

ROBOTICS AND LABOUR IN AGRICULTURE. A CONTEXT CONSIDERATION

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Abstract

Over the last century, agriculture transformed from a labour-intensive industry towards mechanisation and power-intensive production systems, while over the last 15 years agricultural industry has started to digitise. Through this transformation there was a continuous labour outflow from agriculture, mainly from standardized tasks within production process. Robots and artificial intelligence can now be used to conduct non-standardised tasks (e.g. fruit picking, selective weeding, crop sensing) previously reserved for human workers and at economically feasible costs. As a consequence, automation is no longer restricted to standardized tasks within agricultural production (e.g. ploughing, combine harvesting). In addition, many job roles in agriculture may be augmented but not replaced by robots. Robots in many instances will work collaboratively with humans. This new robotic ecosystem creates complex ethical, legislative and social impacts. A key question, we consider here, is what are the short and mid-term effects of robotised agriculture on sector jobs and employment? The presented work outlines the conditions, constraints, and inherent relationships between labour input and technology input in bio-production, as well as, provides the procedural framework and research design to be followed in order to evaluate the effect of adoption automation and robotics in agriculture.

Keywords: labour-machine substitution; labour-machine complementarity; workforce in agriculture

Nomenclature

Abbreviations

AI	Artificial intelligence
CES	Constant elasticity of substitution

Symbols

a	Automation utilisation
a^*	Optimal automation utilisation
a'^*	Actual optimal automation utilisation
$AC \rightarrow AC(a)$	Cost of automation
$LC \rightarrow LC(1 - a)$	Cost of labour
$PC \rightarrow PC(a)$	Cost of production
$RIC \rightarrow RIC(a)$	Reduced input cost

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32 **1 INTRODUCTION**

33 Over the last century, agriculture has been transformed from a labour-intensive industry towards one
34 using mechanisation and power-intensive production systems. Through this transformation there was a
35 continuous labour outflow from the land; for example, in 1900, 41% of the US workforce was employed
36 in agriculture but by 2000, that share had fallen to just 2% (Autor, 2014). Over the last 15 years the
37 agriculture has started to digitise (Muangprathub et al., 2019; Rotz et al., 2019). The introduction of
38 robotic technology into agriculture could create a new step change to labour productivity. By imitating
39 human skills or expanding them, robots overcome critical human constraints; including an ability to
40 operate in difficult agricultural environments (e.g. outdoors, hazardous conditions) over a diurnal cycle
41 and have the potential to reduce the impact of physically demanding, mundane, and arduous jobs.

42 Clearly robotics and automation in agriculture can help mitigate shortages within both the year round and
43 seasonal labour markets. These technologies provide high potential for increased agricultural

44 productivity (Auat Cheein & Carelli, 2013; Bochtis, Sørensen, & Busato, 2014). In addition, increased
45 agricultural productivity supports sustainable economic development and growth (Eberhardt & Vollrath,
46 2018). Low levels of agricultural productivity can “trap” labour in the sector, reducing their mobility into
47 more rewarding and the higher skilled roles required to support advanced economies. To avoid
48 unemployment when releasing the “trap”, it is critical that society creates economies with sufficient and
49 more rewarding jobs whilst enabling mobility via skills and development programmes.

50 However, this depicts just one side of the coin. Even if we consider as a proven truth the positive effects
51 of the re-structuring of the production itself and the economy as a whole, this restructuring always comes
52 along the sacrificing of human jobs (temporary or otherwise). Furthermore, due to progress made in
53 programming and the technological advances in the engineering and robotics domains, nowadays
54 autonomous systems can increasingly take over non-standardised tasks previously reserved for human
55 workers and at economically feasible costs (Decker, Fischer, & Ott, 2017). As a consequence, automation
56 is no longer restricted to just the standardised tasks within industrial production, but becomes part of
57 non-standardised and non-routine processes, and importantly, automation takes over cognitive processes
58 done by professional (e.g. lawyers, doctors), technical, and managerial functions. To that effect, as can
59 also be seen in the service sector, it is assumed that in agricultural production there will be a dual focus
60 on substitution of humans by machines and cooperation between human and machine. This new
61 ecosystem in agriculture is becoming more complicated when considering the collateral ethics (Wachter,
62 Mittelstadt, & Floridi, 2017), social impact (Lin, Abney, & Bekey, 2011), social interaction (Yang et al.,
63 2018), as well as the legislation aspects (Basu, Omotubora, Beeson, & Fox, 2018).

