

DISCOVERING THE ARCHAEOLOGISTS OF EUROPE TRANSNATIONAL REPORT

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1.0 Executive Summary

Discovering the Archaeologists of Europe is a major project that has researched the labour market, qualifications and transnational mobility for archaeologists in twelve European Union Member States. The research was carried out in 2007-08.

Structures. Archaeological practice in the participating states is organised on different models, with varying levels of commercial activity balanced against state agency engagement. Different states define who can be considered to be an archaeologist in different ways.

Employment. Across the twelve participating states, an estimated 16,657 people work as archaeologists, representing 0.02% of the combined total workforces of those states. The highest proportion of the total workforce that are archaeologists is in Ireland, where archaeologists make up 0.08% of the total workforce. In the states where archaeology is primarily a private-sector activity, far more jobs are available.

Nature of the workforce. Of the archaeologists for whom data were available about their genders, 54% are male and 46% female. This closely matches the proportions in the total EU workforce of 53:47. In Greece and Cyprus the relative numbers of female archaeologists are much higher.

On average, European archaeologists are 39 years old.

Very few European archaeologists are disabled – 1.5% of the total number of workers for whom data were available. Only in Germany was there significant variation from the low average figure, as 6.0% of German archaeologists are disabled.

Nature of the work. Across the twelve participating states, 86% of the archaeologists for whom data are available work full-time and 14% part-time. This is comparable to the overall EU ratio for all workers of 82:18, but few states actually reported proportions close to this figure, as on a state-by-state basis it will either be normal for there to be nearly no part-time workers or for approximately 1 in 4 archaeologists to work part-time.

Salaries. Typically, in the twelve participating states, archaeologists are paid slightly more than the national average, and the calculated average salary for all archaeologists studied is slightly higher (107%) of the EU average for all workers. Where archaeological practice is principally undertaken by state agencies, salaries in archaeology tend to be higher than where archaeology is undertaken as a commercial activity, but far fewer individuals work in the profession.

Growth of the sector. In almost all participating states, in terms of the number of people employed, archaeology has expanded over the past five years and (at the time data were collected, typically in 2007) further growth was anticipated.

Qualifications. In every participating state, it is normal for people working in archaeology to hold a degree. 5% of archaeologists have gained their highest qualification in a European Union state other than the state in which they now work.

Countries of Origin. 92% of archaeologists in the twelve countries studied work in the state of their own origin. A further 6% are from other EU states, with 1% of workers coming from outside the European Union.

Training Needs. Issues relating to specific training needs were assessed in each participating country, but because of the variety of ways in which these questions were asked by the project partners (in order to accommodate the differing structures and approaches to archaeological work in each participating member state), the information obtained cannot be usefully compared from state to state.

Barriers to mobility. The aim of this project has been to improve understanding of the requirements for, and capacity to provide, transparent qualifications for archaeologists across Europe in order to facilitate transnational mobility.

The project has shown that there are opportunities for archaeologists to move from one state to another to work, and it has successfully identified that in order to find employment in the twelve participant EU member states, archaeologists need to be qualified, normally at least at graduate level.

This does not mean that the qualifications that archaeologists hold are universally accepted in all states other than their own. Different traditions mean that licensing systems, which are normally based upon academic qualifications, can block free movement of archaeological practitioners from one state to another.

The project has also found that archaeologists will need language skills (which are sometimes an absolute requirement in order to be able to practice) in order to be able to work in states other than their own.

2.0 Aim and Objectives

The aim of this project is to improve understanding of the requirements for, and capacity to provide, transparent qualifications for archaeologists across Europe.

To reach this aim, the project has had a number of objectives at both European and individual state levels:

- to identify barriers to entry to the profession of archaeology and to transnational mobility
- to identify labour market information and trends, including training investment, recruitment and career progression difficulties
- to establish the number of archaeologists working in each state
- to identify training needs and skills shortages
- to provide archaeological employers with information to aid business planning and improve organisational performance

It has achieved these objectives by identifying, collecting and disseminating information on archaeologists and archaeological employment across Europe (labour market intelligence), in order for employers, professional associations, the European Association of Archaeologists, training providers and other bodies

- to develop knowledge of practices and conditions in order to facilitate transnational mobility of labour
- to define specific criteria and methodologies to identify training needs across Europe
- to improve analysis and anticipation of skills requirements
- to enable comparisons between skills requirements in states

Prior to this project, this kind of information was unavailable in most individual states and had never been collected or applied on a transnational basis before.

3.0 Partnership

This project has involved archaeological organisations from twelve European Union Member States, plus the transnational *European Association of Archaeologists*. These organisations are from a variety of backgrounds, which has allowed a great variety of views and opinions come to the project and so to strengthen its research.

Partnership organisations

Austria	Internationales Österreichisches Archaeologie Forum	Archaeological discussion forum
Belgium	Katholieke Universiteit Leuven	University archaeology department
Cyprus	Department of Antiquities	Government Department
Czech Republic	Archeologický ústav Akademie Věd České Republiky	National heritage agency
Germany	Verband der Landesarchäologen in der Bundesrepublik Deutschland	Association of regional government agencies
Greece	Syllogos Ellinon Archaiologon	Professional association for archaeologists of the Greek Archaeological Service (Ministry of Culture)
Hungary	Magyar Régész Szövetség	Professional association for archaeologists
Ireland	Institute of Archaeologists of Ireland	Professional association for archaeologists
Netherlands	Vestigia b.v. Archeologie en Cultuurhistorie	Private archaeological consultancy
Slovak Republic	Archeologický ústav SAV	National heritage agency
Slovenia	Univerza v Ljubljani	University archaeology department
United Kingdom	Institute of Field Archaeologists	Professional association for archaeologists
Transnational, administration in Czech Republic	European Association of Archaeologists	Membership association

Of these 13 organisations, eleven have been full partners (benefiting from European Commission funding) and two – from Austria and Hungary – have been associate partners. The associate partners joined the project at a relatively late stage, after budgets had been allocated, and so were only able to participate as fully self-funded participants.

