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FUTURE-PROOF AI ACT: TRUSTWORTHY GENERAL-PURPOSE AI

Working Group 2 - Risk identification and assessment measures for systemic risks

The Code of Practice should help to establish a risk taxonomy of the type and nature of the systemic risks at Union level, including their sources. The second Working Group will focus on detailing the risk taxonomy based on a proposal by the AI Office and identifying and detailing relevant technical risk assessment measures, including model evaluation and adversarial testing.

If you prefer to provide input in a **free-form format**, please enter your comments below. This section is ideal for providing insights that may not be captured by the structured input above or provide any contextual information that may be relevant to this Working Group.

1) Introduction

The EU's AI Act marks a significant step in regulating AI, with a focus on general-purpose AI (GPAI) models that may pose systemic risks. As part of this initiative, the EU has opened a consultation to gather stakeholder input on the first Code of Practice, which will outline rules for providers of these models. **This report responds to Working Group 2's call for risk identification and assessment measures, highlighting a systemic risk currently missing in the consultation: labor market risks.**

The impact of AI on employment has sparked intense debate and concern[1]. Tech leaders like Elon Musk have proclaimed AI to be "the most disruptive force in history,"[2] while AI pioneer Geoffrey Hinton has advised people to "get a job in plumbing"[3]. Furthermore, a recent Gallup poll found that 75% of U.S. adults believe AI will lead to fewer jobs[4]. These concerns necessitate a more comprehensive understanding of real-world experiences of workers impacted by AI to assess their validity and implications.

Traditional consultation methods often prioritize expert opinions or rely on time-consuming interviews and listening sessions. To efficiently capture diverse stakeholder perspectives, we employed a novel LLM-assisted methodology to analyze over 6.5 million posts and 56 million comments from relevant Reddit communities between December 2022 and July 2024. This approach allows us to surface worker experiences across various industries since the advent of ChatGPT.

Our findings reveal that AI's impact on work is more nuanced than simple job displacement. While instances of job loss exist, we also uncover evidence of workers adapting to AI-driven changes by leveraging AI tools to enhance their skills or transitioning to new roles.

These insights underscore the need for targeted support and skill development interventions, highlighting the importance of including labor risks in the assessment of GPAI models. By recognizing and addressing these risks, policymakers can develop more comprehensive and

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[1] Autor, David. *Applying AI to rebuild middle class jobs*. No. w32140. National Bureau of Economic Research, 2024.
[2] Henshall, Will, "Elon Musk Tells Rishi Sunak AI Will Eliminate the Need for Jobs," Time Magazine, November 2023.
[3] Boran, Marie, "Godfather of AI: Prepare for Artificial Intelligence before it's smarter than us," July 2023.
[4] Marken, Stephanie, "Three in Four Americans Believe AI Will Reduce Jobs," Gallup, September 2023.

effective regulatory frameworks that protect workers while fostering innovation. The following sections detail our methodology and present our key findings, offering insights to inform the development of the EU AI Act's Code of Practice.

2) Methodology

Our methodology combines large-scale data collection from online communities with LLM-assisted thematic analysis to extract meaningful insights from real-life experiences shared by workers across various industries.

2.1) Dataset Creation

Our approach to dataset creation was informed by the OECD.AI[5] list of stakeholders affected by AI, which includes consumers, workers, businesses, governments, minorities, and the general public. For this study, we chose to focus on workers and a systemic risk missing in the consultation form: labor market risks.

Recognizing that many responses to government Requests for Comments (RFCs) and consultations often reflect expert perspectives rather than real-life experiences, we sought a method to efficiently capture diverse stakeholder viewpoints. While interviews and listening sessions can provide such insights, they are often time-consuming and expensive. To reach a broader audience, we turned to online communities where users frequently discuss their real-life experiences, with Reddit serving as a great resource for this purpose.

We identified 20 subreddits across three categories of occupations: creatives, professionals, and educators. Our data collection spanned from December 2022 to July 2024, aligning with the launch and subsequent popularization of ChatGPT. This timeframe allowed us to capture discussions as awareness and impact of GPAI tools spread across occupations.

