Trustworthy AI

Recommendations to Responsible
and Inclusive Artificial Intelligence Strategy
and Policy Frameworks for Armenia, Georgia,
Moldova, and Ukraine

Table of Contents

Introduction

Artificial Intelligence (AI) is rapidly reshaping global economies and governance systems, offering remarkable opportunities as well as complex challenges and threats. While its transformative potential is often associated with innovation and productivity gains, AI also holds the promise to address deeper systemic issues — from unequal access to education and healthcare to environmental degradation and underrepresentation in the digital economy.

AI's potential to drive inclusive and sustainable development is particularly relevant for the Eastern Partnership region, where political and economic vulnerabilities, skills gaps, and limited institutional capacity risk reinforcing existing inequalities if emerging technologies are not governed wisely. Based on current global research and pilot projects in different countries, evidence shows that AI can improve access to quality education, healthcare, and social services, particularly in underserved or remote communities, while also empowering youth and women by opening new pathways to economic participation. In parallel, AI applications in precision agriculture, energy management, and climate forecasting present viable tools for improving environmental resilience and resource efficiency.

Yet, without intentional design and inclusive policy frameworks, AI risks further marginalizing already disadvantaged groups, widening economic disparities, and accelerating environmental costs due to its energy demands. These dualities highlight why a structured, values-based, forward-thinking approach to AI governance is not optional, but urgent.

In this context, the AI Policy Dialogue Initiative, implemented by StrategEast with the support of RECONOMY, focuses on building the foundation for responsible and inclusive AI strategies and policy frameworks in Armenia, Georgia, Moldova, and Ukraine. The initiative aims to establish a multistakeholder dialogue and therefore support local governments and stakeholders in developing governance models that are not only adaptive and forward-looking but also rooted in inclusive economic and social values.

Serving as a platform to align global experience with national priorities and reality, the initiative brought together public officials, private sector leaders (including both tech and non-tech industries), educational institutions, and international experts. Through a series of regional roundtables and targeted skills-building workshops, it captured both high-level strategic intent and on-the-ground realities shaping AI development in the region.

The report aims to equip governments, policymakers, and other relevant stakeholders with actionable and strategic guidance tailored to the region's evolving realities. Its focus is not on comparing countries at their current stage of AI development and adoption, but on promoting a people-centered approach to AI that aligns with European and global frameworks while addressing unique local needs, including institutional capacity-building, equitable access, and ethical safeguards.

Key Insights

Trends and Reflections
from Roundtables and Workshops

AI is no longer a distant frontier; it is rapidly becoming a defining force across economies, public institutions, and society at large. In Armenia, Georgia, Moldova, and Ukraine, where countries are navigating complex transitions, both economic and political, AI presents a double-edged opportunity. From education to healthcare to agriculture, AI holds the promise to close access gaps, improve efficiency, and open new economic opportunities, particularly for youth, women, and remote communities. But without thoughtful governance, these same tools can just as easily widen inequalities, pose significant threats to human rights, and erode trust in public institutions.

This balance between opportunity and risk was a recurring theme throughout the AI Policy Dialogue Initiative. In Armenia, Georgia, Moldova, and Ukraine, roundtable participants expressed a shared momentum toward more coordinated, inclusive approaches to AI governance, yet also acknowledged a pressing need to close the gap between ambition and implementation. Each country has entered this space from a different starting point: Armenia through early investments in AI education, Georgia via academic initiatives and pilot-driven experimentation, Moldova through certain policy milestones, albeit with limited follow-through, and Ukraine through its digital resilience and initial AI frameworks. Despite these differences, all countries are aligning around a common understanding: AI must be integrated into long-term national strategies, and not treated as a siloed or purely technical issue.

Participants from diverse sectors emphasized that AI strategies cannot remain aspirational documents. They must be backed by institutional capacity, cross-sectoral alignment, and safeguards to ensure that responsible, inclusive, and transparent AI governance becomes a standard and not an exception. While some countries are further along in public-sector AI adoption or regulatory design, all face constraints in terms of skills availability, interagency coordination, and the risk of deepening social or digital inequalities through unchecked implementation.

Despite different governance architectures, the same red flags echoed across the region: AI experimentation is often fragmented, inclusion remains a challenge (especially for rural populations and underrepresented groups), and strategies are rarely linked to budget lines or implementation mechanisms. The roundtables confirmed that without these structures in place, even well-meaning AI initiatives risk becoming siloed experiments, rather than drivers of meaningful digital transformation.

To highlight the importance of external assessments and international standards, we also decided to include international metrics to create a holistic picture. We chose the assessment by the AI Readiness Index, developed by Oxford Insights in 2019 — a trusted resource used by UNESCO and the G20, that annually measures how well a country is positioned to responsibly adopt and scale artificial intelligence in the public sector. At its core, the index asks: How ready are governments to implement AI in the delivery of public services? It evaluates national performance, examining 40 indicators across 10 dimensions, which make up 3 pillars: Government, Technology Sector, and Data & Infrastructure. In 2024, they assessed the AI readiness of 188 governments worldwide.

Stakeholder Composition and Participation Patterns

The initiative prioritized inclusive, multi-stakeholder dialogue, gathering voices from ministries, universities, the private sector, international organizations, and civil society. This ensured that the recommendations reflect both top-level priorities and grassroots realities. Notably, engagement from women-led organizations and regional experts helped uncover risks of algorithmic bias and underrepresentation, emphasizing the need for intersectional AI policymaking.

Throughout the initiative, roundtables and workshops brought together hundreds of participants, with a gender distribution of approximately 62% women and 38% men. Youth participation (ages 18–34) accounted for around 44%, which is a promising indicator of increasing gender representation and youth engagement in digital policy and innovation spaces.

Stakeholder breakdown:

- Countries (target and international: ~18% - Armenia, ~23% - Georgia, ~27% - Moldova, ~27% - Ukraine, ~5% - other countries, including the EU, wider Europe, the U.S., etc.)

- Public sector representatives (ministries, agencies, regulators): ~35%

- Private sector stakeholders (tech and non-tech companies, startups, business support organizations): ~25%

- Civil society & non-profits (gender equity groups, digital rights advocates): ~20%

- Academic & educational institutions (researchers, curriculum developers, EdTech experts): ~20%

This multi-stakeholder format allowed for an ecosystem-wide dialogue, where governments could learn from businesses – both international and local, civil society actors highlighted responsibility risks, and educators emphasized long-term skills transformation. Notably, the active participation of international organizations such as the OECD, EU, UNESCO, and the Center for AI and Digital Policy (CAIDP) enriched the discussions with global benchmarks and policy insights, helping to align national efforts with internationally recognized standards and responsible AI principles.

Across all sessions, there was a clear consensus that responsible AI governance requires moving beyond sectoral silos. Policy conversations must now integrate business incentives, education system reforms, and civic oversight, anchored by principles of responsibility, fairness, and inclusivity, as envisioned in the project's original concept. Stakeholders repeatedly expressed interest in sustaining the dialogue through regional communities of practice, working groups, or co-created tools to guide implementation at scale.