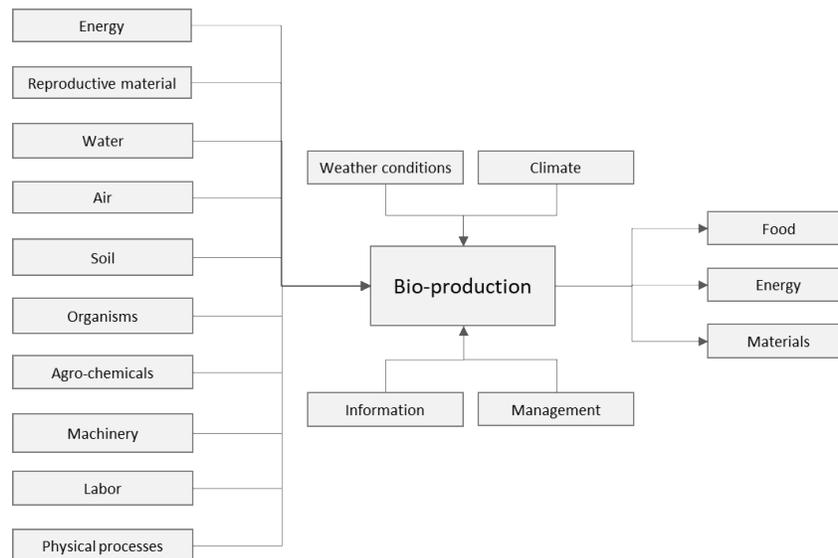
64 A key question, we consider here, is: “what are the effects of robotized agriculture on sector jobs and
65 employment?” Here we provide an evaluation framework to determine potential impacts. In particular,
66 this work regards a conceptual study that identifies the constraints and interconnection between
67 technology input and labour. Firstly, we identify the differences of the production functions between
68 industry and agriculture in order to reveal the unique specifications of agricultural automation. Then we
69 discuss the effect of the automation cost on the labour replacement talking into account also the reduced
70 input cost achieved by the implementation of automation technologies. The next step of our approach
71 deals with the consideration of the complementarity and substitution between labour and automation in
72 agricultural operations and the required categorisation of agricultural tasks in terms of their cognitive or
73 manual nature. Finally, we conclude with providing a set of plausible futures of introducing robotics into

74 bio-production and qualitatively analyse interconnections of the production system and complying with
75 constraints and boundary conditions.

76 **2 INDUSTRIAL VS. AGRICULTURAL PRODUCTION**

77 Agricultural production differs from other production systems as it requires a large share of natural capital
78 (air, soil, land, biodiversity) as production inputs (Fig. 1). Furthermore, it is characterised by un-controlled
79 inputs, such as the climate, affecting farming system productivity. Therefore, the agricultural operational
80 environment is highly variable. Consequently, a robotic application must act and re-act dynamically to
81 different structures and characteristics of the environment (e.g. different structures of trees
82 establishment in orchard operations), different time-dependent conditions (different seasons or different
83 time of the day), and differentiations in the dimensions and the shape of the objects to be handled (e.g.
84 plants growth level).

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Fig. 1 - Inputs and outputs in agricultural production systems

88 Given this general context, a robot that operates in an agricultural environment must possess various
89 capabilities:

- 90 • In terms of the operational environment, the robot should be configurable in terms of different
91 field layouts (size, shape), soil types, crop parameters (variety, size, maturity) and be adaptable
92 to different crops (due to crop rotation practices in farming).

- 93 • In terms of safety, it must ensure safe motion in a dynamic, partially-known or completely
94 unknown environment. In addition, it must protect the environment from natural capital
95 degradation (e.g. soil compaction).
- 96 • In the case of robots for crops handling, its manipulation abilities must fit the sensitivity of the
97 products at hand, in terms of the level of forces that are allowed to act upon them, and its
98 perception abilities should fit the variability of the product, in terms of colour, size, softness, etc.

99

100 Furthermore, an agricultural robot must adhere to the general principle of a service robot¹, i.e. to have
101 interaction abilities for the machine-to-machine and machine-to-human knowledge and decision transfer
102 and should run under the principle of dependability, meaning that decision-making should be traceable
103 and certifiable, especially in the case of perishable food products.

104 These extensive requirements of intelligence in agricultural and biosystems robotics is one of the barriers
105 for a large agricultural robotic system assimilation (Bechar & Vigneault, 2017). However, beyond the
106 technological aspects, other market barriers must be addressed, including the economic aspects of the
107 agricultural production system in order to formally prove that the cost of robotic systems is sufficiently
108 low to economically justify its use, noting that agricultural produce is of generally low value (Bechar &
109 Vigneault, 2016; Lampridi et al., 2019; Pedersen, Fountas, Have, & Blackmore, 2006). Furthermore, the
110 use of a robot in a production system alternates the whole chain of the production, partially or as a whole
111 - depending on the level of labour or conventional practice replacement. Consequently, when replacing
112 existing solutions and practices, the balance of the cost to benefit of the new technology component
113 should be competitive to the one of the existing solutions. Finally, legislation issues remain to be solved
114 in terms of the inherent safety and reliability aspects (Basu et al., 2018).

115 **Intermediate conclusion:** The above-mentioned conditions and constraints are the main reasons that
116 marketable agricultural robotics is an application area still in its infancy. One could easily assume that such
117 a statement is contraindicative to the work presented in this article. However, the part replacement of

¹ A service robot can be defined as following (Decker et al., 2017; Hans, Hägele, Schraft, & Wegener, 2004): “A service robot is a freely programmable mobile device carrying out services either partially or fully automatically. Services are activities that do not contribute to the direct industrial manufacture of goods, but to the performance of services for humans and institutions”. Based on this definition, the features of agricultural robotics tend to categorise them as service robots.

118 human tasks by robots (either in a cooperating or a substitution manner) is what will be faced in the
119 middle and long-term future. The current state of the actual robotics implementation, provides ample
120 time for a timely consideration of the effects of robotics on agricultural jobs, rural development, and the
121 general economic growth. Such an assessment and evaluation will pave the way for finding and applying
122 any preventing and, if needed, corrective measures (in terms e.g. of policy making) for the most efficient
123 implementation of robots in agriculture. Key elaboration factors involve comprehensive feasibility proofs
124 and cost benefit analyses (as it will be demonstrated in the next section) for the tasks or the part-tasks for
125 which the technology exists (either already in the market or in a prototyping stage). This will provide an
126 estimation for the current level of the effect of robotizing bio-production on labour replacement and,
127 more importantly, the projected expectations for the middle-term future.