National reports on the archaeological labour market in each of the participating states have been prepared and published, both in national languages and English, at www.discovering-archaeologists.eu.

A further report, on qualifications and requirements to practice, has been compiled by the project consultant, Professor John Collis and is also published at the website address above.

4.0 Methodology

The partners shared approaches in order to ensure that common, but not identical, methodologies were used for data collection, analysis and presentation.

4.1 Data Collection

Following the model of previous work in the United Kingdom where labour market intelligence data had been collected and analysed on two previous occasions (in 1997-98 and 2002-03), data were gathered from employers of archaeologists in twelve EU member states.

While the exact details of how these data were collected varied from partner to partner (the partnership agreed that a level of flexibility should be allowed to suit national structures and traditions), all of the partners used postally distributed questionnaires with telephone or email follow-up.

It was agreed that a set of “core data” would be asked for in each participating state, in order for comparisons to be made. In each country, further information was requested in addition to this core dataset.

- Number of people employed in archaeology.
- Age and gender of those employed in archaeology.
- Disability status of those employed in archaeology.
- Which countries do the people employed in archaeology come from (nationality of those employed in archaeology).
- Whether these people are employed full time or part time.
- The changes to the number of archaeologists: one, three and five years ago and after one and three years.
- Education and other professional qualifications of those working in archaeology and in what country was the education gained.
- Professional training needs and specific skills shortages in view of archaeological work.
- Personal income and payments for archaeological work.

Structurally, archaeology is organised differently in each of the twelve participating member states. This is discussed in each national report, and details on the relationship between archaeological practice, commercial activity and state agencies are presented in *Appendix 1: Private Sector and State Funding* below.

4.2 Data Analysis

Each partner encountered a certain level of non-response from potential questionnaire respondents, and so the data do not cover every archaeologist working at the time of the survey. Each partner extrapolated from the survey returns for their country to calculate a statistically valid estimate of the total number of archaeologists (the first item of core data).

For each other category of data, data were available in sufficient quality and quantity to allow the partners to analyse the returns received directly without having to extrapolate.

In all cases, the size and range of the datasets collected allowed for complex multivariate analysis. This transnational report draws upon data presented in the twelve national reports to compare and present aggregated figures across the twelve participating states.

5.0 Definitions of Archaeologists

This project has looked to review the working roles of all the people who can be described as archaeologists working in the twelve participating states.

In some states, there are legal definitions of who can be called “an archaeologist”. These definitions varies between two extremes; countries such as Greece in which there is a legal definition which is linked with the granting of permits to carry out excavations, with, at the other extreme, the UK, where an archaeologist is defined in terms of what that person actually does (an archaeologist is someone that does archaeology!), and where there is no formal legal definition. Collis (2009) has identified what the legal definitions of archaeologists are in the participating states, most of which are founded upon educational achievements.

Legal definition of an archaeologist

Austria	A degree in Archaeology at, at least, Masters level (there is also a class of Mitarbeiter – ‘co-worker’).
Belgium	First degree in Archaeology.
Cyprus	First degree with specialisation in Archaeology.
Czech Republic	Masters degree in Archaeology or equivalent.
Germany	A Doctorate or Magister in Archaeology.
Greece	First degree with specialisation in Archaeology.
Hungary	Masters degree in Archaeology.
Ireland	No legal definition.
Netherlands	A Doctorate or Magister in Archaeology.
Slovakia	Magister degree in Archaeology or equivalent.
Slovenia	Masters degree in Archaeology or equivalent.
United Kingdom	No legal definition.

These definitions are very much founded upon the historical perspective of an archaeologist being a person who studies the physical remains of human lives in the past. The contemporary definition now goes beyond that to encompass people who conserve and manage those physical remains in the present and for the future.

This means that archaeologists are not just field-workers; while archaeological fieldwork is an important aspect of archaeology, this project has also sought to look at archaeologists who work as advisers to governments and private enterprises, at archaeologists who work as museum curators and at archaeologists who work as teachers and researchers.

Inevitably, these points of discussion have meant that there are some differences from state to state on who can be considered to be an archaeologist. The partnership formally agreed that for the purposes of the project the definition should be as wide as possible, adapted as appropriate to individual national situations but that education should not be used as the sole or lead criterion. On principle, everyone who works with archaeological information and other archaeological materials was to be included in the study – all archaeological workers, rather than just those with the title “archaeologist”.

6.0 Numbers Working in Archaeology

Data were collected on the number of people working in archaeology, both as archaeologists and as dedicated support staff, in the partners' countries.

Total numbers of archaeologists

Country	Number of archaeologists	Number of support staff	Total
Austria	743	222	965
Belgium	765	467	1,232
Cyprus	52	437	491
Czech Republic	425	352	777
Germany	2,500	8,049	10,549
Greece	1,856	unknown	1,856
Hungary	620	unknown	620
Ireland	1,709	102	1,811
Netherlands	761	275	1,036
Slovak Republic	186	121	307
Slovenia	175	unknown	175
United Kingdom	6,865	866	7,731
Total	16,657	10,891	27,550

Of the twelve participating member states, the United Kingdom has by far the largest archaeological workforce. This can be attributed to the UK's commercial system for archaeological practice, which has created significant numbers of jobs in archaeology. The other participating states with comparable systems are The Netherlands and Ireland. The ways that archaeological excavations are traditionally structured in different states also affects the number of people working in archaeology, as demonstrated in Germany where it is normal for labourers to be engaged on fieldwork projects.