Together, these dialogues revealed that responsible AI strategies in Eastern Europe and the Caucasus must balance ambition with accountability, pairing innovation with inclusion to ensure digital transformation does not leave anyone behind.

AI Readiness and Country Snapshots

Armenia

Armenia is increasingly positioning AI as a strategic tool for national development, aiming to enhance the country's economic attractiveness. Driven by a blend of public-private partnerships and strong educational initiatives, the country is making strides in AI development. However, the absence of comprehensive AI strategies and policy frameworks puts high risks at stake for ensuring the responsible use and adoption of AI.

While Armenia is actively exploring AI in public administration, notably through tax compliance pilots with World Bank support, the country still lacks a comprehensive AI strategy. Current efforts are piecemeal, led by forward-thinking institutions such as the Foundation for Armenian Science and Technology (FAST), academic partnerships, and the engagement of international experts. Several policy initiatives are underway, including a broader high-tech development strategy where AI is positioned as a key pillar.

The Armenian government and key institutions like FAST have embraced AI not just as a technology but as a long-term development priority. Programs like Generation AI already reach over half of public high school students, with the goal of 85% coverage by 2026. Backed by FAST, diaspora-driven, and international development efforts, this push is paired with new master's programs, boot camps, and research grants to grow local talent.

Internationally, Armenia is gaining visibility through partnerships with Mistral AI, NVIDIA, and SpaceX, while a Strategic Partnership Charter with startups like Picsart and ServiceTitan also demonstrates global potential.

In July 2025, the Ministry of High-Tech Industry launched Armenia's National AI Virtual Institute — a government-backed initiative designed to unify researchers, developers, and industry stakeholders under a shared digital platform. Functioning as a state-coordinated hub, the Institute aims to accelerate national AI development and position Armenia as a center of regional excellence. The initiative has attracted support from key international partners, including AWS and Mistral AI.

In June 2025, the Government of Armenia and NVIDIA announced a joint effort to develop the Caucasus region's first AI-focused supercomputing data center. Firebird.ai, a Yerevan- and San-Francisco-based startup — supports the initiative through a $500 million investment aimed at strengthening national infrastructure and accelerating regional AI innovation. These collaborations not only highlight Armenia's commitment to integrating advanced technologies but also position the country as an emerging player in the global AI ecosystem.

Alongside these flagship projects, Armenia's grassroots ecosystem remains active, with more than a dozen Series A/B startups, numerous early-stage ventures, and growing research capacity. Despite limited institutional infrastructure, momentum remains strong.

AI Readiness Index (Oxford Insights)

● Index Ranking: 88th out of 188 countries assessed

Armenia Country Index Ranking

Overall country score increased from 42.97 in 2023 to 56.03 in 2024 (out of 100 maximum points).

■ Government Pillar ■ Technology Sector Pillar ■ Data & Infrastructure Pillar
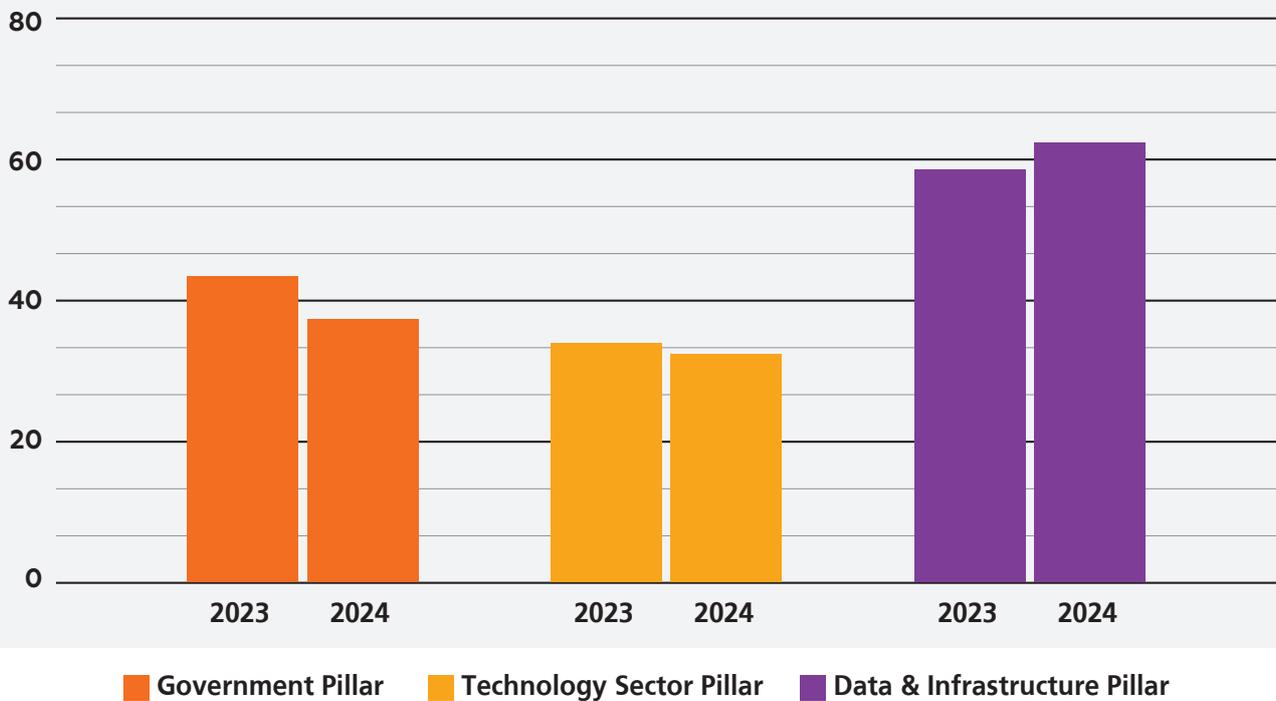
The **Human Capital dimension score**[1] (part of Technology Sector pillar): decreased from 40.27 in 2023 to 36.62 in 2024 (out of 100 maximum points).

All scores show the gains in infrastructure but setbacks in government coordination and sector development. Armenia's relative decline points to the need for more strategic alignment at the national level.

Key Challenges

- Lack of a comprehensive national AI strategy and cohesive institutional coordination, as well as underdeveloped policy and regulatory frameworks to support long-term AI deployment.

- Considerable talent gap in the senior-level AI professionals; junior roles are often insufficient for scaling, which makes it harder for local and foreign companies to source experienced AI professionals within Armenia.

- Limited inclusivity due to the under-engagement of all relevant actors in AI development.

To fully leverage its early AI momentum, Armenia needs to move beyond fragmented initiatives by adopting a comprehensive national AI strategy, improving institutional coordination, and addressing senior-level talent gaps. Aligning with international AI governance standards and strengthening inclusive, cross-sector collaboration will be key to ensuring responsible adoption and positioning Armenia as a trusted regional leader in AI innovation.

---

[1] Specifically assesses the availability of AI-relevant skills and expertise, such as STEM education, workforce capabilities, and digital skills engagement. A strong base of human capital fuels the development of advanced AI solutions and enables the sector to adapt to the changing needs of governments.