128 **3 LABOUR COST VS. AUTOMATION COST**

129 The potential yield per unit of land is a function of the natural capital, i.e. soil, climate, and plant-seeds
130 genetics. For a specific combination of the above parameters, there is a maximum potential yield that
131 could be produced given optimum external conditions (e.g. weather). The actual yield, however, is a
132 function of:

- 133 a) the maximum potential yield (natural capital),
- 134 b) uncertainty factors, i.e. weather conditions being not optimum,
- 135 c) the implemented physical capital (labour and machinery), and
- 136 d) the use of this capital (management).

137 As a result, the actual yield, is consistently reduced compared to this maximum potential yield.
138 Automation and robotics, firstly improves the execution of an operation, thus improve the effectiveness
139 of the physical capital, and secondly, improve the decision-making process (by automated monitoring,
140 data analysis, and computational intelligence), and thus improve the usage of the physical capital.
141 Different automation functions in harvesting equipment, for example, can help to complete the operation
142 faster and cost-effectively and thereby indirectly to increase production due to the reduction of crop
143 losses and timeliness losses, both quantitatively and qualitatively. Moreover, the quality of the produce
144 in the case of fruit or greenhouse crop harvesting is increased due to, for example, selective harvesting.
145 Both of the mentioned enhancements (effectiveness and efficiency) inherent in automated agricultural
146 production reduce the gap between the actual and the maximum potential output (given the same natural
147 capital and external conditions).

148 However, only marginal reductions between the actual and the potential yield gap can be attributed to
149 the introduction of advanced technologies in agricultural operations (yet increased yield quality and
150 reduced environmental impact) – higher yields are expected from improved genetics (Tester & Langridge,
151 2010). Thus, the driving force for the implementation of robotics and advanced automation in agricultural
152 production is the reduced production cost. Based on this premise, it is reasonable to assume that human-
153 based and automation-based production are perfect substitutes, meaning that, a certain output can be
154 produced in identical quantity by either input alone or any convex combination of both input types. This
155 assumption stands for robotics, artificial intelligence (AI), and automation, and being accepted, the
156 remaining question is to search for the ratio between human contribution and automation contribution
157 in a given production system that minimises the cost of production, in other words, the optimal
158 partitioning between tasks executed by humans and tasks executed autonomously.

159 Letting $a \in [0,1]$ denote the degree of automation, or automation utilisation (in the specific description
160 of the production model, automation includes: robots, automation technologies, and AI technologies), (
161 $a = 1$ corresponds to 100% automated tasks, while $a = 0$ corresponds to 100% human executed tasks
162 within the production). Correspondingly, the labour utilisation equals to: $1 - a$. The production cost, PC
163 (a), for a given automation utilisation a , is the summation of the cost of automation, $AC(a)$, and the cost
164 of labour, $LC(1 - a)$, (for the same point of automation, i.e.:

165
$$PC(a) = AC(a) + LC(1 - a)$$

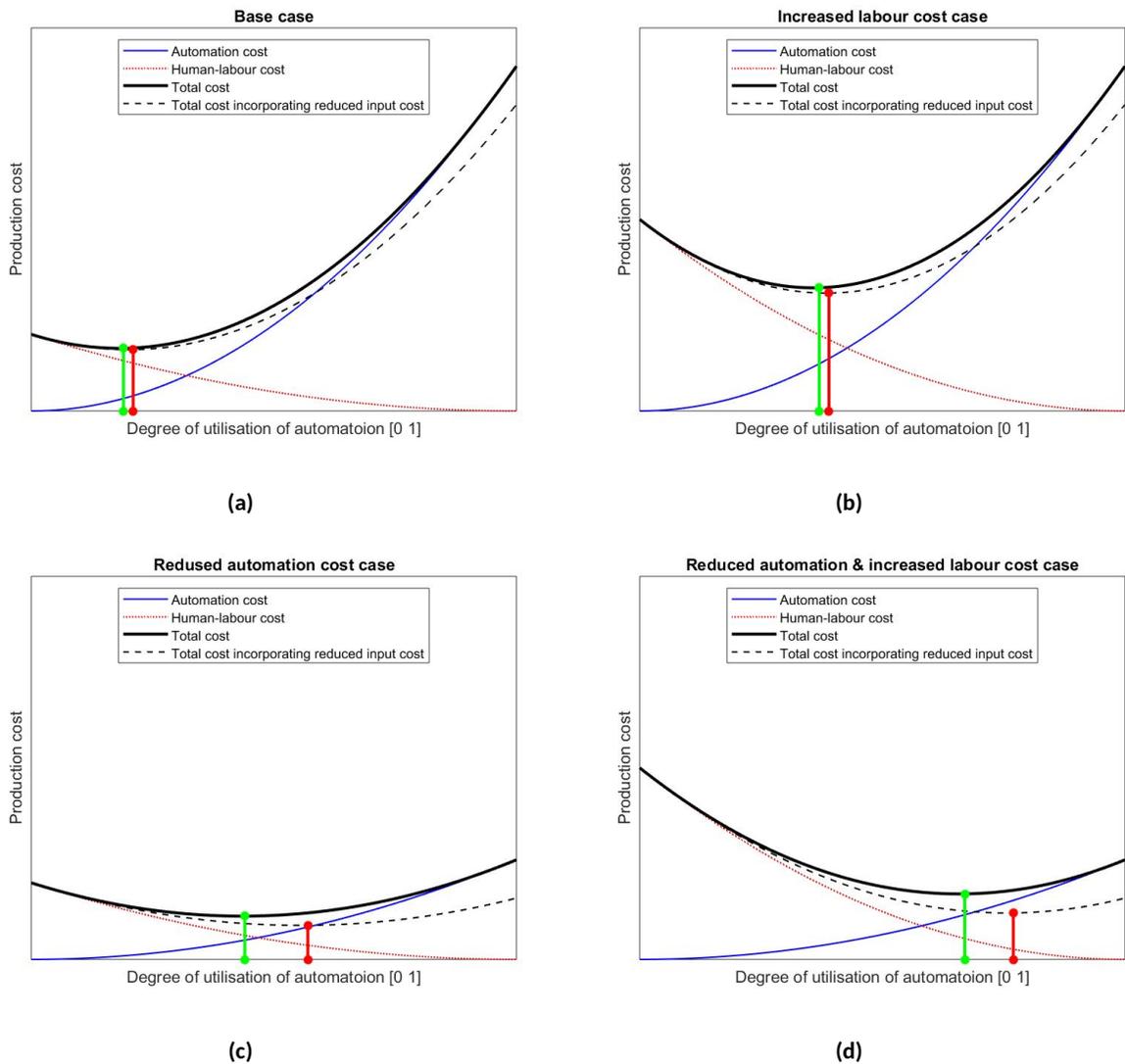
166 The automation utilisation, a^* , that minimizes the production cost is then given by:

167
$$a^* = \arg \min_{a \in [0,1]} [AC(a) + LC(1 - a)]$$

168 In order to show the effect of the labour and automation cost on the automation utilisation, we have
169 adapted for the case of agricultural technologies the approach described in Decker et al., (2017). A
170 simplified and qualified representation of the production, automation, and labour cost curves will be used
171 (Fig. 2). Fig. 2a gives a baseline case, depicting the current state of production systems. The polynomial
172 increase of the automation cost, as a function of the automation utilisation, describes the fact that the
173 marginal cost of automation is increasingly higher when higher automation utilisations are used. This is
174 reasonable because when re-structuring a labour-intensive system into an automation-intensive system,
175 routine jobs are the first to be replaced while non-routine and cognitive ones follows. The cost for
176 replacing a worker executing a non-routine task by a robot is considerably higher than the cost of replacing

177 a worker executing a routine task due to the embedded intelligence and computational capabilities
 178 required in the former case.

179 The x-coordinate of the green vertical line in Fig. 2a represents the automation utilisation (a^*) that results
 180 to the minimum production cost for the base-line case. The optimal automation utilization can be
 181 increased either from an increase in the labour cost (Fig. 2b), or from a decrease in the automation cost
 182 (Fig. 2c), or finally by both of the mentioned changes (Fig. 2d).



183 Fig. 2 - The production cost, the labour cost, the automation cost, and the reduced input cost as a function of the
 184 automation utilisation for a production isoquant. The x-coordinate of the green line is the optimal automation utilisation in
 185 terms of production cost, while the x-coordinate of the red line is the optimal automation utilisation when considering the
 186 reduced inputs due to automation implementation.

187 The above describes the general case, more or less, applicable to all domains. In agriculture, however,
188 there is another factor that should also be considered. Automation and precision agriculture technologies,
189 in general, lead to the use of less agrochemicals and fertilisers, as a result of targeted applications
190 providing the right amount in the right place and in the right time This provides an additional reduced
191 input cost item derived as a side-effect from the implementation of automation technologies. Considering
192 this, in order to determine the optimal automation utilisation, the reduced input cost, $RIC(a)$, also has to
193 be taken into account. Thus, the actual optimal automation utilisation is explained by the following
194 expression:

$$195 \quad a'^* = \arg \min_{a \in [0 \ 1]} [AC(a) + LC(1 - a) - RIC(a)]$$

196 The x-coordinates of the red vertical lines in Fig. 2 provides the optimal automation utilisation in each
197 one of the cases when considering the reduction in the input cost by the implementation of automation
198 technologies.

199 **Intermediate conclusion:** The total production cost is therefore minimised for a fractional automation
200 utilization ($a < 1$). In other words, complete automation of a production process results in a non-optimal
201 solution in terms of production cost. The Pareto principle is generally assumed to apply also in the agri-
202 robotics case (Stentz, Dima, Wellington, Herman, & Stager, 2002). It has been theorised (basically deduced
203 from expectations seen in other domains, rather than as a scientifically-proven conclusion) that for many
204 tasks in agricultural production the proverbial 80/20 rule applies, meaning that roughly 80% of a task (
205 $a = 0.8$) is easy to perform by robots while the remaining 20% is difficult. In case of the 80% of tasks and
206 considering cost effectiveness, it is probable that autonomy improves task performance as compared to
207 the human execution. The question is what type of human work corresponds to the remaining 20% task
208 activities, e.g. are these residual activities, as in the case of industrial robots, or is it non-routine and
209 cognitive activities requiring high-skilled workers or even human-robot cooperation. The answer is case-
210 depended and require targeted process scenarios to be analysed. It is not possible to derive a generalized
211 human-robot substitute-complement assessment in the case of agricultural robotics, which is analogous
212 to the general case of service robotics. The imperative prerequisite and sole feasible way for analysing
213 human-robot substitution or complementation is the use of case studies as the specific research design.
214 The case studies will target key types of agricultural production systems and operations, including the
215 quantification of input reduction (e.g. agrochemicals and fertilisers).