There were some discrepancies in the ways that the number of support staff was calculated from state to state, so these figures are less useful.

Archaeologists as proportions of national workforces

Country	Number of archaeologists	Total number of all workers	% that are archaeologists
Austria	743	4,028,000	0.02%
Belgium	765	4,380,000	0.02%
Cyprus	52	378,000	0.01%
Czech Republic	425	4,922,000	0.01%
Germany	2,500	38,210,000	0.01%
Greece	1,856	4,510,000	0.04%
Hungary	620	3,926,000	0.02%
Ireland	1,709	2,112,000	0.08%
Netherlands	761	8,464,000	0.01%
Slovak Republic	186	2,358,000	0.01%
Slovenia	175	985,000	0.02%
United Kingdom	6,865	28,441,000	0.02%
Total	16,657	102,714,000	0.02%

When the total numbers of archaeologists are compared with the total workforces for each participating state (figures from Romans & Preclin 2008), it can be seen that archaeologists typically comprise between 0.01% and 0.02% of the workforce. Even in the UK, with its very high number of archaeological workers, archaeologists make up 0.02% of the workforce. The two states with significantly higher proportions of the workforce being archaeologists are Greece, with 0.04%, and Ireland, where a notable 0.08% (one in every 1,250 workers) is an archaeologist.

The Irish archaeological workforce identified in this study is remarkable, because as well as being so relatively large, it is also remarkably transnational (see *11.0 Country of Origin* below). This is the consequence of a very significant amount of archaeological work being undertaken in advance of construction of both housing and major infrastructure projects, with commercial companies undertaking the work with flexible workforces on relatively short contracts which attracted workers from across Europe and beyond.

7.0 Past Growth of the Sector

Data were collected on whether the profession of archaeology had grown over the last five years in each of the partner countries.

Past growth

Country	Growth over past five years (since 2002-03)	Growth over past three years (since 2004-05)	Growth in last year (since 2006-07)
Austria	-18%	-22%	-14%
Belgium	+24%	+15%	+6%
Cyprus	+23%	+29%	+29%
Czech Republic	+30%	+23%	+6%
Germany	+8%	0%	-2%
Greece	+11%	+2%	-10%
Hungary	unknown		
Ireland	+39%	+32%	+21%
Netherlands	+61%	+54%	+36%
Slovak Republic	+20%	+11%	+2%
Slovenia	+45%	+4%	-4%
United Kingdom	+18%	+17%	+10%

All figures presented here represent a figure calculated from the number of organisations anticipating growth minus number anticipating contraction as a percentage of those offering an opinion. They do not represent an anticipated absolute level of growth or contraction. In almost all participating states, archaeology has expanded over the recent past. The exceptions are Austria and Germany, and to a lesser extent Slovenia, where significant growth has been seen over five years although this has slowed in the year prior to the study. The German-speaking countries are also less confident about growth in the future than other participating states (see 8.0).

The Greek figures are significantly influenced by the effect of the Olympic Games in Athens in 2004, as a number of archaeologists employed to cover the needs of projects relating to the Games remained in work linked to that event until at least 2007. The Netherlands has reported the most significant growth over the recent past, which is linked to the transformation of the system of archaeological practice in that country from a state-led to a market-orientated approach.

8.0 Future Growth of the Sector

Data were collected on opinions of whether the profession of archaeology will grow over the next three years in each of the partner states.

Future growth

Country	Growth in the next year (2008-09)	Growth in the next three years (to 2010-11)
Austria	+4%	-3%
Belgium	+3%	+12%
Cyprus	+33%	+33%
Czech Republic	+11%	+21%
Germany	-2%	-12%
Greece	+2%	+39%
Hungary	unknown	
Ireland	+26%	+42%
Netherlands	+27%	+38%
Slovak Republic	+9%	+3%
Slovenia	+13%	+32%
United Kingdom	+14%	+26%

All figures presented here represent a figure calculated from the number of organisations anticipating growth minus the number anticipating contraction as a percentage of those offering an opinion. They do not represent an anticipated absolute level of growth or contraction.

Overall, it can generally be seen that archaeological organisations and employers in most participating states are confident about growth in the near future, with the exceptions of Germany and Austria.

It is important to recognise that these opinions were sought before the severity of the global financial crisis, which began in late summer 2007 and which began to have serious effects on the global economy by autumn 2008, was being fully recognised. It is unlikely that if the survey had been undertaken in late 2008 or early 2009 the outlook would have been so confident, particularly in those states where archaeological practice is closely linked to the construction industry.

9.0 Age and Gender of Archaeologists

Data were collected on the ages and genders of people working as archaeologists in the partners' countries.

Gender

Country	Female		Male	
Austria	233	51%	221	49%
Belgium	357	47%	408	53%
Cyprus	36	69%	16	31%
Czech Republic	134	32%	291	68%
Germany	717	37%	1,220	63%
Greece	872	76%	272	24%
Hungary	244	48%	264	52%
Ireland	359	45%	438	55%
Netherlands	130	37%	218	63%
Slovak Republic	66	36%	119	64%
Slovenia	22	45%	27	55%
United Kingdom	1,013	41%	1,432	59%
Total	4,183	46%	4,926	54%

Across the European Union as a whole (all occupations), 53% of the workforce is male and 47% is female (Romans & Preclin 2008). The aggregate figures for archaeology therefore closely match the overall workforce.

In nearly every participating country, there is a clear majority of male archaeologists. The only exceptions are Austria, where the split is very nearly even, and most markedly in Greece and Cyprus, where there is an overwhelming majority of female workers in this sector. The proportions of female: male workers in the two Hellenophonic countries is even more marked than the male: female ratios in any of the other countries. This may represent a particular cultural difference in these countries, where archaeology is not traditionally an area which young men study and so the majority of qualified individuals are women.