The dataset curated encompasses all posts and associated comments from these subreddits during the specified period, totaling over 6.5 million posts and 56 million comments. This corpus provides a rich source of real-world experiences on the impact of AI on the work of stakeholders across diverse occupations. The specific subreddits for each category are as follows:

Industry	Stakeholders	Subreddits
Creatives	Writers (freelancers, screenwriting, creative writers, poets, journalists), Musicians, Artists, Actors	r/freelanceWriters/, r/screenwriting, r/creativewriting, r/Poetry, r/Writers, r/Writing, r/Journalism, r/Music, r/Musicians, r/ArtistLounge, r/VoiceActing
Professionals	Lawyers, Doctors, Nurses, Software Engineers	r/Ask_Lawyers, r/Paralegal, r/Nursing, r/Medicine, r/SoftwareEngineering, r/SoftwareDevelopment, r/DevelopersIndia
Educators	Teachers	r/Teachers/, r/Education

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[5] https://oecd.ai/en/incidents

2.2) Thematic Analysis:

Our analysis leveraged recent advances in LLM frameworks for extracting topics and themes from unstructured data, drawing inspiration from approaches like QuaLLM[6], TopicGPT[7], and LLooM[8]. We employed a multi-phase prompting strategy[9] using the gpt-4o model (version 2024-08-06, Global-Standard deployment).

The first phase used a generation prompt to extract AI-related work anecdotes from the subreddit data. Next, a classification prompt categorized these anecdotes into specific systemic risks categories, resulting in over 6,000 relevant anecdotes across all subreddits specific to labor market risks. An aggregation prompt then performed a high-level thematic analysis to identify the most relevant and frequently occurring themes, along with associated quotes.

Finally, we combined our expertise with the LLM-assisted analysis to distill three primary themes and select representative anecdotal quotes[10]. We present our findings below.

2.3) Limitations:

We recognize the following limitations of our methodology:
- Author Positionality: As researchers in computer science and public policy studying AI's societal impacts, our background has influenced thematic analysis.
- Selection bias: This occurs at multiple levels in our study: (1) the use of Reddit and specific Subreddits as a data source may not fully represent all worker demographics or experiences, (2) the quotes selected and presented in our findings of this report may not capture the full range of perspectives present in the data, potentially overemphasizing certain viewpoints or experiences.
- LLM errors: The model may have made errors in data extraction and risk classification; for example incorrectly extracting opinions instead of anecdotes.

3) Findings:

AI reshapes work across sectors in ways more nuanced than popular media portrays. Our research reveals that across creative, professional, and educational fields, AI often disrupts rather than destroys, altering roles instead of abolishing them. This technological shift creates a complex dynamic affecting workers in various ways.

Through an LLM-assisted thematic analysis of real world worker narratives on Reddit, we identified three themes: job displacement, career transitions, and AI-enhanced workflows. Our analysis reveals how workers adapt to AI-driven changes, either by leveraging AI tools to enhance their skills or pivoting to new roles. However, uneven AI adoption across sectors and skill levels poses potential labor market risks, necessitating targeted support and skill development interventions.

In the following subsections we present this evidence in the form of "quotes" of worker anecdotes. We hope these real world experiences can inform the inclusion of labor risks in the EU's AI Act systemic risk taxonomy and guide targeted policy interventions.

3.1) Creatives (Writers, Journalists, Musicians, Artists, Voice Actors):

3.1.1) Job Displacement

Creatives report losing work to AI tools like ChatGPT. Employers cite cost savings as the main reason for switching to AI, despite acknowledging potential quality differences. Some creative

markets face disruption, with certain publications overwhelmed by AI-generated submissions and no longer accepting new work.

