteenth issue (March 2025) is dedicated to digital diversity, a major challenge for pluralism, transparency and democracy.

The fifteenth issue (November 2025) is dedicated to the diversity of the challenges raised by artificial intelligence (AI)

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Artificial Intelligence (AI) – diversity of the challenges for Europe

Artificial intelligence (AI) is a source of intense fears or sometimes exaggerated hopes. In France, a Commission on Artificial Intelligence (1), co-chaired by Mrs Anne Bouverot, President of the Board of Directors of the Ecole Normale Supérieure (ENS) and Philippe Aghion (2), Professor at the Collège de France and Nobel Prize for Economics 2025, has drawn up a very precise inventory. AI is both an opportunity and a challenge to be prepared for.

AI refers to technologies known since the 1950s. They experienced a new boom in the 1990s when two elements were gathered: data and computing power with the emergence of the cloud. Three reasons explain this success: the digitization of our society (which massively produces easily accessible data), the improvement of semiconductor materials (which increases computing power) and technical progress (power of computers highly energy-consuming).

The risks posed by AI are three-fold. The first is imperfection. Many AI systems operate with probability, a guarantee of flexibility, but also a source of errors (hallucinations or AI errors). The second is malicious use. Everything will depend on the balance of power between the cybercriminals and the «white knights», responsible for protecting citizens, who must be as agile and innovative as criminals. The third is systemic, for the whole of society or even humanity, with the concentration of the most advanced AIs in the hands of a small number of countries, companies, or individuals (3). Europe must boost its industrial and competition policy, alert launched by Mr Mario Draghi in October 2024 at the EU Parliament (4)

Faced with a secular decline in growth rates (first oil shock of 1973 and end of the "30 Glorious years"), AI can boost the economic growth of developed countries through two effects: (i) by increasing productivity, speed at which we produce goods and services; (ii) by generating more new ideas, new innovations, new products or new forms of organization. The rent generated by AI should not be captured by a small number of companies (mostly American) at the expense of other developed countries, especially in Europe where AI champions are few (Mistral Ai with Le Chat in France).

The main fear raised by AI is the disappearance of jobs in certain sectors of economic activity, particularly those professions known to be the crucible of human intelligence – those of knowledge, strategy and creativity (doctors, teachers, lawyers, journalists, artists...). The automation of tasks has two contrary effects on employment. On the one hand, human work is replaced by machines, which destroys jobs: we talk about a crowding out effect. On the other hand, automation increases the productivity of individuals, with a better quality/price ratio for the products offered to consumers, thus higher demand and, in fine, the creation of jobs and new tasks: we talk about productivity effect. Studies conducted in the United States in 2023 showed that the productivity effect dominates on average for employees in companies, while the crowding-out effect is more important for independent individuals (freelancers) whose main tasks are easily replaced by AI.

A study conducted by the International Labour Organization (Gmyrek, P , J Berg, and D Bescond , ILO 2023), concluded that in the whole world (including developed countries), the number of jobs with potential improvement through AI (13.4%) is much higher than the one with a potential for replacement by AI (5.1%)

One of the main problems posed by AI concerns intellectual and artistic productions, and the protection of original creation (respect for intellectual property) with a fair remuneration. The advantages of AI are to reduce repetitive or low-value tasks and thus lower barriers to entry. It allows one to focus on the most essential elements of the imagination or its output. Creativity is stimulated if creation is protected. Human surplus value is even rarer by its originality and novelty in the face of an "abundance" of "artificial" productions. First and foremost strictly regulating the use of AI means by recognizing the fair value of human creation, knowing how to identify it and characterizing the irreducible character (originality/novelty) of this "human" component. The other key problem is economic – providing a fair remuneration for human creation, essential for a good (fair and sustainable) use of AI, with a focus in the cultural & artistic sector.

Another sensitive issue concerns information. The fundamental role played by reliable and pluralistic information in a democracy to be able to enlighten citizens on sensitive subjects. In the hybrid war that authoritarian regimes deliver to democracies, new media based exclusively on AI do not meet any of the requirements of press companies—reliable and serious sources, verification of the truth of the facts by cross-checking several sources, hierarchy also of information. A well-known example is given by an American propagandist based in Russia (6). He generated a hundred sites in French, plagiarizing local press titles or playing on confusion, which mix true and false information, in the perspective of throwing confusion before the local elections (in March 2026 in France). The real information looted is not credited to their authors. The democratic risk is that quality information is paid for and that the bad (fake) news is accessible to everyone. Only informed users can go to the source of public data, which remains free and open but requires knowing how to search for and synthesize information.

Faced with the challenges of AI, training needs are of three types for Anne Bouverot and Philippe Aghion: firstly training people capable of designing and developing AI solutions (engineers), secondly training people capable of deploying these AI solutions within their companies (managers), and thirdly training professionals, of all profiles, capable of raising awareness among the general public about the culture and understanding of AI (facilitators).

Europe is creative and diverse. Its diversity can be an opportunity to stimulate creation and innovation which will benefit from a protective framework for intellectual property and to fight against misinformation. AI is a challenge for Europeans to take up by remembering that . «Science without consciousness is only the ruin of the soul » (7)

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References

- (1) Artificial Intelligence Commission (under Mrs Elisabeth Borne's government) – 25 recommendations for the AI - <https://www.info.gouv.fr/actualite/25-recommandations-pour-lia-en-france> created at the initiative of the President of the Republic, report submitted on March 13, 2024. The challenge is to make France a game player in the technological revolution of artificial intelligence (AI).
- (2) Philippe Aghion received the Nobel Prize for the Economy in 2025 alongside American-Israeli Joel Mokyr and Canadian Peter Howitt for their work on the impact of new technologies on economic growth. Philippe Aghion is a specialist in the theory of Schumpeter's growth (creative destruction). He stressed the importance of competition and investment in education and ecological transition. Technological leadership will be decisive in the trade war that is already being waged between developed countries.
- (3) The term 'broligarch' refers to a new category of oligarchs from Silicon Valley, characterized by their faith in technology and their rejection of constraints. Among them, Elon Musk, Mark Zuckerberg, or Jeff Bezos. Steeped in science fiction and the cult of personality, they promote a vision combining anarchy and ultra-capitalism. The neologism appeared in 2010 and popularized in July 2024 in an article by Carole Cadwalladr from the British newspaper "The Guardian".
- (4) the Draghi report published in September 2024 launched a warning signal, renewed in September 2025 during the Union speech delivered by the President of the European Commission, Ursula von der Leyen.
- (5) For the American-Russian propagandist John Mark Dougan, artificial intelligence has untapped potential to promote the Russian narrative internationally—and particularly in the West- <https://legrandcontinent.eu/fr/2025/02/27/changer-lia-mondiale-avec-le-recit-russe-comment-un-ex-policier-americain-devenu-propagandiste-du-kremlin-veut-detourner-les-ia-> Rabelais (1532) « Pantagruel », chapitre VIII, Letter from Gargantua to Pantagruel

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