216 **4 COMPLEMENTARITY VS. SUBSTITUTION**

217 In recent years, technology has evolved to such an extent that human labour has been replaced either
218 partially or completely by machines (Pérez-Ruíz, Slaughter, Fathallah, Gliever, & Miller, 2014; Vasconez,
219 Kantor, & Auat Cheein, 2019). People and organisations have turned to machines to increasingly take over
220 as a possible replacement for human labour. It has been argued that machines make work easier meaning
221 that routine and repetitive work is replaced and therefore this substitution between humans and
222 machines occurs. Also, manual productivity is increased by the fact that jobs now performed by a number
223 of people now can be replaced by one person just operating a machine. This is an immense embracement
224 of technology providing an increased opportunity for more machine labour than human labour with a
225 view on cutting down the cost of production and at the same time increase the efficiency of the performed
226 work.

227 On the other hand, the increasingly implementation of AI applications, as part of the automated activities,
228 step by step transforms robots into machines with cognition and awareness that are able to perform not
229 only manual and routine tasks but also non-routine and cognitive tasks (as will be explained in the next
230 section).

231 In the past, human labour was basically focused on completing manual tasks and no technology
232 substitution was envisioned in cognitive tasks. Actually, labour and technology were assumed to be
233 perfect substitutes. However, it is clear that most of the jobs on the current labour market are complex
234 and work processes require a set of various inputs of different required aptitudes and skills, and with each
235 one of these inputs to playing an essential and non-replaceable role. To this end, the tasks that are not
236 automation substitutes can, in principle, be complemented by automation. The level of complementarity,
237 however, lies on the automation capabilities while the level of its implementation lies on the
238 accompanying cost. Authors in Autor, Levy, & Murnane, (2003) provided a formalised identification of the
239 phenomenon that computer technology substitutes for workers in performing routine tasks while
240 complementing workers in executing non-routine tasks. It was explained that the causal force behind the
241 raised demand for workers who hold a comparative advantage in non-routine tasks and controls the
242 mechanisms of substitution and complementarity is the declining price of computer capital. Their model
243 predicts that labour-intensive industries would make relatively larger investments in computer capital,
244 which capital in return would alter the tasks content from routine to non-routine increasing the demand

245 for labour for executing these complement non-routine tasks, and this demand shifts favour educated
246 and skilled labour.

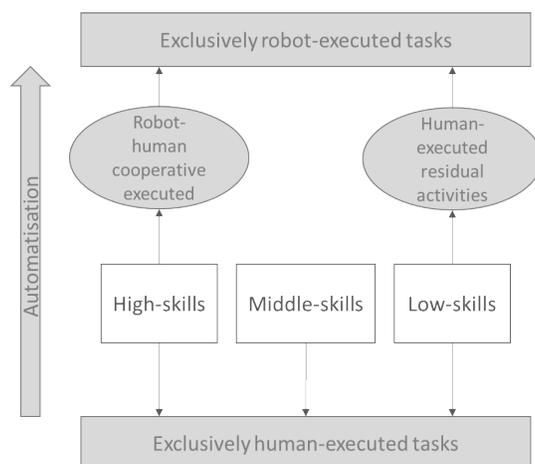
247 Authors in Correa, Lorca, & Parro, (2017) studied the capital-skill complementarity in the case of a
248 developing country proving that the elasticity of substitution between capital and skilled labour is lower
249 than the one between capital and unskilled labour, and that the higher the technological component of
250 the capital factor, the larger the degree of complementarity between capital and skilled labour. These
251 findings emphasize that differences in the complexity of capital factors provides differentiated
252 complementarity between skilled labour and the type of capital that these workers actually use (i.e.
253 capital composition matters). Furthermore, they estimated that the elasticity of substitution between
254 non-technological capital and skilled labour is larger than the elasticity of substitution between
255 technological capital and unskilled labour. In other words, there is a strong decrease in the elasticity of
256 substitution between technological capital and unskilled labour forced by the advancement of high-tech
257 machines.

258 As regard the agricultural production domain, various approaches have been proposed for a synergetic
259 work performance between human labour and robots (Bechar & Vigneault, 2016). The complementarity
260 stems from the presence of the human-operator in the complete operational loop, mainly to provide the
261 shortcomings (at the moment, at least) of the robot's intelligence attributed to coping with
262 unpredictable events, insufficient situation awareness, and non-completeness as regard the
263 representation of the operational environment (Bechar & Edan, 2003; Bloch, Degani, & Bechar, 2018;
264 Mann, Zion, Shmulevich, & Rubinstein, 2016; Moshou et al., 2005; Nof et al., 2013; Reina et al., 2016). An
265 illustrative example on human-robot collaboration has been reported by (Bechar & Edan, 2003), regarding
266 melon harvesting, where the human-robot collaborating system was able to increase melon detection by
267 4% compared to the manual detection, and to reduce detection times by 20% compared to the ones
268 achieved by solely manual detection.

269 Other examples of complementarity between human and robot in agricultural production come from the
270 implementation of machine learning approaches on various cognitive tasks, including yield prediction,
271 disease detection, weed identification, crop quality estimation, species recognition, and soil conditions
272 identification (Liakos, Busato, Moshou, Pearson, & Bochtis, 2018). All of these applications regard
273 cognitive tasks, and either can provide a concrete diagnosis (human substitution) or support the diagnosis
274 process (human complementarity). It must be noted, that the human-skill requirements for supporting

275 this collaboration are increased in terms of cognition capabilities and consequently require more training
276 and education.