Georgia

Georgia is in the early stages of developing its national artificial intelligence ecosystem. While a formal AI strategy and regulatory framework are still in progress, the ecosystem is laying the groundwork. The Georgian Innovation and Technology Agency is leading national efforts to draft the first AI Strategy and Action Plan, aiming to foster responsible AI development across sectors. Plans are also underway to establish a national AI Center of Excellence at Kutaisi Techhub, focused on building core AI capabilities, fostering innovation, and facilitating public-private collaboration.

AI applications are already being tested across various sectors. The Ministry of Justice uses AI to automate legislative drafting; the Prosecutor's Office leverages IBM analytics to trace crime networks; and the Public Registry employs AI for digital identity verification. In parallel, private universities like Business and Technology University (BTU) are pushing forward grassroots AI awareness initiatives, such as AI4Globe and Women in AI, targeting both technical capacity and public trust, especially among underrepresented groups.

Private sector engagement is also growing. According to the Georgian Chamber of Commerce's Q2 2025 Economic Report on "Fostering Innovation & Entrepreneurship," AI is being increasingly adopted across sectors such as manufacturing, logistics, and hospitality. The report notes a rise in the use of generative AI: from 55% of surveyed companies in 2023 to 75% in 2024 – primarily for process optimization and systems integration.

As highlighted in NATO-supported research, Georgia is increasingly exposed to hybrid threats, including AI-driven disinformation campaigns that could undermine its EU integration trajectory. These risks underscore the urgent need to strengthen cybersecurity and data protection frameworks. As a signatory to the Council of Europe Framework Convention on Artificial Intelligence and Human Rights, Democracy and the Rule of Law, Georgia commits to a risk-based approach to AI regulation. While no dedicated national AI law is in place yet, this engagement with the European framework underscores the country's intention to ensure AI development respects democratic principles and human rights, with safeguards tailored to specific risks and contexts. Explicitly mapping these commitments to the risk categories defined in the EU AI Act could accelerate regulatory readiness.

Reflecting growing institutional awareness of AI's broader implications, the State Security Service (SGB) identified AI as a potential hybrid threat for the first time in its May 2025 annual report. This acknowledgment reinforces the strategic need for regulatory preparedness, particularly in light of increasing disinformation risks and Georgia's ongoing EU integration efforts.

AI Readiness Index (Oxford Insights)

● Index Ranking: 81st out of 188 countries assessed (↑ from 99 in 2023)

Georgia Country Index Ranking

Overall country score increased from 41.27 in 2023 to 46.92 in 2024 (out of 100 maximum points).

■ **Government Pillar**   ■ **Technology Sector Pillar**   ■ **Data & Infrastructure Pillar**
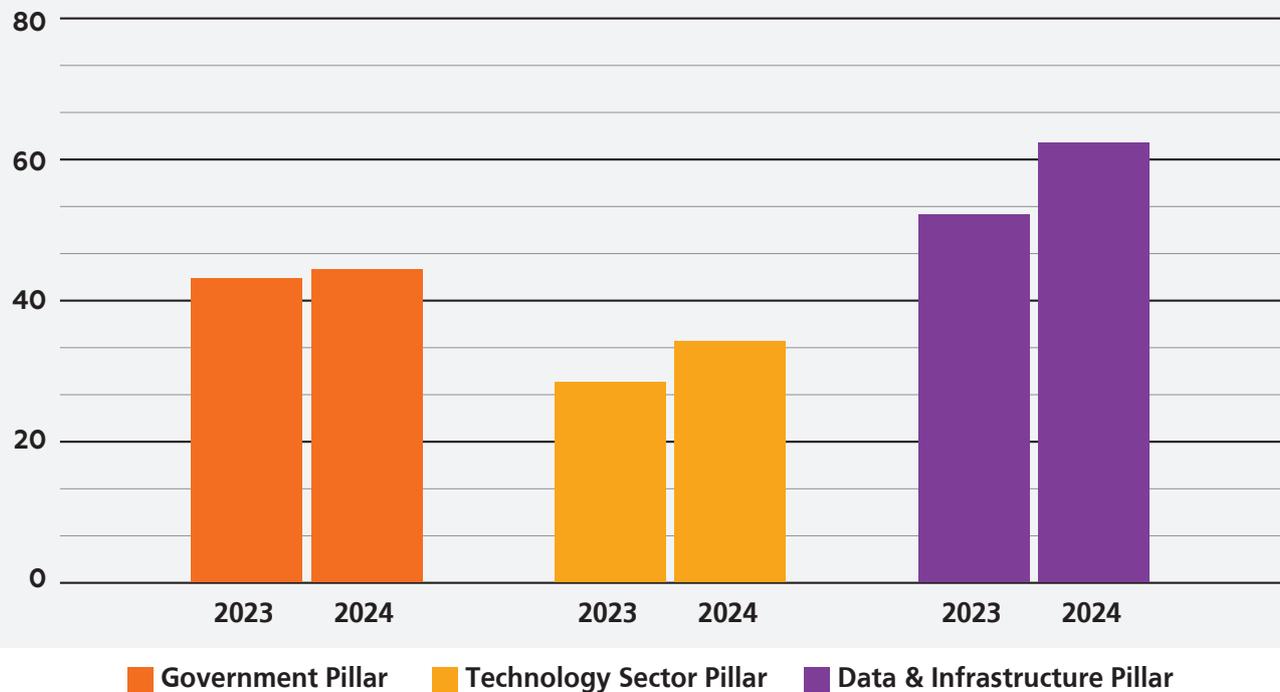
The **Human Capital dimension score[1]** (part of Technology Sector pillar): increased from 36.92 in 2023 to 38.71 in 2024 (out of 100 maximum points).

Georgia's progress reflects gains in infrastructure and technology uptake, yet the human capital score underscores persistent gaps in advanced research, R&D capacity, and digital literacy, especially in rural areas.

Key Challenges

- Political instability could disrupt policy continuity and long-term AI development planning.

- Lack of finalized national AI strategy and framework limits coordinated and accountable action.

- Gaps in rural connectivity and digital literacy hinder equitable AI adoption, while a shortage of advanced R&D capacity constrains innovation beyond pilot-level applications.

- Public mistrust and fear of AI's impact on education and jobs highlight the need for structured awareness campaigns and lifelong learning programs.

Georgia's recent progress in digital infrastructure, AI adoption, and institutional awareness offers a critical — yet fragile — opportunity to shift from fragmented efforts to a unified, rights-based AI strategy. Political instability could undermine these advances by disrupting legislation, eroding public trust, or diverting resources from innovation. To secure lasting progress, Georgia must operationalize its commitments to international and European AI standards, embed risk-based and ethical principles into policy, and prioritize advanced talent development, cross-sector collaboration, and policy stability. These steps are essential for maintaining competitiveness, safeguarding democratic institutions, and sustaining responsible AI growth.

---

[1] Specifically assesses the availability of AI-relevant skills and expertise, such as STEM education, workforce capabilities, and digital skills engagement. A strong base of human capital fuels the development of advanced AI solutions and enables the sector to adapt to the changing needs of governments.

