



**Cathrine Hasse**

The mini-public opened with a presentation by REELER coordinator, [Cathrine Hasse](#), who presented selected REELER results related to our investigations into how industrial and service robots seem to influence the work life of the people collaborating or expected to collaborate with these robots.

While bringing attention to the fact that more jobs seem to be created than eliminated by robot technology, Cathrine stressed the disparity between the requirements of the jobs created and the skills of the people being replaced. Moreover, she presented results of the REELER research that point to a potential negative impact on collegiality and social life at the workplace as well as prosperity of the individual at workplaces where robot technology has been or are about to be implemented. Cathrine ended her talk by asking the audience to once again reflect on the same two questions above.

**Mette Fjord Sørensen**



The first invited speaker to present was [Mette Fjord Sørensen](#), representing The Confederation of Danish Industry (DI). Mette addressed the fears and concerns raised by informants in REELER's research. While acknowledging these fears, Mette focused on the need for automation in industry to keep up with competitors abroad, and pointed to the upsides of automation - more, better, higher-paid, less

physically straining jobs. Mette ended her presentation by asking participants to consider the following statement: "Increased automation is a zero-sum game in relation to the employee's jobs".



### **Sophie Hæstorp Andersen**

The second speaker was [Sophie Hæstorp Andersen](#), chairman of the Regional Council of the Capitol Region of Denmark and previous member of Parliament, who talked about the need for technological literacy as the interplay increases between robot solutions/technology and humans. Mette ended her presentation by asking the audience to reflect over which areas of their present work might be taken over by a robot or AI.



### **Ida Auken**

The third speaker was [Ida Auken](#), member of Parliament for the Danish Social Liberal Party and co-founder of the SIRI commission. Ida's presentation was on the pitfalls and upsides of automation and AI. On the topic of work life, Ida argued that attempts at implementing robot technology (and AI) in the public sector should not be done as an exercise in efficiency, but rather with the goal of improving the overall service level of the public sector, since the former risks alienating both public sector employees as well as citizens. Ida ended her talk by asking the participants: "What words do you associate with robots in the labor market?"



### **Morten Smistrup**

The first presenter for the second part of the day, [Morten Smistrup](#), from The Danish Confederation of Trade Unions (LO) started his talk by stating that many professions had already been lost to automation or other developments - and that this might be more positive than we usually speak of. He pointed to the possible upsides of automation which might ease the burdens of manual laborers who would otherwise unfortunately wear themselves out halfway through their lives. He also criticized the abstract conception of 21<sup>st</sup> century skills, and argued instead for a concrete foundation of skills in particular professions. To conclude, Morten asked the audience to consider: "How big is the risk that social strife will undermine the gains that might be earned from taking advantage of robots/AI given the current societal conditions?"



### **Jesper Balslev**

Second presenter was [Jesper Balslev](#), a lecturer and PhD-fellow at the Copenhagen School of Design and Technology (KEA). Jesper's presentation focused on the possibility of preserving what is distinctly human in the face of automation. He discussed the role of machine learning software in the development of cultural products and argued that the domain of creativity proper would be forever closed for robots and AI. Jesper concluded by asking the audience: "Should research funds be dedicated to research on job-creating technologies?"



### **Bent Greve**

[Bent Greve](#), professor of labour market research at Roskilde University Center (RUC), was the third presenter. Bent's primary focus was the question of how to secure workers' possibility to develop competences matching changing in the labour market. Bent stressed how workers are not all necessarily capable of continual upskilling but may need to change professions, and that the labour systems should support this transition. To this end, Bent proposed that a fund be established which would allow individual workers to reskill when the need arises. In this vein, Bent ended by asking: "Should retraining/reskilling be both a duty and right?"



### **Jacob Rubæk Holm**

The final speaker was [Jacob Rubæk Holm](#), associate professor at the University of Aalborg. Jacob's talk focused on the necessity of reskilling labor in a changing economy, and the pitfalls of failing to leverage automation and reskilling, which might further expand the gap between rich and poor. While Jacob placed the responsibility of reskilling with the individual worker, he emphasized that workers could not lift the burden of reskilling alone and would need the help of both the employer and society at large. He ended his talk by asking participants to evaluate the statement: "To the degree that there is a trade-

off between a meaningful work-life and economic growth, should the meaningful work life have priority?”

The event ended with a final panel discussion with Jakob, Bent, Jesper and Morten, with questions from the audience.