

Project 5: Older workers and AI: Restructuring labour market inequalities at the end of working life

This dissertation project investigates how older workers experience the introduction of Artificial Intelligence into their workplaces. It explores to what extent the introduction of Artificial Intelligence affects their retirement wishes. Moreover, it studies who the winners and losers among older workers are when Artificial Intelligence is introduced into workplaces. This dissertation project uses a range of qualitative methods, such as semi-structured interviews, qualitative content analysis, an experiment testing how younger and older workers use Artificial Intelligence, and video analysis.

Host institution: LUT University, Finland

Preferred start date: October 2026

Contract duration: 48 months full-time

Supervisors: Prof. Kathrin Komp-Leukkunen, Dr. Visa Rantanen

Secondments: University Rey Juan Carlos (Spain), VTT Technical Research Center (Finland)

Working at the Department of Social Sciences at LUT University

The Department of Social Sciences is a young and quickly growing unit at LUT University. Having been founded only 4 years ago, it already has a staff of almost 50. Its research aims to understand society and human activities in relation to global sustainability problems. By engaging people and communities more strongly at the very start of problem-solving, it strives to bring about changes more quickly. Its topical foci are societal renewal, sustainable citizenship, and people & technology. The position is part of the research group on social sustainability and welfare policies, led by Prof. Kathrin Komp-Leukkunen. This research group explores how we can achieve a good society, with a high well-being of all. For more information, see <https://www.lut.fi/en/research-groups/social-sustainability-welfare-policies>

LUT University seeks solutions to global issues with its expertise in technology, business, and social sciences. LUT is a trailblazer in promoting the energy transition and the regenerative use of natural resources and helps build resilient communities, industry, and businesses through data, research, and education. LUT's campuses are in Lappeenranta and Lahti, Finland, but its impact is global. [Lut.fi/en](https://www.lut.fi/en)

Employment benefits and conditions

LUT University offers a 48-month full-time employment contract (initial 12-month term, extendable by 36 months provided that the studies progress satisfactorily). There is a probation period of 6 months, and the annual workload for researchers is 1,612 hours/year. An employment contract can be concluded only if the candidate obtains the right to pursue postgraduate studies at LUT University, and the application for this right must be submitted with all required appendices to the LUT Doctoral School within the first two months of the employment relationship.

Net salaries may fluctuate depending on personal circumstances (marital status, age, disability, family, and dependents). For more information on Finnish taxation, please visit [here](#).

Workplace

The position is based at the Lappeenranta campus (flexible hybrid work approach applied; regular on-site presence required). The work will start in October 2026 (six-month trial period applies).