277 On the other hand, other automation applications have the opposite effect, meaning that they reduce the
278 requirements for human skills, as for example, the implementation of auto-steering and navigation-aiding
279 systems for agricultural machinery. These applications relieve the operator from key operational activities
280 needed for an optimum execution of the work, leaving only residual activities (e.g. headland turnings –
281 although state-of-the-art commercial applications are also able also to perform these tasks) to be
282 performed by the operator. When these applications are combined with AI-based software for optimal
283 area coverage routing (Jensen, Bochtis, & Sørensen, 2015; Jensen, Nørremark, Busato, Sørensen, &
284 Bochtis, 2015) even the decision making process of the operator on the generation of an effective
285 operational plan is replaced by automation and leaving the operator/manager in a supervisory role.



286

287

Fig. 3 - The job polarisation effect

288 Considering the opposite effects described in the paragraph above, we see again in the agricultural
289 production (as seen also in the service domain) that the implementation of advanced technologies that
290 substitutes routine jobs and are complemented to non-routine jobs, generates a heterogeneity in the
291 demanded labour types (Krusell, Ohanian, Ríos-Rull, & Violante, 2000). As described in Fig. 3, when the
292 automation level increases in a production process, there are increased requirements (in terms of skills
293 and education) from the workers that complements the introduction of new technologies, and on the
294 other hand, there is still the demand for low-skilled labour for the execution of the residual activities in
295 routine tasks undertaken by robots, thus leaving limited space for middle-skilled labour within this new
296 production configuration. During this “automatisation” course, the phenomenon of “job polarisation”
297 arises. Job polarisation refers to the parallel growth of high-skill (and in principle, high-wage) jobs and

298 low-skill (and in principle, low-wage) jobs at the expense of middle-skill jobs (Heyman, 2016). This ends
299 up with a reduced share of the middle-skill jobs in the wage distribution (wage polarisation).

300 **Intermediate conclusion:** As seen also in the industrial and service sectors, in agricultural production the
301 effects of robotising are related to both labour substitution and labour complementarity. Moreover, the
302 substitution effect is connected mainly to low-skill labour (replacement of routine tasks) and the
303 complementarity effect is connected mainly to high-skill labour (cooperation in cognitive tasks). This
304 diversification in the required skill levels leads to the job polarisation phenomenon. In order to see the
305 actual quantitative (current and expected) levels of substitution and complementarity between human
306 and robots in agriculture, as well as the detrimental effect of polarisation, a decomposition of the
307 agricultural operational tasks is a prerequisite. The various types of jobs in agriculture has to be analysed
308 and the nature of the various tasks and activities that constitute a job has to be characterised in terms of
309 their cognition and routine intensity levels in order to reveal the potential for substitution or
310 complementarity for different technology levels. This issue is considered in the next section

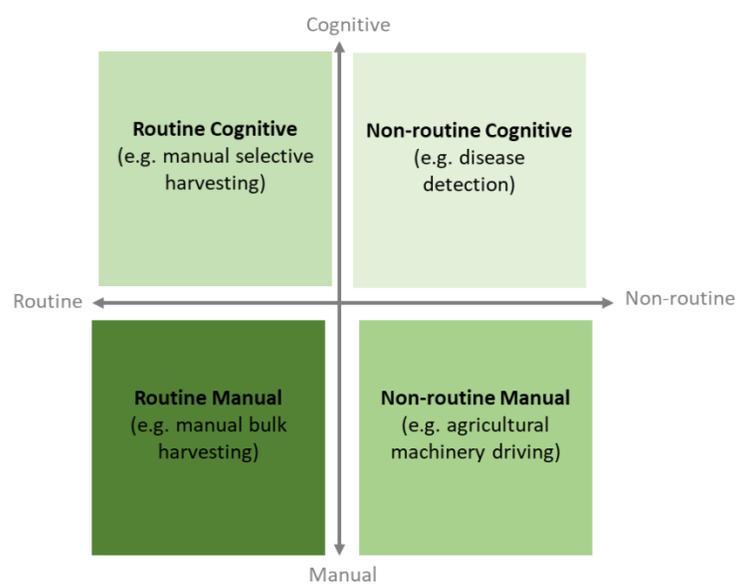
311 **5 ROUTINE VS. NON-ROUTINE AND COGNITIVE VS. MANUAL**

312 Tasks in industry and the service sector can be categorized in four types based on their manual or cognitive
313 nature and the execution of standardised and non-standardised activities (Fig. 4). The discussion on task
314 types initiated in the 1970s, when, within the rapidly computerised industry, the demand for labour input
315 for non-routine analytic and interactive tasks increased pressing the corresponding demand for labour
316 input for routine tasks. These types are namely:

- 317 a) non-routine manual tasks,
- 318 b) routine manual tasks,
- 319 c) routine cognitive tasks, and
- 320 d) non-routine cognitive tasks.

321 Routine tasks (either cognitive or manual) can be defined as tasks that can be accomplished by following
322 explicit rules (Autor, Levy, & Murnane, 2003) and usually in an explicit order. In terms of machinery
323 execution of routine tasks, this definition is expanded to include that these rules can be exhaustively
324 represented by programmed instructions. On the other hand, non-routine tasks include complex and, so-
325 called, problem-solving activities and demands from the worker flexibility, creativity, and, when having to
326 deal with other people, complex communications skills.