Quotes:
1. Freelance writer: *"I literally lost my biggest and best client to ChatGPT today. This client is my main source of income, he's a marketer who outsources the majority of his copy and content writing to me. Today he emailed saying that although he knows AI's work isn't nearly as good as mine, he can't ignore the profit margin."* [1]
2. Freelance writer: *"Then chat gpt (sic) came out and they laid off the whole writing team to use that instead (instead of having to pay us)."* [2]
3. Journalist: *"I have a friend right now who has a degree in journalism and was laid off because AI is taking over this space. Technical writing is especially vulnerable because AI can do this faster, cheaper and accurately."* [3]
4. Journalist: *"I've been in business for over 10 years and I'm struggling now. Between AI and everyone wanting to work from home after the pandemic, work has dried up across the board"* [4]
5. Writer: *"A.I. has made a mess of things. Many places are no longer accepting submissions, because of how overwhelmed they are by AI content."* [5]
6. Creative writer: *"Clarksworld shut down their writing submission page because it got flooded with AI generated short stories last month. The AI will only get better with time. Writing the boring stuff that used to pay is going to be a thing of the past."* [6]
7. Voice Actor: *"The last client I was working with told me they are going to be using an AI Voice going forward. It's a lot faster and less expensive than working with me."* [7]
8. Animator: *"I used to be an animator in the Canadian animation industry. I was doing fairly well for myself for a couple of years until work dried up. Every animation studio in Ottawa just slowed down and shuddered to a halt."* [8]

3.1.2) Career Transitions
Creatives facing job losses are transitioning to technical fields like IT. Some find their writing or artistic skills valuable in these new roles. Others move into education, though this shift can involve teaching inexperienced hires.

Quotes:
1. Journalism to IT specialist: *"I took the hint and retrained myself in IT. way, way better work sector. Writing skills are coveted and very useful in a technical field. It was easier for me to find work in IT than it was in media."* [9]
2. Journalist to educator: *"I've lost five coworkers to layoffs and reduced salaries in the two years I've been here. Only students and newly graduated are hired and I'm spending more time teaching than writing."* [10]
3. Artist to Programmer: *"Worked for a decade and while it wasn't bad, I found it boring as the years passed. Went through many niches along the way like UI/UX (which I hated) and editorial illustration. Went back to uni to do programming arts with focus on robotics. 10/10 feel it's much better fit."* [11]

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[6] Nagaraj Rao, Nagaraj, et al. *"QuaLLM: An LLM-based Framework to Extract Quantitative Insights from Online Forums." arXiv preprint arXiv:2405.05345* (2024).

[7] Pham, et al. *"TopicGPT: A Prompt-based Topic Modeling Framework."* NAACL 2024

[8] Lam, Michelle S., et al. "Concept Induction: Analyzing Unstructured Text with High-Level Concepts Using LLooM." *Proceedings of the CHI Conference on Human Factors in Computing Systems*. 2024.

[9] Code and prompts available at https://github.com/varunnrao/QuaLLM-Policy

[10] Data will be made available at: https://echo.cs.princeton.edu

3.1.3) AI-enhanced Work

Creatives are adopting AI tools to enhance productivity and streamline their workflows. Writers use AI for idea generation, marketing content, and research assistance, while visual artists employ it for concept exploration and animation processes. Some creatives report increased output and earnings, viewing AI as a valuable supplement to their skills rather than a replacement.

Quotes:
1. Fiction author: *"I've been using it for a couple of months now, and I think it's fantastic. It has sped up my writing process significantly; I can get at least one additional book written per year this way, which means more for my readers to enjoy and more money in my pocket with less work. Benefits all around!"* [12]
2. Marketing writer: *"I've started using booktok.ai to help me generate marketing hooks for my books, which I then post as TikTok slideshows, IG Reels, and Youtube shorts. I must say, I'm quite impressed. One of the things I struggled with the most in the past was keeping up with the recommended posting frequency of 3x times a day, especially when I'm on a writing deadline. With this tool, I'm able to generate hundreds of hooks within minutes."* [13]
3. Academic writer: *"As long as you are checking the answers against actual sources I can't tell you what a time saver AI has been. Embarrassing but true. I've asked it things like "explain military rankings in the Canadian expeditionary force in 1916" or "explain the semiconductor properties of crystals to me like I'm five" and BAM, there's my answer. Technology is great. Use it!"* [14]
4. Sales writer: *"I work with a lot of talented salespeople. You would not believe how many of them are now using ChatGPT to either write or at least edit the emails and sales collateral they need to send out, because they have never been confident of their ability to express themselves in writing."* [15]
5. Illustrator: *"I'm a character designer for pre production, they are using AI to egenrate all the ideas explorations and some of them are even using it for the final product rip."* [16]
6. Artist: *"I've been using ai to help conceptualize pieces as a very loose reference, which saves me time and allows me, as an artist, to make more money with my time."* [17]
7. Cartoon animator: *"I use it to generate original references, train custom models, and for tools like interpolation, upscale, and retouching photos. AI is super useful, especially for independent artists that don't have a studio team behind them. I'm training a model on my drawing style then turning video into a cartoon."* [18]
8. Voice actor: *"As someone that works in VO full time, and also works with a company that uses synthetic voices, I can say it's here and it's not going anywhere."* [19]

3.2) Professionals (Doctors, Lawyers, Software Developers):

3.2.1) Job Displacement

Professionals across various fields have expressed concerns about AI leading to job losses and downsizing.

