

TransFormWork 2 / Project 101145650

Social partners together towards a better and effective regulation of Artificial Intelligence for a just transition to the work of the future

**First European Round Table
Dublin, 15 October 2024**

AI and Algorithmic Management in Cyprus
Current Situation in Cyprus

Slide 1: Introduction to AI at the National Level in Cyprus

Title: AI in Cyprus: Current State and National Strategy

- AI is reshaping industries worldwide, and Cyprus is no exception.
- As an EU member, Cyprus's approach to AI aligns closely with EU regulations, particularly the EU AI Act and GDPR.
- The national AI strategy focuses on ethical and transparent use of AI to ensure both technological advancement and the protection of citizens' rights.

Slide 2: Key AI Policies and Regulations in Cyprus

Title: Regulatory Framework

- Cyprus follows the General Data Protection Regulation (GDPR), ensuring personal data is used responsibly, especially in algorithmic management in workplaces
- The National AI Strategy of Cyprus (2020) highlights the development of an ethical and reliable AI framework that emphasizes transparency, responsibility, and fairness in AI development
- A National Committee on Ethical and Reliable AI has been set up to monitor AI implementation and ensure that AI systems are in line with Cyprus's social and legal values

Slide 3: Digital Skills and Workforce Development

Title: Preparing for the AI Future

- The Digital Skills and Jobs Coalition is a key initiative aimed at improving digital literacy and providing AI training to the workforce. This program collaborates with public and private sectors to bridge the skills gap in Cyprus
- Special emphasis is placed on upskilling and reskilling workers, particularly in small and medium enterprises (SMEs), where digital transformation faces challenges
- The Cyprus National Digital Strategy 2020-2025 supports the digitalization of businesses and encourages STEM education to create a talent pool ready for AI-driven jobs

Slide 4: Opportunities and Benefits of AI

Title: AI's Impact on the Workforce

- AI presents opportunities for both employers and employees:
- For employers: Increased productivity, better decision-making through data analytics, and improved workplace safety
- For employees: Flexible work arrangements, personalized learning opportunities, and automation of repetitive tasks leading to enhanced job satisfaction

AI in Cyprus can boost sectors like tourism, finance, and healthcare, offering tailored services and optimized processes

Slide 5: Ethical Challenges and Worker Rights

Title: Addressing AI-Related Challenges

- AI introduces challenges related to privacy, data security, and workforce displacement.
- The GDPR and Cyprus's national law on personal data ensure AI respects individual privacy
- AI systems can introduce bias if not properly managed, affecting decisions like hiring and promotions
- Surveillance concerns arise as AI tools used for performance monitoring may infringe on workers' rights

The National AI Strategy addresses these challenges with guidelines on transparency, fairness, and accountability

Slide 6: Future AI Developments and Collaboration

Title: Collaborating for Ethical AI

- Social partners, including trade unions like SEK and employer organizations like OEB, play an active role in shaping AI policies that ensure worker protection
- Ongoing efforts to include AI in collective agreements and discussions around AI governance are critical to maintaining worker autonomy and rights
- Collaboration between public, private, and academic sectors is essential for creating an inclusive and ethical AI environment in Cyprus

Slide 7: Conclusion

Title: AI for a Fair and Competitive Future

- Cyprus is committed to advancing in AI while balancing technological innovation with ethical considerations.
- By focusing on regulation, upskilling, and ethical AI development, Cyprus aims to lead the way in integrating AI into workplaces and ensuring its benefits are shared widely across society.



Thank you very much!!

Go raibh maith agat!!