Moldova

Moldova has made emerging progress toward establishing a cohesive national approach to AI, marked by several institutional and policy milestones. A major milestone was the release of the AI White Paper on October 2, 2024, by the Ministry of Economic Development and Digitisation. This foundational document sets the strategic direction for AI policy development, emphasizing ethical, inclusive, and sustainable AI in alignment with European and international standards. It focuses on strengthening data governance and promoting the responsible design, use, and implementation of AI systems.

To reinforce this effort, the Sub-Council on AI and Data Governance (SCIA) was launched in August 2024. The SCIA brings together 21 representatives from public institutions, the ICT sector, international partners, and civil society to provide strategic guidance, facilitate multistakeholder dialogue, and ensure Moldova's AI policies are aligned with international standards and best practices.

Internationally, Moldova demonstrated its commitment to responsible AI by signing the Council of Europe Framework Convention on Artificial Intelligence, Human Rights, Democracy and the Rule of Law on September 5, 2024. In line with its European integration agenda, Moldova signed a Joint Declaration during the first EU-Republic of Moldova Summit. As part of this effort, the European Commission committed to launching an AI Tool to accelerate alignment with the EU acquis and support ongoing reform efforts critical to the accession process.

While this is a significant step toward European integration and normative alignment, civil society has raised concerns about the convention's limitations, particularly its reliance on non-binding commitments and the absence of clear enforcement mechanisms, as well as Moldova's broader challenge with consistently implementing international frameworks. Signing such agreements signals intention, but follow-through remains uneven, especially amid Moldova's complex political landscape and the uncertainty of upcoming national elections, which could significantly influence the country's digital and governance priorities.

UNDP has also played an active role in Moldova's digital transformation, emphasizing inclusive digital governance, capacity building, and institutional readiness. As highlighted in the 2025 Human Development Report, Moldova has the opportunity to harness AI for development, but must ensure governance mechanisms are in place to prevent inequality, bias, and centralization of power.

Although Moldova does not yet have a finalized national AI strategy, the 2024 White Paper and the establishment of the Sub-Council on AI (SCIA) signal a growing institutional commitment. Moldova's progress in government capacity also points to strong political will and policy momentum. While several key documents have been approved, their execution and further implementation, as well as the development of a comprehensive policy framework, strongly depend on future progress and require continuity in leadership, robust monitoring frameworks, and a clear shift from policy aspiration to implementation.

AI Readiness Index (Oxford Insights)

● Index Ranking: 63rd out of 188 countries assessed (↑ from 90 in 2023)

Moldova Country Index Ranking

Overall country score increased from 42.97 in 2023 to 56.03 in 2024 (out of 100 maximum points).

■ **Government Pillar**   ■ **Technology Sector Pillar**   ■ **Data & Infrastructure Pillar**
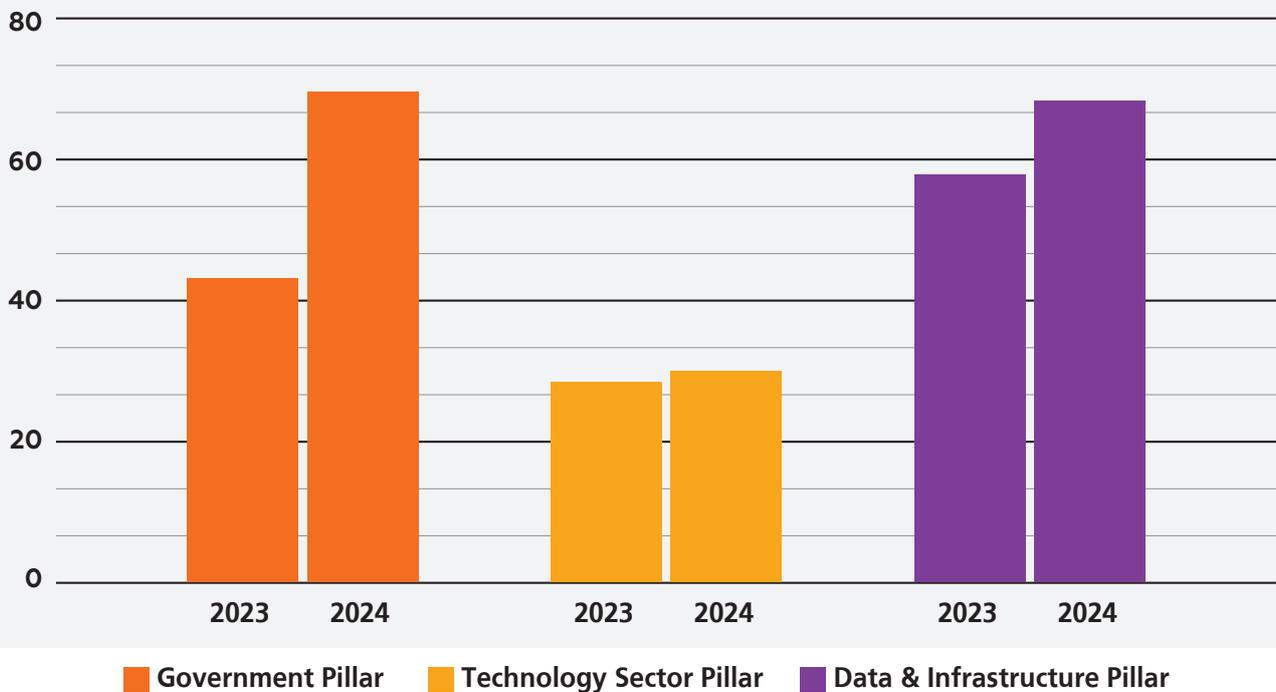
The **Human Capital dimension score**[1] (part of Technology Sector pillar): decreased from 36.14 in 2023 to 36.02 in 2024 (out of 100 maximum points).

Moldova's jump in AI readiness is driven by rapid improvements in governance, but the lower human capital score indicates that developing a skilled AI workforce remains a key area for sustained attention.

Moldova has made rapid strides in institutional capacity and digital infrastructure for AI. By turning its White Paper into an actionable national strategy, ensuring strong coordination with business and academia, and focusing on inclusive implementation, Moldova can deliver significant developments for the country and the region.

Key Challenges

- Absence of a finalized AI strategy or regulatory framework beyond the White Paper.

- Limited private sector capacity in AI development and commercialization.

- Risk of excluding vulnerable and rural populations due to limited outreach, infrastructure gaps, and the absence of tailored AI literacy programs.

- Need for institutional coordination and ongoing civil society engagement to ensure rights-based AI implementation.

[1] *Specifically assesses the availability of AI-relevant skills and expertise, such as STEM education, workforce capabilities, and digital skills engagement. A strong base of human capital fuels the development of advanced AI solutions and enables the sector to adapt to the changing needs of governments.*

Ukraine

Ukraine has made notable progress in advancing AI adoption and governance, even amid wartime conditions. The Ministry of Digital Transformation has spearheaded key initiatives, including the 2024 AI Regulation Roadmap and a dedicated White Paper on AI. Both outline ethical principles, risk management approaches, and alignment with the EU AI Act to support regulatory harmonization.

Demonstrating alignment with European AI governance norms, Ukraine became the 16th signatory to the Council of Europe's Framework Convention on AI, Human Rights, Democracy, and the Rule of Law. The convention was signed by Deputy Minister of Digital Transformation Oleksandr Bornyakov.