Quotes:
1. Paralegal: *"I was a paralegal for 20 years. When I started, our jobs were going to be offshored to India. Now, AI is going to replace everyone. But I'm not worried for my job - I stay on pace with technological changes."* [20]

2. Software engineer: *"Companies are slimming down mostly due to AI being so effective as a companion assistant. One company my friend works at went from 100 swe to 15 swe and they just use a lot of chatgpt."* [21]
3. Software engineer: *"It's horrible half the developers in my company got laid off and replaced by "AI", by our crazy upper management."* [22]
4. Software developer: *"One senior developer could do their work plus the work of 3 junior developers in the same amount of time it would take them to do only their work without ChatGPT. This results in less demand for developers and when coupled with the inflation and interest rates shows a drastic decline in the quantity of software developer positions."* [23]

3.2.2) Career Transitions

Professionals respond to AI-driven industry changes by transitioning between fields. Some migrate to IT roles for perceived job security, while others leave tech for healthcare or specialized administrative positions, seeking stability or better compensation.

Quotes:
1. Nurse to analytics engineer: *"I was a nurse for nearly 5 years, now left to be an analytics engineer... I enjoy the job a lot more than I did nursing. It's a beast of its own and can get quite tedious and annoying with data not working the way you want it to. But to me it's nothing compared to getting attacked by a ETOH patients on restraints with .5mg of Ativan q2hrs haha"* [24]
2. IT specialist turned nurse: *"Former IT turned RN. Tech field sucks and unless you are the cream of the crop, then your job will eventually be outsourced overseas or replaced by AI."* [25]
3. Nurse to data scientist: *"I work as a nurse on a data science team. Analyzing data, guiding the data scientists, looking for new ways to implement our Machine Learning models. It fully scratches the nerdy itch I had, and I hard core wanted to get out of bedside nursing. Highly recommend!"* [26]
4. Paralegal to contract administrator: *"I was a paralegal, but was recruited by a solar energy company to work for them as a Contract Administrator. It is in many ways a paralegal job. I report to our attorneys and am a member of the legal team. The pay, however, is much better. I'm making almost 30k more in my state (Idaho) than I was as a paralegal."* [27]

3.2.3) AI-enhanced Work

Many professionals across various fields have incorporated AI tools to assist with technical tasks, improve efficiency, and enhance productivity. Lawyers use AI for document review and drafting, while software engineers employ it for coding assistance and automation tasks. Medical professionals utilize AI for transcription, diagnostic support, and image interpretation, significantly reducing time spent on administrative tasks

Quotes:
1. Lawyer: *"I've saved a ton of time using chat gpt. I've switched a lot of the pro forma stuff I do to flat rate instead of hourly bc of this, so I can crank out more without losing money."* [28]
2. Lawyer: *"Watching a LLM tool spit out a priv log in seconds that needs only minimal editing is pretty sweet, for example. Or finding docs relevant to complex issues in the case and bringing them to the top of the 10 million+ document pile for early case assessment, that sort of thing."* [29]

3. Software Engineer: *"I routinely use ChatGPT to get help with programming (e.g., developing products, doing LeetCode). I have been a team lead at a Series A B2C startup before and capable of creating apps on my own, but I find ChatGPT useful as an assistant tool to get my tasks done faster."* [30]

1. Software Engineer: *"Using CoPilot and ChatGPT, i'm able to get 3-5x the work done in a day that i could before. There's a catch though - a LOT of the code and documentation produced by these tools is subtly wrong at first, often in ways that require a lot of experience to quickly spot and correct."* [31]