Age

	-19		20-29		30-39		40-49		50-59		60-		avg
Austria	4	1%	62	14%	138	31%	130	29%	70	16%	40	9%	41.9
Belgium	0	0%	326	43%	236	31%	119	16%	69	9%	15	2%	34.3
Cyprus	0	0%	11	21%	16	31%	14	27%	9	17%	2	4%	39.2
Czech Republic	0	0%	69	22%	100	32%	42	13%	72	23%	30	10%	41.3
Germany	75	4%	263	13%	468	24%	585	29%	450	23%	150	8%	42.5
Greece	0	0%	6	1%	109	22%	172	35%	172	35%	37	7%	47.4
Hungary	0	0%	87	16%	232	42%	72	13%	96	17%	66	12%	41.5
Ireland	4	<1%	446	56%	267	33%	56	7%	21	3%	3	<1%	30.2
Netherlands	0	0%	33	11%	110	37%	91	31%	53	18%	11	4%	41.2
Slovak Republic	0	0%	50	27%	52	28%	21	11%	47	25%	15	8%	40.6
Slovenia	0	0%	8	16%	21	41%	11	22%	9	18%	2	4%	39.3

	-19		20-29		30-39		40-49		50-59		60-		avg
United Kingdom	6	<1%	692	28%	773	32%	586	24%	217	13%	71	3%	36.9
Total	89	1%	2053	25%	2522	30%	1899	23%	1285	165	442	5%	39.0

On average, European archaeologists are 39 years old.

The archaeological workforce in most countries is relatively young, although there are typically very few very young workers, with the exception being Germany, where 4% of workers are aged under 20, but this is not common in any other state. This is likely to be because the normal route into archaeological work follows studying for a degree. However, the majority of archaeologists working in Ireland are younger than 30 – although workers of this age are almost completely absent from Greek archaeology. Older workers (over the age of 60) are represented in each country in this project, although there are very few such workers in Irish archaeology.

10.0 Disability Status of Archaeologists

Partners researched the disability status of individuals working in archaeology in each participant's state.

Disability status of archaeologists

Country	Total number of individuals working in archaeology about whom disability status is known	Total number of disabled individuals	% of total number
Austria	479	3	0.6%
Belgium	124	2	1.6%
Cyprus	475	2	0.4%
Czech Republic	663	11	1.7%
Germany	884	53	6.0%
Greece	735	5	0.7%
Hungary	508	0	0%
Ireland	796	3	0.3%
Netherlands	499	0	0%
Slovak Republic	292	5	1.7%
Slovenia	126	0	0%
United Kingdom	2,365	38	1.6%
Total	7,946	122	1.5%

Very few disabled workers are employed in archaeology in almost all participating states; the only exception is Germany, where 6% of archaeologists are disabled.

It is unknown whether these low figures are the result of ongoing cultural attitudes – the misconception that all archaeological work involves heavy practical labour, and so disabled people do not seek employment in archaeology – or whether there is a barrier to employment caused by employers' presumptions about disabled peoples' capabilities.

It would appear that disability does present a barrier to entry into the archaeological workforce (although not necessarily a barrier to transnational mobility). The University of Reading (UK) has undertaken some work on disability and teaching archaeological fieldwork (Phillips *et al* 2007), but very little research has been done to examine the workplace issues relating to disability in professional archaeology.

11.0 Country of Origin

Data were collected on the countries of origin of people working as archaeologists in the states of the partners.

Country of origin

Country	Total number of individuals for whom data are available	Number working in home state		Number from elsewhere in European Union		Number from elsewhere in world	
		%	Number	%	Number	%	Number
Austria	479	90%	433	8%	37	2%	9
Belgium	124	98%	121	2%	3	0%	0
Cyprus	52	79%	41	15%	9	4%	2
Czech Republic	313	98%	306	2%	7	0%	0
Germany	1,858	95%	1,773	3%	56	2%	29
Greece	1,570	99%	1,560	1%	8	<1%	2
Hungary	508	93%	473	5%	25	2%	10
Ireland	485	55%	269	42%	202	3%	14
Netherlands	499	95%	476	3%	16	1%	7
Slovak Republic	174	98%	171	1%	2	1%	1
Slovenia	126	95%	120	5%	6	0%	0
United Kingdom	2,611	93%	2,342	5%	130	2%	49
Total	8,799	92%	8,085	6%	501	1%	123

Overall, it is typical for more than 90% of the archaeologists working in any particular EU member state to originate from that state (in total, 92% of all archaeologists in the twelve participating states work in their home countries), with a total of 6% of the archaeological workforce across the 12 states being EU citizens but living and working in another member state. 1% of archaeologists working in the twelve participating member states are from outside the EU.

Data from the EU Labour Force Survey 2007 indicate that 2.2% of the European workforce live and work in another EU member state, while non-EU nationals make up 3.8% of the EU workforce (EC 2008).

Thus it can be seen that archaeologists demonstrate a greater level of transnational mobility than that of the EU workforce as a whole, and there are relatively fewer non-EU workers working in European archaeology than is typical for all occupations.

On a state-by-state basis, there are some interesting illustrations of how transnational mobility takes place within archaeology. Most of the archaeologists from foreign countries working in Hungary are Hungarians who originate from outside the present borders of the state – from Slovakia, Romania and Serbia. 15% of archaeologists working in Cyprus are from other EU States, and a remarkable 45% of the archaeological workforce in Ireland is not from that state, with 42% of archaeologists in Ireland coming from elsewhere in the EU and 3% from non-EU states.