In parallel, Ukraine launched its first AI Excellence Centre and introduced a national Sandbox for AI and blockchain startups, a joint initiative of the Ministry of Digital Transformation and the Ukrainian Startup Fund. This Sandbox allows startups to test and develop high-tech solutions with expert guidance and state support in a flexible environment, addressing gaps in existing legislation.

Another initiative planned by the Ministry of Digital Transformation of Ukraine is launching the AI Factory (Sovereign Artificial Intelligence Factory) project, which will establish a secure national AI infrastructure for deploying state AI services. The project aims to develop a sovereign and secure AI product for citizens, the Armed Forces, and the public sector, with the first priority being an AI assistant for the Diia platform.

AI integration in public services continues to expand. The Diia platform is testing an AI assistant to help citizens navigate government services more easily, while AI tools are increasingly being developed and integrated into digital ID systems, labor market platforms, and education. Ukraine is also one of the few countries globally to issue official guidance on AI in education, reflecting a growing policy focus on building future AI competencies.

To promote responsible AI development and address regulatory gaps, leading Ukrainian tech companies signed a memorandum in 2025 establishing the country's first self-regulatory organization (SRO) for AI. Backed by the Ministry of Digital Transformation and led by the Centre for Democracy and Rule of Law (CEDEM), the SRO introduced a Voluntary Code of Conduct for Ethical and Responsible AI. These efforts align with recommendations developed through StrategEast roundtable discussions and the broader initiative's support for industry-led codes of practice.

The National Security and Defense Council (NSDC) has launched monthly AI trend digests (e.g., AI Frontiers) to keep policymakers informed of global AI developments. This initiative reflects Ukraine's commitment to multistakeholder engagement and its intent to strengthen regulatory foresight in the AI domain.

Aligned with the multistakeholder approach in developing a comprehensive National AI Strategy, planned for release in autumn 2025, the Ministry of Digital Transformation launched a questionnaire for citizens, companies, startups, government agencies, public organizations, and other stakeholders to influence AI policy development.

Meanwhile, the defense and dual-use tech sectors are driving rapid AI innovation in Ukraine through initiatives like Brave1, which supports the development of cutting-edge AI solutions with direct security applications, and highlights the broader transformative potential of such innovations across the economy. At the same time, while this momentum in Ukraine reflects both urgency and technological maturity, it also underscores the growing need to establish clear ethical and operational safeguards, particularly in relation to AI used in defense and dual-use contexts.

AI Readiness Index (Oxford Insights)

● Index Ranking: 54th out of 188 countries assessed (↑ from 60 in 2023)

Moldova Country Index Ranking

Overall country score increased from 42.97 in 2023 to 56.03 in 2024 (out of 100 maximum points).
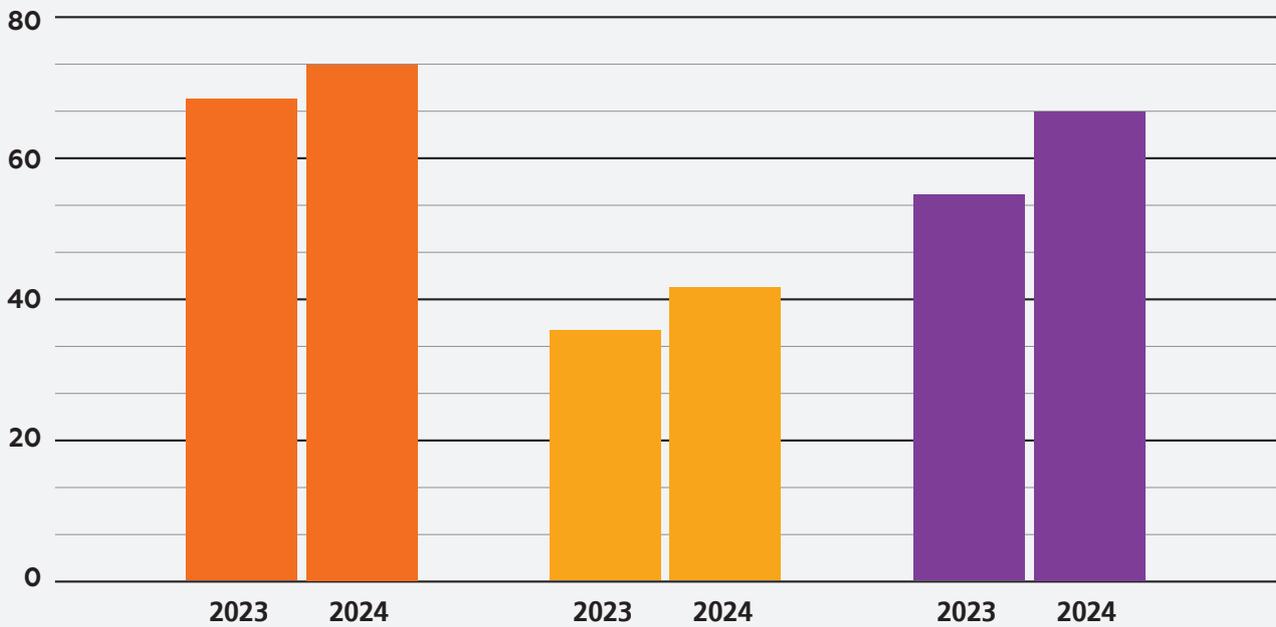
Legend: Government Pillar | Technology Sector Pillar | Data & Infrastructure Pillar

The **Human Capital dimension score**[1] (part of Technology Sector pillar): increased from 36.73 in 2023 to 49.05 in 2024 (out of 100 maximum points).

Ukraine's strong performance in governance and infrastructure is reinforced by a growing talent base, as reflected in its relatively high human capital score, though regional disparities in access to training persist.

Key Challenges

- Despite key initiatives like the WINWIN Strategy and AI White Paper, Ukraine still lacks a comprehensive AI law, leaving legal gaps, especially for emerging security-related applications.

- AI efforts remain concentrated in a few central agencies, while regional actors and academia lack structured engagement. Broader and more systematic coordination is needed across levels.

- Demand for AI talent is rising, but training and reskilling remain limited, especially in rural areas. This deepens the digital divide and slows inclusive growth.

Ukraine's trajectory in AI governance is marked by resilience and ambition. The country is advancing a forward-looking and innovation-driven approach to AI policy and public sector integration. However, maintaining momentum will require sustained investments in infrastructure and talent, the timely adoption of a comprehensive AI law, and targeted efforts to close regional disparities in skills and access. By deepening cross-sector collaboration and embedding robust safeguards, particularly for dual-use applications, Ukraine can strengthen its position as both a regional digital leader and a global example of responsible AI development.