327 There is not any recent literature (based on the authors' knowledge) related to the categorization of
 328 various activities in agriculture. Of course, during the 1960's and 1970's there was a huge effort to use the
 329 concept of scientific management in agriculture, following the Taylorism principles, and with the purpose
 330 of rationalise agricultural production in the view of the re-structuring of production due to mechanisation
 331 (see for example Elderen, 1977). Agricultural operations have been analysed based on time studies and
 332 methods studies with the focus on the maximising efficiency and productivity. However, these analyses
 333 dealt with the physical efficiency of labour and the physical intensity of the various activities. In terms of
 334 automation and robotics introduction there is the need for a different kind of analysis. What is required
 335 now is the analysis of the agricultural tasks and related activities in terms of required skills , level of
 336 cognition, and routing task intensity – as works done for the industrial and service domains (Autor & Dorn,
 337 2013; Goos, Manning, & Salomons, 2014). The above is a critical task in order to evaluate the level of
 338 substitution and/or complementarity between human and robot for the execution of a particular activity
 339 (or parts of it).



340

341 **Fig. 4 - Task categories in terms of cognitive-manual and nonroutine-routine levels.**

342 As an example of a manual task, one could consider fruit harvesting, where the process of bulk harvesting
 343 is a routine manual task and subject to a high degree of substitution. By contrast, selective fruit harvesting,
 344 which includes the process of assessing the maturity and quality of the fruit to be harvested and the
 345 harvesting itself, it is a non-routine manual task subject to a high potential for cooperating execution (e.g.
 346 mechanical detection and manual collection). Regarding cognitive tasks, there are routine tasks, such as
 347 farm accounting, which is subject to high degree of substitution due to software advances, but on the

348 other hand, non-routine cognitive tasks, such as disease detection, which, as explained in the previous
349 section, is subject to high potential for complementarity.

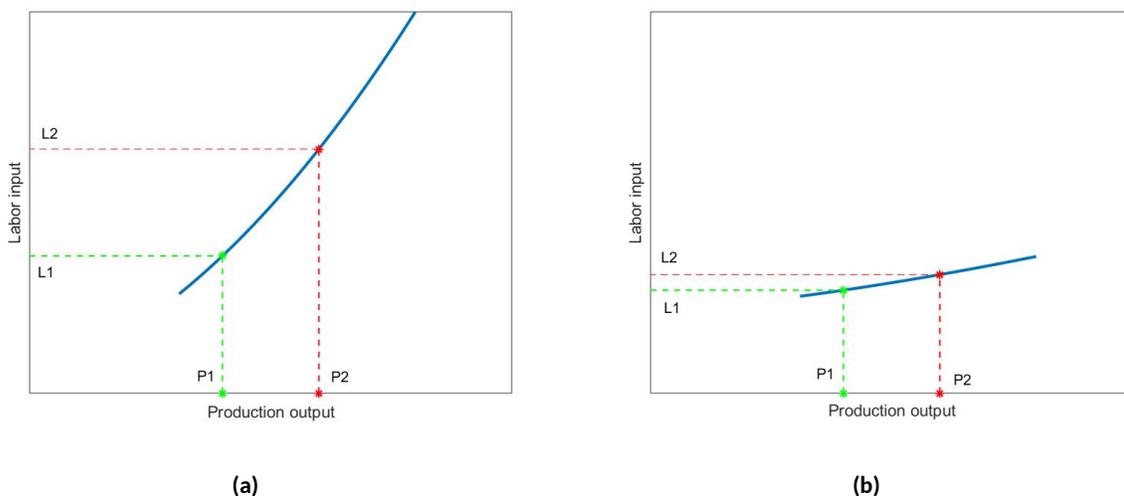
350 **Intermediate conclusion:** The diversion in the nature of the various activities in agricultural operations
351 highlights the need for a formal decomposition of the tasks executed by human workers. This
352 decomposition will identify key-parts where there is the potential for strong substitution or
353 complementarity, and in turn will identify areas where the introduction of new technologies will cause
354 the highest impact.

355 **6 DEVELOPING VS. DEVELOPED ECONOMIES**

356 The agricultural production models differ between developed and developing countries in terms of the
357 level of technology usage, including machinery and automation. This technological gap in developing
358 countries leads to lower productivity compared to the one in developed countries, meaning that in order
359 to produce a unit of agricultural output, the number of workers required in a developing country is
360 considerably higher compared to the one required a developed country This technological gap is depicted
361 in the values of labour elasticity that characterize the corresponding agricultural productions. Specifically,
362 countries with low implementation of technologies in agriculture presents high values for the agricultural
363 labour elasticity while countries with high technological implementation in the sector presents a low
364 labour elasticity (Figure 5). The correlation between technological implementation and labour elasticity
365 in agriculture is evident. Eberhardt & Vollrath, (2018) define agricultural technology as the elasticity of
366 agricultural output with respect to labour. The elasticity of production output in relation to labour input
367 is the reverse function of the elasticity of labour input in relation to production output. Low elasticity of
368 production output in relation to labour input means that the production reacts slowly as a response to
369 changes in labour input. In other words, the output is insensitive to the labour input. In contrast, high
370 elasticity in output describes a fast reaction in changes of the labour input.