There has always been a free flow of archaeologists between Northern Ireland and the Republic of Ireland and many archaeologists have worked in both jurisdictions. In recent years the rapid rise in the number of archaeologists required to work on excavations in advance of infrastructure projects in the Republic of Ireland created a demand that could not be filled from within the Irish profession. This has led to an increase in the number of Irish commercial companies and a number of UK based companies have established branches in Ireland. High levels of English language competency across

the EU (see *16.3 Barriers to Transnational Mobility – Language* below) have also made it relatively easy for people to move to Ireland to work.

12.0 Highest Qualifications Gained by Archaeologists

Data were collected on the highest levels of qualifications gained by people working as archaeologists in the partners' countries and which countries they gained those qualifications in.

Highest levels of qualifications

Country	School level		Undergraduate Degree		Masters Degree		Doctorate		Post-Doctorate (habilitation)	
Austria	235	48%	5	1%	113	23%	108	22%	29	6%
Belgium	0	0%	0	0%	108	87%	16	13%	0	0%
Cyprus	0	0%	4	8%	23	44%	25	48%	0	0%
Czech Republic	5	2%	13	4%	219	70%	50	16%	26	8%
Germany	412	45%	47	5%	232	25%	184	20%	48	5%
Greece	0	0%	704	53%	401	29%	234	17%	2	1%
Hungary	0	0%	0	0%	415	82%	76	15%	17	3%
Ireland	165	20%	315	39%	298	37%	25	3%	4	<1%
Netherlands	17	6%	2	1%	141	50%	122	43%	0	0%
Slovak Republic	0	0%	1	1%	103	62%	37	22%	24	15%
Slovenia	6	12%	27	54%	7	14%	9	18%	1	2%
United Kingdom	97	4%	1,266	55%	672	29%	263	11%	9	<1%
Total	937	13%	2384	32%	2732	37%	1149	16%	160	2%

In every state where data has been gathered, it is normal for people working in archaeology to hold a degree. In eight of the participating countries less than 6% of practitioners were not graduates. The only exceptions to this are Slovenia, where a relatively small dataset may have skewed the results, Ireland, where 20% of workers do not hold degrees, and both Austria and Germany. In these two German-speaking countries, it is normal for labourers to be employed in archaeological fieldwork projects, whereas in all of the other partner countries almost all fieldwork is undertaken by graduate level workers.

Overall, 55% of archaeologists hold Masters degrees or higher qualifications. This is largely a reflection of which states have fully embraced the Bologna system of degree awards; in those countries where the Bologna system operates, it is normal for a first degree to prepare graduates for employment, and for a Masters to then be a subsequent post-graduate degree. In countries where the Humboldt system remains in operation (or was still recently operating), degrees are longer and lead to the award of Masters qualifications (in this project, this is demonstrably the case in the Czech Republic, Slovakia, Belgium and Hungary. This is discussed in further detail in *16.2 Barriers to Transnational Mobility – Qualifications* below and in the accompanying report on qualifications and requirements to practice (Collis [2009]).

Where qualifications were gained

Country	Highest qualification gained in state where they are employed		Highest qualification gained elsewhere in European Union		Highest qualification gained elsewhere in world	
	Count	Percentage	Count	Percentage	Count	Percentage
Austria	461	94%	29	6%	0	0%
Belgium	123	99%	1	1%	0	0%
Cyprus	4	8%	45	87%	3	6%
Czech Republic	309	99%	3	1%	1	<1%
Germany	1706	97%	35	2%	13	1%
Greece	unknown					
Hungary	unknown					
Ireland	unknown					
Netherlands	234	96%	7	3%	4	2%
Slovak Republic	unknown					
Slovenia	19	79%	4	17%	1	4%
United Kingdom	1877	91%	138	7%	41	2%
Total	4733	94%	262	5%	63	1%

The overwhelming majority (94%) of archaeologists have gained their highest qualification in the country where they now work, and this closely matches the figure for those archaeologists who work in their own state of origin (92%). In every country for which data are available, some archaeologists have gained their highest qualification in other EU states, with an overall total of 5% of individual workers having done so. This suggests that qualifications do not form an overall barrier to transnational mobility (but see *16.2 Barriers to Transnational Mobility – Qualifications* below).

In all states except Cyprus the number of individuals having gained their highest qualification in another state is very much a minority, but 87% of archaeologists working in Cyprus obtained their highest qualification elsewhere in the EU and 6% gained these qualifications outside the EU. This can largely be accounted for the fact that the University of Cyprus, the first university to be established in Cyprus, did not start to admit students until 1992.

13.0 Full-time and Part-time Work in Archaeology

Data were collected on whether people working in archaeology in the partners' states work part-time or full-time.

Full-time and part-time workers

Country	Number working full-time (≥ 30 hours per week)		Number working part-time (< 30 hours per week)	
Austria	372	76%	118	24%
Belgium	107	90%	12	10%
Cyprus	451	95%	24	5%
Czech Republic	495	75%	161	25%
Germany	1,617	75%	525	25%
Greece	1,428	98%	28	2%
Hungary	502	99%	6	1%
Ireland	756	97%	22	3%
Netherlands	362	73%	137	27%
Slovak Republic	149	87%	23	13%
Slovenia	53	98%	1	2%
United Kingdom	2,274	89%	284	11%
Total	8,566	86%	1,341	14%

Across the European Union as a whole (all occupations), 18% of the workforce are part-time while the rest are full-time workers (Romans & Preclin 2008). While part-time work is a feature of employment in certain sectors and activities, full-time work is very much the norm in archaeology; clearly there are opportunities for part-time working in countries with more flexible archaeological workforces, such as Austria, Czech Republic, Germany and The Netherlands, where between 24% and 27% of people work part-time.