---

[1] *Specifically assesses the availability of AI-relevant skills and expertise, such as STEM education, workforce capabilities, and digital skills engagement. A strong base of human capital fuels the development of advanced AI solutions and enables the sector to adapt to the changing needs of governments.*
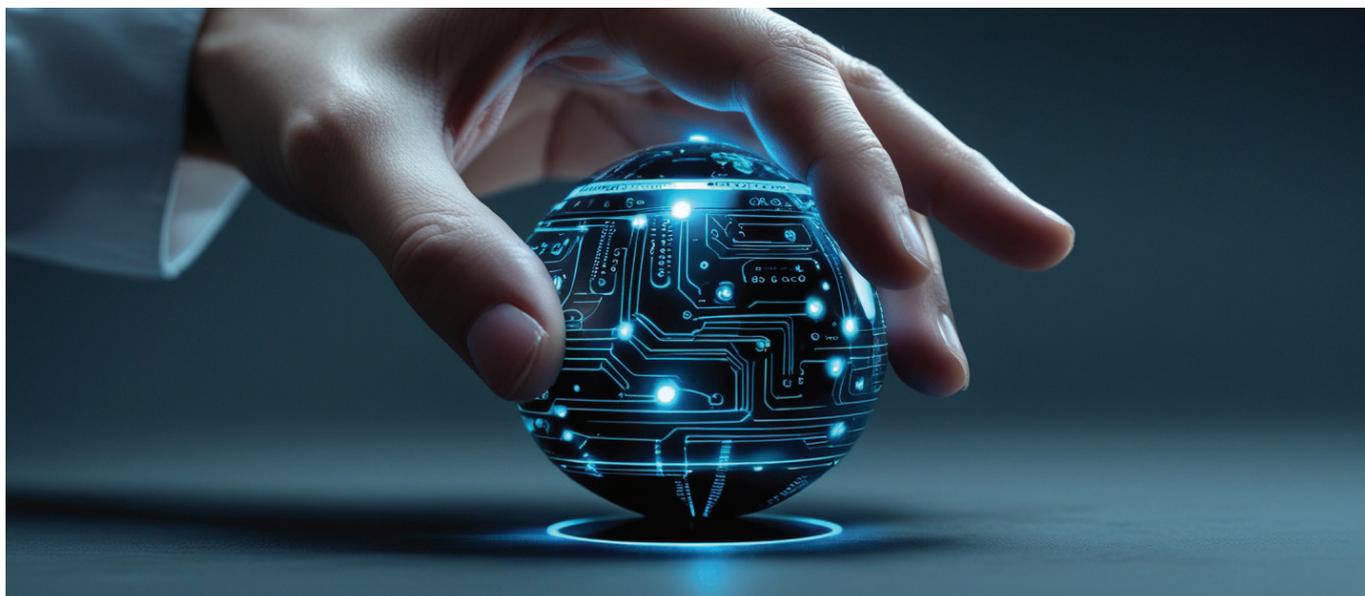
Policy Recommendations
for AI Strategy

These recommendations are based on the outcomes of the AI Policy Dialogue Initiative's stakeholder discussions and insights gathered across Armenia, Georgia, Moldova, and Ukraine. They are further informed by internationally recognized frameworks and good practices, including the OECD's Principles on Artificial Intelligence, UNESCO's Recommendation on the Ethics of AI, the Council of Europe's Ethical Standards, and the European Union's AI Act — the first comprehensive legal framework on AI in the Union.

Given that several of the countries involved aspire to closer integration with the European Union, the EU's regulatory model may offer particularly relevant guidance for aligning national strategies. However, these recommendations are not limited to a single framework. They aim to support responsible and inclusive AI development that is both adaptable to local contexts and aligned with evolving global standards. As best practices continue to emerge and innovation evolves rapidly, a balance must be struck between regulatory safeguards and enabling environments that support innovation, economic growth, and human-centered design.

To ensure that AI policies remain relevant, effective, and responsive to changing needs, all stakeholders are encouraged to establish regular monitoring, evaluation, and feedback mechanisms. These processes will support continuous learning and enable iterative improvement of AI strategies and programs over time.

These recommendations are grouped into two categories:

Cross-Cutting Strategic Recommendations — actionable across all stakeholder groups.

Targeted Recommendations by Stakeholder Group — customized for public policymakers, private sector, educational institutions, and civil society.

Cross-Cutting Strategic Recommendations

1. **Embed Responsible and Inclusive AI by Design.** Stakeholders involved in developing or implementing AI strategies are encouraged to embed ethical and responsible AI principles from the outset. This includes proactively addressing inclusivity across gender, geographic, and socioeconomic lines, and ensuring that AI policies are aligned with broader digital, economic, and social development goals. Governments, in particular, are encouraged to lead by example, harmonizing AI strategies with national priorities and regulatory frameworks. The existence of a coherent, forward-looking AI strategy is a critical enabler for a country's overall digital transformation and long-term competitiveness.

2. **Establish Multi-Stakeholder AI Coordination Platforms.** To foster coherent and inclusive AI ecosystems, it is recommended to establish or strengthen national AI coordination working groups that bring together public institutions, the private sector, academia, and civil society. These platforms should facilitate structured dialogue and ensure cross-sectoral alignment and translation in strategy development, implementation, and monitoring.

3. **Invest in AI Literacy and Skills Development.** All actors should prioritize investments in AI literacy and skills development across different demographic and professional groups, with special attention to regional and rural outreach. This includes promoting awareness of responsible AI use, building technical and regulatory understanding, and integrating AI-related modules into general, vocational, and higher education systems.

4. **Design AI Solutions for Local Contexts.** To enhance the effectiveness and local relevance of AI applications, stakeholders are encouraged to support the design and deployment of AI tools that reflect national languages, cultural contexts, and economic conditions. National institutions should prioritize domestic capacity building while maintaining openness to global best practices.

5. **Engage in Regional and International Cooperation and Align with Global Best Practices.** Policymakers, businesses, and ecosystem actors should actively cooperate with regional peers and international organizations such as the OECD, UNESCO, the European Union, etc. This engagement fosters mutual learning, access to funding and technical expertise, and alignment with evolving international AI governance norms. At the same time, governments and companies are encouraged to apply global best practices internally to ensure responsible development and facilitate market readiness. This not only promotes responsible innovation at home but also enhances the potential for AI products and services to scale and succeed in global markets.