371 Labour elasticity in the agricultural sector is directly connected with the growth potential in an economy.
372 Consider the case of high labour elasticity typical for developing countries. As an example, up to 60% of
373 the economically active population in sub-Saharan Africa and parts of Asia, works primarily in agriculture
374 and approximately the same fraction resides in rural areas (Gollin, 2010). As mentioned earlier, it is
375 fundamental for an economy in order to enter growth to secure its own self-sufficiency in food. However,

376 for a developing economy in order to reach that point, increased agricultural output is required². In this
 377 type of economy that presents high labour elasticity in the agricultural sector, meaning that the sector is
 378 highly sensitive to labour supply, an increase in agricultural production requires, in turn, a considerably
 379 high labour force to be further allocated to agricultural production leaving low labour resources to other
 380 sectors than can boost growth. The opposite flow characterises economies with a low labour elasticity
 381 where the shift of labour to other sectors is easier due to insensitivity of agricultural production to the
 382 labour input. It is worth noting that Gollin (2010), by using a simulation model for the total factor
 383 productivity, proved that the labour elasticity is closely correlated with the agro-climatic zone that
 384 dominates the country at hand, concluding that countries in temperate/cold climate zones have low
 385 agricultural labour elasticities (on the order of 0.15) while equatorial and highland zones have higher
 386 elasticities (ranging between 0.35 and 0.55). Consequently, labour elasticity in agriculture is an important
 387 parameter that determines the speed of structural change following changes in agricultural productivity
 388 and can be determinative for the labour flow between agricultural and non-agricultural production
 389 sectors. The labour flow from low-productivity activities to high-productivity activities are a key driver of
 390 development (McMillan, Rodrik, & Verduzco-Gallo, 2014). In particular, in most of the developing
 391 countries, although having a large share in labour employment, it has very low productivity. It is doubtfully
 392 that economic growth can be triggered by expanding a low-productivity sector. There is a lot of scepticism
 393 about the argument that agriculture in developing countries, due to the low-productivity, is a limiting
 394 source for growth and might not have large aggregate effects.



² As precisely described in Eberhardt & Vollrath, (2018) with a reference at the “food problem” stated in Montigaud, Martinez, & Schmitt, (2005), “...until countries can produce a sufficient amount of food, labour is trapped in agriculture and they cannot begin the process of modern growth.”

395 **Figure 5 - Production models with high (a) and low (b) labour elasticity.**

396 **Intermediate conclusion:** There is a discussion on the potential for implementation of robotics in
397 agricultural production in developing countries. The basic argument behind this discussion is that it is not
398 necessary to go through a primary mechanisation phase before entering an advanced technologies phase
399 – as for example though in developing countries people never experienced the use of land-line phones
400 they are able to use mobile phones efficiently. However, the implementation paradigm must be
401 completely different of the one in developed countries. In the latter case, robotics improves or replace a
402 conventional component of a well-structured production system. In the former case, it would be needed
403 to introduce a whole system and not just scattered components of a system tested elsewhere. Sub-
404 Saharan areas have experienced attempts to expand the cultivated area and to modernise agriculture by
405 just bringing tractors into production. Such attempts have consistently failed because a tractor by itself is
406 not an effective tool for inducing the process of agricultural intensification (Pingali, 2007).

407 **7 CONCLUSIONS**

408 This work does not provide any quantitative result on the evaluation of the effect of robotics introduction
409 in agriculture on human workers replacement. It rather outlines the conditions, constraints, and inherent
410 relationships between labour input and technology input in bio-production, as well as, provides the
411 procedural framework and research design to be followed in order to evaluate the effect of adoption
412 automation and robotics in agriculture.

413 We started by presenting the unique characteristics of agricultural production, as compared to industry,
414 and the following derived unique requirements for robotics to cope with these characteristics. We showed
415 that these requirements are also prerequisites for estimating the cost of different scaling levels of
416 automation utilisation. The roadmap is as follows:

- 417 • Analysis of case-dependent and specific designed process scenarios
- 418 • Cost benefit analysis of current (and short-term envisioned) implementations of robotic tasks
419 within these scenarios
- 420 • Determination of the skill-level content of labour activities involved
- 421 • Determination of the routine-intensive level of labour activities involved
- 422 • Apply a system engineering approach for representing the re-structuring of the processes

423 The system engineering approach is an imperative requirement for the analysis at hand. Beyond the
424 economic approach, the system engineering approach is needed for the analysis and re-configuration of
425 the complex mix of human labour and robotic machines in a production system. Output rate
426 improvements (directly through increased productivity and indirectly from increased reliability) in one set
427 of tasks necessarily generate the requirement for increased output rates in the remaining tasks in order
428 to secure the increased value of the whole system.

429 In general, all scientific work on the effect of automation and robotics in labour market are elaborated
430 from a macroeconomics perspective, e.g. implementing instances of the Cobb-Douglas or constant
431 elasticity of substitution (CES) production functions, based on aggregate data on labour force, occupation,
432 productivity and so on. However, in the case of agricultural production, such data, although available, do
433 not depict the full picture on labour force, especially in the level of low-skilled labour (which low-skill
434 labour in a lot of country economies is the majority of the workers related to agriculture). This is due to
435 the fact that in agriculture there are a lot of seasonable and unregistered workers. To this end, we believe
436 that the right approach for evaluating and predicting the effect of automation and agri-robotics in
437 agricultural labour, is a bottom-up approach where the analysis should start from the farm level. This
438 means that agricultural operations should be expressed in terms of actual required workforce (for
439 example in workhours per harvested unit of product) for a given level of implemented technology. Only
440 this approach makes it possible to compare in an accurate way different technology levels in terms of
441 labour replacement.

442

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