There is significant variation between these countries and those where full-time work in archaeology is almost universal (in Cyprus, Greece, Hungary, Ireland and Slovenia over 95% of the archaeological workforce works full-time). The purpose of Council Directive 97/81/EC (EC 1997) is to provide for the elimination of discrimination against part-time workers and to assist the development of opportunities for part-time working on a basis acceptable to employers and workers, and the figures from those five listed countries suggest that customary practice in some countries could potentially form an obstacle to transnational mobility for archaeologists seeking flexible, part-time working opportunities. However, this is not seen as a significant obstacle to the transnational movement of archaeological workers.

14.0 Salaries in Archaeology

Data were collected on the salaries of people working in archaeology in the EU Member States where the partners are based.

Archaeological salaries

Country	Average (mean) salary for archaeologists	Average archaeological salary compared with national average (mean)	National average (mean) salary for all workers
Austria	€31,518	122%	€25,797
Belgium	€28,819	104%	€27,780
Cyprus	€40,656	175%	€23,122
Czech Republic	€10,145	108%	€9,455
Germany	€31,071	108%	€29,016
Greece	€28,925	108%	€26,987
Hungary	€11,432	119%	€9,619
Ireland	€37,680	97%	€38,745
Netherlands	unknown	unknown	€30,000
Slovak Republic	€6,030	83%	€7,248
Slovenia	€16,827	111%	€15,116
United Kingdom	€34,392	78%	€44,261
All states (nb avg all workers: 2005 figure)	€31,134	107%	€28,992

Unfortunately, insufficient salary data were received in The Netherlands to allow useful figures to be presented here.

The most recent published figure for average earnings for all workers across the EU was €28,992 in 2005 (Eurostat 2008). As the data collected by this project typically refers to figures for 2007, caution should be taken when using this figure for comparison purposes in the table above. In total, archaeologists in the twelve states considered here are paid approximately €0.5bn per annum.

Typically, archaeologists are relatively well rewarded, with average archaeological salaries in most countries being above the national average for all workers. However, there are exceptions to this in Ireland, the Slovak Republic and the United Kingdom, where archaeologists are typically paid less than the national average.

Archaeological earnings are particularly noteworthy in Cyprus, where not only are archaeologists typically paid more than in any other participating state, they are also the relatively best paid in comparison with other workers in that state.

This range between states can, in part, be related to the level of private sector involvement in archaeology. In Cyprus, nearly all professional archaeologists work for the state, while in the UK and Ireland the overwhelming majority of archaeologists work for private companies. This has allowed far greater numbers of archaeologists to work in those states, but for salaries to be lower on average.

15.0 Training Needs and Skills Shortages

Partners obtained information on training needs, skills gaps and shortages within archaeology in their state.

In each participating state, particular skills issues (gaps or shortages) were identified, both in skills areas that are vocationally specific to archaeology and in areas of generic non-archaeological skills.

Because of the variety of ways in which these questions were asked by the project partners (in order to accommodate the differing structures and approaches to archaeological work in each participating state), the information obtained cannot be usefully compared from state to state.

However, undertaking the exercise has been of great value within each participating state, allowing information to be presented to employers and training providers on where needs have been identified. Further thorough details are presented in the twelve national reports, accessible at www.discovering-archaeologists.eu.

16.0 Transnational Mobility

Article 15 of the *Charter of Fundamental Rights of the European Union* (EC 2007) stipulates that 'Everyone has the right to engage in work and to pursue a freely chosen or accepted occupation' and that 'Every citizen of the Union has the freedom to seek employment, to work, to exercise the right of establishment and to provide services in any Member State'.

These rights to work in any EU member state are fundamental to the abilities of individuals to be transnationally mobile, and this project has sought to identify obstacles to individual archaeologists' abilities to move from one EU state to another to live and work and to recognise ways in which these obstacles could be overcome.

This project has identified that, across the twelve participating member states, archaeologists are relatively mobile. 6% of all archaeologists working in these states are EU nationals working in other EU states. This compares favourably with the EU Labour Force Survey 2007 figure of 2.2% of the total European labour force working in EU member states other than their own (Romans & Preclin 2008).

However, the project does recognise that there are particular areas of concern relating to transnational mobility for archaeologists – specifically relating to qualifications, to licenses to practice and to language requirements – all of which are discussed below.

16.1 Barriers to Transnational Mobility – Licensing

The process of archaeological excavation is necessarily a destructive one, as it involves the removal and analysis of deposits which constitute archaeological sites. While this is not the only way in which primary archaeological data about human lives in the past can be generated, it is one of the most commonly applied.

In almost all EU states there are legal regulations on who may undertake “destructive” archaeology. This is normally through a licensing system, where a state agency grants an individual or organisation a licence to work on a particular archaeological site. Licensing systems operate to greater or lesser extents within the twelve participating EU member states and these normally apply only to the most senior archaeologist who is responsible for leading an investigation, rather than to all team members.

In some of the participating member states, the criteria for awarding licences to direct excavations are often related to academic qualifications (this issue is discussed at greater length in Collis 2009). In most countries where specific qualifications are required in order to hold licences, the administrations have yet to deal with the consequences of the Bologna reforms to qualifications. Academic qualifications are further discussed in *16.2 Barriers to Transnational Mobility – Qualifications*, below.

Many of these regulations have been heavily influenced by the *European Convention on the Protection of the Archaeological Heritage* (CoE 1992), also known as the Malta or Valletta Convention. As a document produced by the Council of Europe, its Conventions have no power in their own right – but states can elect to sign and ratify them, and by doing so give them legal status. This document sets out a series of conservation principles to apply to archaeological remains – the most significant of which is article 3, which requires the application of procedures “to ensure that excavations and other potentially destructive techniques are carried out only by qualified, specially authorized persons”.