2. Software Engineer: *"I needed to write some Python code to automate some infrastructure-related things. In the pre-AI world, I would think about what I needed to do, think about how to architect it, maybe get buy-in from others. And then I'd spend ~weeks writing all the code to make it happen. And then I'd support that software by adding features as they came up, tweaking the logic if it ended up not being quite what we needed, and fixing any bugs which pop up. That ~weeks writing all the code recently became ~days as LLMs spit out the vast majority of code that I needed to write. However, I still needed to put the finishing touches by tweaking it in a few places, adjusting my prompts when it wasn't correct, etc."* [32]

3. Medical professional: *"Honestly, it's cut down my documentation time so much that it's a non-negotiable for me now. If a patient isn't comfortable with it, they're not a good fit for my practice. My documentation time has easily been cut down 90%."* [33]

4. Doctor: *"I use Lindy AI to transcribe my [medical] notes for me. It's been a lifesaver and I only have to make minor corrections in the notes from time to time."* [34]

5. Psychiatry: *"An AI scribe has provided an hour to two hours a day to do something other than data entry. That's worth quite a lot more than whatever the most expensive one costs."* [35].

6. Cardiologist: *"There's an AI-based algorithm that traces chamber dimensions in cardiac MRI. Saves a few minutes per study, which adds up over the course of a day. I check it over for accuracy, of course."* [36]

7. Medical professionals: *"We use AI to help rural nurses increase their detection of TB via AI assisted interpretation of Chest X rays."* [37]

8. Gastroenterologist: *"AI polyp detection is pretty commonplace in gastroenterology now. Helps at the end of a list for sure."* [38]

3.3) Educators (Teachers):

3.3.1) Job Displacement
Some educators report being replaced by AI or online systems, particularly in resource-constrained or specialized educational settings.

Quotes:
1. Tutor: *"I have worked as a tutor and enjoyed it and my students loved me. But have been replaced by admittedly better and FREE Star Tutors online, who let's face it, are one in a million and can easily scale and reach millions of students simultaneously with their digital selves."* [39]

2. Special education parent: *"My daughter is 11th grade in a mild/mod special ed program facing similar issues. Her school is struggling to meet speech services but instead of hiring another SP, they started doing speech services through an online program."* [40]

3.3.2) Career Transitions

Some educators are leaving the profession entirely, transitioning to tech-related fields due to their high-paying salaries.

Quotes:
1. Teacher to AI engineer: *"I'm a teacher that left the profession to become an AI Engineer."* [41]
2. Elementary school teacher to software developer: *"Went from elementary teacher to software developer with some self teaching and a coding bootcamp for women. Would do it again a million times over. Get to eat every meal with my husband as we both work remotely, get paid twice as much as when I was a teacher."* [42]

3.3.3) AI-enhanced Work

Teachers are adopting AI tools like ChatGPT to streamline administrative tasks and lesson preparation. They use AI to generate lesson plans, create practice exercises, draft email templates, and produce substitute teacher instructions. While some educators view AI as a time-saving drafting tool, others express concerns about its potential to enable laziness in teaching practices.

Quotes:
1. Teacher: *"I use chatgpt to write my subplans and that's where im at with it. Of course I need to change some things but it saves me a lot of time."* [43]
2. Teacher: *"I use chat GPT to write multiple choice questions, note packets, lesson plans. ChatGPT really enables laziness."* [44]
3. Teacher: *"It's writing all my lesson plans this semester."* [45]
4. Teacher: *"I've used ChatGPT for some practice exercises, but it's only a drafting tool. For example, when I taught main idea I could instruct it: "Write a paragraph about dolphins on a fourth grade reading level. The main idea should be in the first sentence." I could then paste the paragraph into a worksheet, delete the first sentence, and have my students write the main idea sentence."* [46]
5. Teacher: *"I use them to write out email templates for generic stuff like class updates. Anything basic enough where all I'd had to do is tweak pronouns and names."* [47]

Conclusion

The systemic risks due to GPAI models on the labor market and their resulting impacts on workers' lives demands attention in the EU AI Act systemic risk taxonomy. Our analysis reveals a nuanced landscape where job displacement coexists with innovative adaptations across creative, professional, and educational sectors. Workers are actively transitioning careers and integrating AI tools to boost productivity, yet these adaptations come with challenges. The EU must act decisively, implementing targeted policies to mitigate job displacement, support career transitions, and guide responsible AI integration in workplaces.

Acknowledgements

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