6. **Focus AI adoption on Priority Economic Sectors.** Given limited budgets and human resources, especially common in developing economies, governments and ecosystems might consider beginning by adopting AI in the most advanced and priority sectors of their economy. This targeted approach allows for practical implementation, better use of existing capacity, and visible results that can inform and support broader AI strategy and adoption rollout.
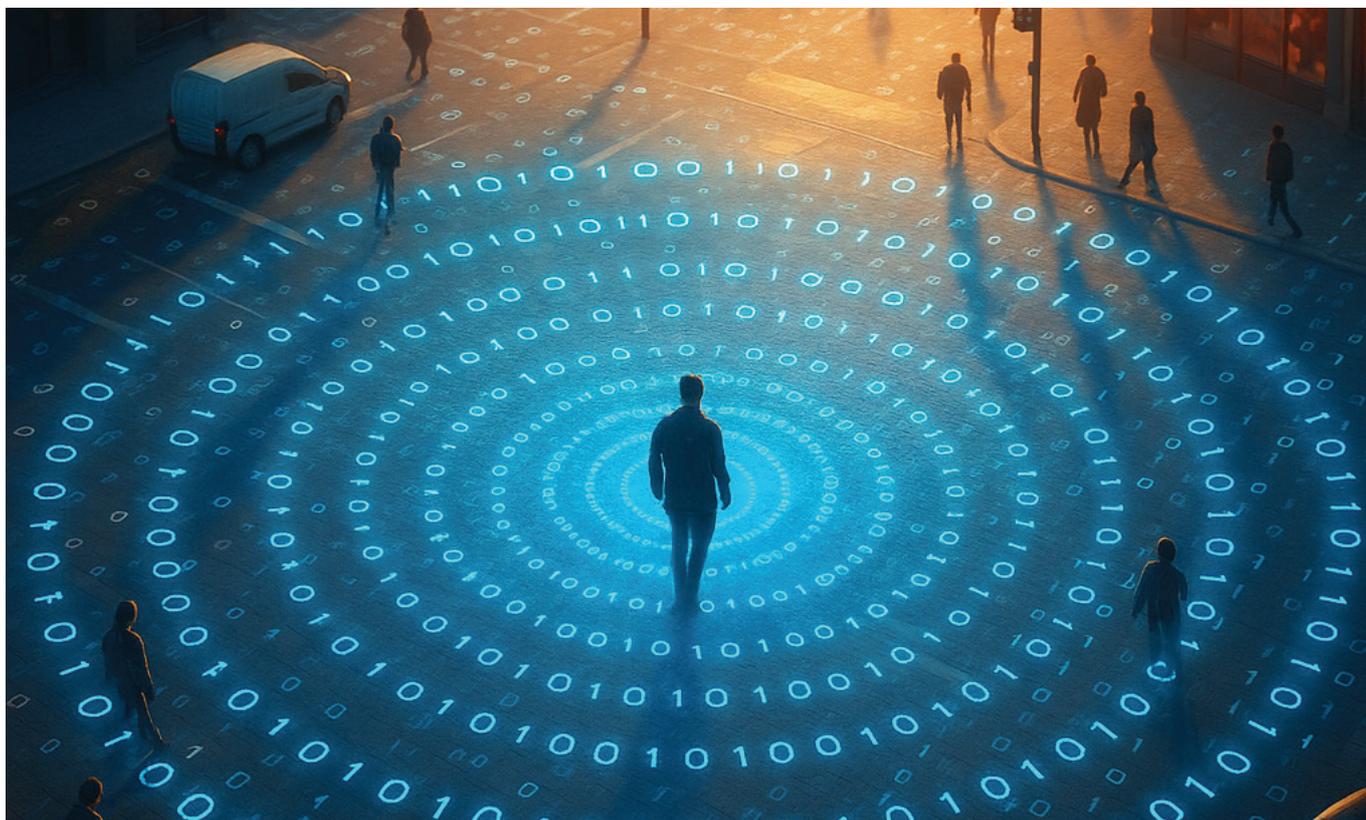
Recommendations
for Public Policy Officials

1. **Foster Safe AI Innovation.** To foster innovation while preventing misuse, countries should establish regulatory sandboxes or excellence centers to safely test high-risk AI applications. These efforts must be anchored in legal frameworks that uphold responsibility, transparency, and inclusion, with oversight bodies ensuring responsible use and broad societal representation.

2. **Align AI with National Transformation Goals.** Policy officials should ensure coherence between AI strategies and broader economic, social, and digital transformation policies. This includes embedding AI into public sector modernization plans and digital service delivery reforms.

3. **Invest in Public Sector AI Capacity Building.** Launch targeted AI capacity-building programs for national and local public servants to improve understanding of AI's regulatory, ethical, and technical dimensions. Public institutions should lead by example in applying responsible AI standards in procurement and service delivery.

4. **Ensure Ongoing Multi-Stakeholder Consultation in Policy Development.** AI strategy development processes should involve continuous consultation with academia, industry, and civil society. This promotes greater transparency, legitimacy, and local relevance in policy outcomes.

5. **Leverage Tech Diaspora for National AI Advancement.** Governments should actively engage their tech diaspora as a strategic resource to bridge local skill gaps and connect with global AI trends. This can be done through structured mentorship programs, collaborative R&D, and targeted knowledge-sharing initiatives. Leveraging diaspora expertise will strengthen domestic AI capacity, bring international perspectives into national strategies, and accelerate innovation across sectors.
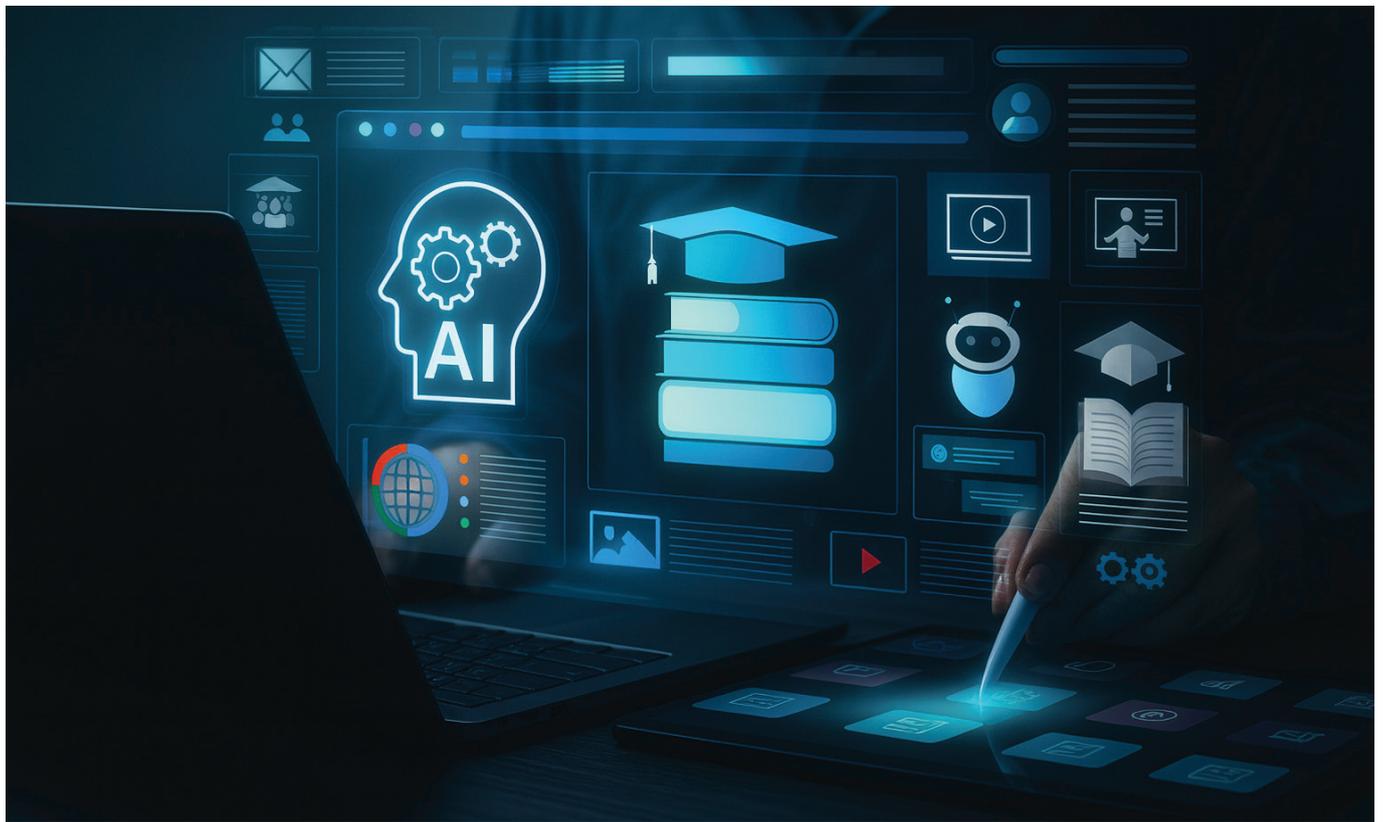
Recommendations
for Private Sector