This project has found that the licensing systems are often opaque and restrictive, and are not always based upon competence, but frequently on previous academic attainment and specific local knowledge. As such, they are barriers to transnational mobility as opportunities to work are limited to those who are pre-qualified to gain such licenses, which often restricts these opportunities (to work in senior positions) to those who have extensive prior experience in that particular state.

16.2 Barriers to Transnational Mobility – Qualifications

There are currently 46 countries signed up to the Bologna Declaration (European Higher Education Area 1999, Benelux Bologna Secretariat 2009), including all twelve of the partner countries in this project. This declaration “aims to create a European Higher Education Area by 2010, in which students can choose from a wide and transparent range of high quality courses and benefit from smooth recognition procedures”. The Bologna Declaration “has put in motion a series of reforms needed to make European Higher Education more compatible and comparable, more competitive and more attractive for Europeans and for students and scholars from other continents” and it declares that by 2010 the following aims shall be reached (Higher Education Funding Council for England 2006):

1. A system of easily readable and comparable degrees shall be introduced, supported by the implementation of the Diploma Supplement.
2. Higher education course systems shall be based on two consecutive cycles: the undergraduate cycle, lasting three years, shall qualify students for employment, whereas the graduate cycle shall lead to Master’s and/or doctorate degrees.
3. In order to ensure student mobility through the transferability of their achievements, a credit system similar to ECTS shall be launched; credits shall also be obtainable in non-Higher Education contexts such as life-long learning.
4. Student mobility and free movement shall be promoted.
5. European co-operation in quality assurance shall be established.
6. The European dimension shall be promoted in Higher Education through curricula, inter-institutional co-operation and mobility schemes for both students and teachers/researchers.

The speed with which the new structure has been adopted varies from one country to another, and, within individual countries, from subject to subject, and from university to university.

This project has identified that we are still some way from a universally recognised system of qualifications in the European Union which allows correlation of degrees between countries (Collis 2009). The major problems for archaeology are:

1. The lack of a first degree in archaeology in some countries.
2. The differences in the legal definition of an archaeologist (or the lack of such a legal status).
3. The different aims of university degrees in the content of courses and the way in which they are examined, leading to variation in the acceptability of diplomas in other countries or institutions (e.g. to change courses).
4. The differing structures in the way in which field archaeology, especially excavations, are organised, and the personnel taking part.

These problems then mean that aspirant archaeologists in some states are unable to gain qualifications in their own countries that will then enable them to work in other EU member states.

16.3 Barriers to Transnational Mobility – Language

In most EU member states it may be assumed rather than stipulated that there is a requirement for archaeologists to be fluent in an official language of the state, especially for those entering into permanent posts, but in some countries (e.g. Greece and Cyprus) there is a written requirement for fluency in the language of the country (Collis 2009).

It is clear that the easiest routes for transnational mobility are between states or regions of states that share common languages – for example, Austria and Germany, Flanders and The Netherlands, Greece and Cyprus.

Within the project partnership, the state which had the highest proportion of non-national workers is Ireland. The ability of people to move to Ireland is facilitated by the popularity of English as learned language, with 38% of EU citizens stating that they have sufficient skills in English to have a conversation (Eurobarometer 2006).

17.0 Recommendations

1. That the partners continue to seek opportunities to work together in order to maintain the Transnational Network that this project has established.
2. That the partners continue to gather data on a five-yearly cycle in order to continue to provide up-to-date information to individual archaeologists, archaeological employers, policy makers and other interested bodies.
3. That the partners consider expanding the network to bring in participants from other states that did not contribute to this project in 2006-08, particularly Scandinavian and west Mediterranean states.
4. That policy makers consider the mismatch between educational requirements for licenses to practice and the aims of the Bologna Declaration.
5. That policy makers consider the mismatches between particular requirements for archaeological licenses to practice and the obligations under the *Charter of Fundamental Rights of the European Union* to allow individuals to move between EU Member States to live and work.

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Appendix 1: Private Sector and State Funding

Partners provided outlines of archaeological practice that briefly explained how archaeology is organised and undertaken (on an organisational basis) in each of their countries. Some of the outlines have been incorporated into the national reports, and all are available from www.discovering-archaeologists.eu.

Austria

Heritage management and all fieldwork licensing is the responsibility of the national heritage agency (BDA). Private contract archaeology exists, but is in its infancy. Financing predominantly comes from the public sector, even though in recent years, there has been an increasing influx of private money from building companies to finance large scale excavations. Austria has not signed the Valletta Convention.

Belgium

Archaeology is organised differently within the framework of the services of the three Belgian regions (Brussels Capital Region, Wallonia and Flanders).

In Brussels, archaeology forms a subdivision of the Department of Monuments and Sites, which is responsible for the monumental heritage management in general and “rescue” excavations in particular.

In Wallonia, responsibility is with the Regional Government which provides external services to all the provinces and takes care of all aspects of heritage management. It carries out or coordinates all surveys and programmed and “rescue” excavations.

In Flanders, provinces and major historical cities have their own archaeological services which undertake fieldwork. Commercial archaeology is about to receive official recognition and archaeologists are forming businesses with the intention of conducting archaeological surveys and small excavations.

The Belgian government signed the Valletta Convention in 2002. Even pre-signing, contractors were willing to pay costs for archaeological “rescue” excavations, in particular for large-scale development work, such as high-speed railways and long-distance pipelines.

Cyprus

The Department of Antiquities is the body responsible for the management of the archaeological heritage of Cyprus including systematic and rescue excavations as well as archaeological surveys. Since 1974 an increasing number of foreign archaeological missions have undertaken fieldwork projects in Cyprus. There is no commercial archaeological practice in Cyprus.

Czech Republic

Since 1992 the obligation to pay for archaeological excavations has been extended to any construction undertaken for business purposes. Archaeological excavations can be carried out by institutions holding a licence issued by the Ministry of Culture.

