

AI Policy Lab, Umeå University

Redefining work in an age of AI

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- AI

Definitions

- AI
- Artificial

Definitions

- AI
- Artificial
- Intelligence

- Constructed
- Understandable
- **AI is not magic**

An inherent quality of human minds which is

An inherent quality of human minds which is

- Generic

An inherent quality of human minds which is

- Generic
- Stable

An inherent quality of human minds which is

- Generic
- Stable
- Expressed through
 - Language
 - Math
 - Chess
 - Spatial navigation
 - Etc. etc.

Person A is good at skill X $\rightarrow$ A is good at skill Y

Person A is good at skill X $\rightarrow$ A is good at skill Y

$\neq$

Machine M performs well at skill X $\rightarrow$ Machine M is capable of skill Y

(or has underlying cognitive capacity C)

- Not just LLMs!
- But LLMs:
 - Are built on massive uncuratable datasets
 - Are highly inefficient for most tasks
 - Are inherently unreliable for those tasks
 - Perform linguistic fluency

Important distinction: LLMs as *models of language* vs. *performing tasks using language*.

Work?

Three characteristics of work:

- Results in **output**

Three characteristics of work:

- Results in **output**
- Takes **effort**

Three characteristics of work:

- Results in **output**
- Takes **effort**
- Is **compensated**

When is "the age of AI"?

- Now?

When is "the age of AI"?

- Now?
- In the future?

Human work is never "just completing tasks"

- Skill development

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- Skill development
- Social interactions

Human work is never "just completing tasks"

- Skill development
- Social interactions
- Autonomy and moral accountability

Redefining work in the age of AI

- The people doing the work knows the most about the work
- Automation stops learning
- Work is always more than tasks
- AI is not magic

Thank you!