1. **Adopt Responsible AI Codes of Conduct.** Both tech and non-tech companies should adopt responsible AI codes of conduct aligned with international principles and tailored to their local contexts. These should cover both the use and the development of AI, depending on business operations, and include transparency in algorithmic design, data governance, and decision-making processes, and public reporting on AI impacts.

2. **Promote Inclusive Workforce Upskilling and Leadership.** Companies are encouraged to assess the impact of automation and AI on their workforce and community, and implement inclusive upskilling and reskilling programs. These efforts should specifically support women, youth, and employees at risk of displacement. To ensure strategic and ethical AI adoption across business operations, appointing a Chief AI Officer or equivalent leadership role is increasingly necessary.

3. **Engage in Public-Private Dialogue and Standards Development.** Businesses should engage in public-private dialogue and co-create standards and regulatory frameworks for AI as advisors or experts. Participation in testbeds, sandboxes, or industry associations can help ensure safe and innovative deployments. Business associations should also actively form AI Committees to advocate for best practices as a voice of business.

4. **Ensure Responsible and User-Centered AI in Key Sectors.** Particularly in finance, health, education, and media, businesses should ensure AI tools align with user needs and ethical and responsible considerations, including consent, explainability, and data protection.

Recommendations
for Civil Society

1. **Champion Inclusive Policymaking and Oversight.** Civil society should advocate for the meaningful participation of marginalized and underrepresented groups, including women, rural communities, and minorities, in the development and oversight of AI strategies. This includes facilitating community consultations and public forums to surface local risks and needs, ensuring that policy processes remain transparent, accountable, and responsive to diverse perspectives.

2. **Foster Multi-Stakeholder Collaboration.** Civil society should build coalitions with other CSOs, academia, and international partners to share knowledge, coordinate advocacy, and amplify impact. It should also actively participate in national and regional AI coordination platforms to ensure civil society's voice shapes AI strategy, standards, and implementation.

3. **Promote Ethical Standards and Human Rights Safeguards.** We see a great value when civil society works with policymakers and the private sector to embed human rights, privacy, and anti-discrimination safeguards into AI regulation and practice. Advocate for the adoption of responsible principles and ethical frameworks aligned with international standards, and monitor for instances of algorithmic bias or misuse by providing independent assessments and raising public awareness.

4. **Advance AI Awareness, Digital Literacy, and Capacity Building.** Civil society organizations should lead and, where needed, cooperate with private and public sectors on educational initiatives to demystify AI, promote digital rights, and encourage responsible technology use, especially among vulnerable communities. They are encouraged to provide training and mentorship to strengthen AI literacy and technical skills within civil society, and to participate in knowledge exchanges that ensure ongoing familiarity with responsible AI practices.

Recommendations
for Educational Institutions

1. **Integrate AI Responsibility and Critical Thinking Across Curricula**. Universities and vocational institutions should mainstream AI ethics and critical thinking into both STEM and non-STEM programs. Curricula should reflect local values and global norms to prepare students for responsible AI innovation.

2. **Develop Interdisciplinary AI Programs.** Develop AI programs that combine computer science with law, sociology, ethics, and economics, ensuring that graduates are equipped to navigate the socio-technical nature of AI technologies.

3. **Expand Outreach and Scholarship for Underrepresented Groups.** Educational institutions should develop targeted outreach and scholarship programs to increase participation of women, rural populations, and marginalized groups in AI-related fields.

4. **Promote Academia-Private Sector Collaboration.** University-private sector collaboration should be promoted to align curricula with labor market needs, including internships, joint projects, and AI skill certifications that reflect emerging competencies. Collaboration with international partners for curriculum development and faculty exchange is recommended.

5. **Offer Flexible AI Upskilling for Faculty and Staff.** Universities and technical schools should provide flexible, short-term AI courses aimed at upskilling and reskilling their faculty and staff. These programs should help educators stay current with emerging technologies, improve their teaching methods through the integration of AI tools, and enhance their own professional development. Such initiatives are essential to ensure continuous learning, foster innovation in academic environments, and strengthen public understanding of AI.

Conclusion

Artificial intelligence is rapidly moving from the margins to the mainstream of national development agendas in **Armenia, Georgia, Moldova,** and **Ukraine.** While AI is not yet a central policy pillar, the momentum is unmistakable: governments, businesses, educational institutions, and civil society are each taking important first steps. However, progress remains uneven across sectors and regions, showing the need for more coherent, coordinated, and inclusive approaches.

The **AI Policy Dialogue Initiative** confirms that the region stands at a critical juncture. There is a growing demand, and a mounting pressure driven by rapid technological development and expanding AI use and adoption, for deeper, more targeted collaboration among governments, the private sector, educational institutions, and civil society. However, these efforts still require stronger coordination and a shared vision. To ensure that AI contributes meaningfully to social progress and economic resilience, stakeholders must move beyond siloed efforts and invest in shared infrastructure, capacity-building, and participatory governance models that are responsive to local realities.

Looking ahead, the region has a unique opportunity to chart an AI trajectory that balances innovation with responsibility. By embedding responsible principles and inclusivity at the heart of national strategies, and by aligning with evolving international standards, Armenia, Georgia, Moldova, and Ukraine can ensure that AI becomes a catalyst for social progress and economic resilience. The challenge now is to harness this collective energy and translate it into action through multistakeholder institutionalized dialogue, transparent policy frameworks, and continuous investment in human capital. In doing so, the countries can shape the future of AI in ways that are both globally credible and locally meaningful, setting a benchmark for trustworthy, people-centered digital transformation.

StrategEast is a leading independent institution developing Eurasia's digital economy, in collaboration with international financial institutions, development agencies, global tech companies, and Eurasian governments.

StrategEast is a non-profit organization with offices in the United States, Ukraine, Georgia, and Kyrgyzstan.

Learn more on our website: www.StrategEast.org

Trustworthy AI

Recommendations to Responsible and Inclusive Artificial Intelligence Strategy and Policy Frameworks for Armenia, Georgia, Moldova, and Ukraine

Editorial and Production Team

Concept and Project Lead – Hanna Myshko

Production Lead – Nadzeya Adzintsova

Project Coordinator – Alyssa Lytvynova

Researcher – Lidia Shavlo

Design – Constantin Leites

Strategeast
center for a new economy

1900 K Street, NW
Washington, D. C. 20006
office@strategeast.org
www.StrategEast.org