The main institutions with legal responsibility for archaeological monuments are the two Archaeological Institutes of the Czech Academy of Sciences (in Prague for Bohemia and in Brno for Moravia). Both Institutes carry out basic scientific research, take part in rescue excavations paid for by investors and assist in the preservation of monuments connected with archaeological sites.

Archaeologists in regional or municipal museums also carry out excavations paid for by investors and a new phenomenon which has emerged since 1990 has been private archaeological companies,

carrying out archaeological excavations especially in connection with large scale commercial construction sites. At present there are ten of these active in the Czech Republic (with a license from the Ministry of Culture).

Germany

The cultural sovereignty of the individual German Federal States means that diverse structures and laws have developed. It is therefore the case that the developer of a large interstate building project must reach individual agreements with each regional (and sometimes local) heritage management administration in the individual Federal States.

Financing comes predominantly from the public sector. Private money only plays an important role in those Federal States where the 'polluter pays' principle (*Verursacherprinzip*) is applied, though it might also be available in the form of donations on large scale construction projects in other States.

In some states, it is state personnel who undertake fieldwork, in others the work is contracted out. It is axiomatic of German heritage management that monitoring and quality control are never contracted to the private companies but this work is done by the state heritage management administrations.

Greece

Commercial Archaeology does not exist in Greece. All archaeological activities, and especially excavations, are undertaken by the Greek Archaeological Service which is directly funded by the state, as provided by the law, or by other scientific institutions (such as Departments of Universities or Foreign Archaeological Schools), who have obtained special permits issued by the Archaeological Service.

There are currently also eighteen foreign archaeological schools in Greece.

Hungary

A limited number of institutions have the right to conduct archaeological excavations in Hungary - the 19 county museums, the Budapest History Museum, the Hungarian National Museum, the Hungarian Academy of Sciences, the three universities that educate archaeologists and the Field Service for Cultural Heritage.

There are also some very small (often single operator) private firms working in Hungarian archaeology. The law does not permit them to contract directly with the investor of development-led excavations, so they work as subcontractors of the locally competent county museums.

Large-scale investors sometimes employ archaeological experts as the commissioners of the archaeological research prescribed by the law (these people would be described as consultants in some other states). Their number is relatively low, less than 10 persons.

Ireland

Developer funded archaeology is by far the largest source of funding for Irish archaeology. Under the 'polluter pays' principle, the costs of all archaeological mitigation works are the responsibility of the developer. This principle is applied to both commercial developments and state funded projects such as road construction. Each excavation requires a licence issued to an accredited archaeologist by the central government.

The State Agencies employ archaeologists in a range of national and local authority bodies. A small number of local authorities also employ archaeologists in planning advisory roles and the National Roads Authority employs regional archaeologists in addition to funding large scale excavations.

The majority of state employed archaeologists work in planning, survey, regulatory and curation roles. In the past state archaeologists undertook excavations at state owned monuments, however, in recent years this work is increasingly put out to tender.

Netherlands

In The Netherlands heritage conservation is seen as a joint responsibility relying on cooperation between the public sector and private initiatives. Private sector initiative within archaeology is a relatively new phenomenon and is a direct consequence of the adoption of the Valletta Convention (CoE 1992).

At national level, almost all government departments have some level of responsibility for heritage management. Legislative developments have led to a situation whereby the state has delegated more and more of its powers to the provinces and local government and the private sector has begun to play an increasingly prominent role.

The client, whether within the public or private sector, is expected to take account of archaeological values, and where necessary ensure their protection, by all planned subsoil interventions. Government bodies (central, provincial as well as local) must make archaeology a condition for permits for developments. The costs of archaeological mitigation are borne by the developer, as is the choice of contractor.

Slovak Republic

Cultural heritage protection is undertaken by the Monuments Board of the Slovak Republic (with authority from the Ministry of Culture) and regional Monuments Boards. Licences to undertake archaeological excavations are granted by the Ministry of Culture of the Slovak Republic. The costs of research activities are paid by the land or building owner. Accordingly, the majority of excavations in Slovak Republic are currently financed by land owners and realised via “rescue” excavations caused by building activities.

The Archaeological Institute of the Slovak Academy of Sciences performs and coordinates archaeological fieldwork and excavations across all of Slovakia and controls the central register of archaeological sites in Slovakia.

Private archaeological companies are a new phenomenon, beginning in 2006. They perform archaeological excavations on large-scale commercial development projects. Currently, three private archaeological companies exist in Slovakia.

Slovenia

The Institute for the Protection and Scientific Study of Cultural Monuments is subordinate to the Ministry of Culture; its responsibilities include: the keeping of general records on the state of monuments and the scientific study of the physical and legal protection on the safeguard and protection of monuments, including fieldwork.

The construction of the motorway network in Slovenia in the last 15 years has demanded a greater number of field archaeologists than the above mentioned institutions could provide. Hence the private sector became a vital part of Slovene archaeology with private entities and self-employed, who carry out most of the motorway and urban rescue excavations through public tenders.

United Kingdom

In the United Kingdom, archaeology is primarily a commercial activity mediated through the democratic processes of local government. Licences are not required to undertake archaeological work in England, Wales or Scotland except on the very small number of Scheduled Ancient

Monuments or Protected Wrecks which have a level of statutory protection; in all other cases, the landowner's permission is all that is required.

Developers are obliged to fund archaeological evaluation and mitigation as part of the process required to support applications for spatial planning permission (which is managed by local government, advised by their own archaeological services) for their construction project. Private sector consultants also provide advice to developers; commercial archaeological contractors undertake the fieldwork components.

National heritage agencies in the four constituent parts of the UK have advisory roles to the national governments or assemblies.