



---

# Discovering the Archaeologists of Denmark 2012-14

---

Anette Kjærulf Andersen, Jeanette Skaarup, Ulla Odgaard and Jette Rostock

FaF – Foreningen af Fagarkæologer

Published by FaF 2014



All contents copyright © 2014 by FaF – Foreningen af Fagarkæologer.



CSIC



incipit

Instituto de Ciencias del Patrimonio



IAI

Institute of Archaeologists of Ireland



EAA

European Association of Archaeologists



Πρωτοβουλία για την ανάδειξη της πολιτιστικής κληρονομιάς  
Initiative for Heritage Conservancy

CHWB

Cultural Heritage without Borders  
KULTURARY UTAN GRÄNSER



Muzeul Național de Istorie a României



UNIVERSITEIT VAN AMSTERDAM



ASSOCIAÇÃO PROFISSIONAL DE ARQUEÓLOGOS

Arheopolis



Faculty of History and Philosophy

FORSKER FORBUNDET

This work is licensed under the Creative Commons Attribution 3.0 Unported License. To view a copy of this license, visit <http://creativecommons.org/licenses/by/3.0/> or send a letter to Creative Commons, 444 Castro Street, Suite 900, Mountain View, California, 94041, USA.

Under the terms of this licence, **you are free:**

- **to Share** - to copy, distribute and transmit the work
- **to Remix** – to adapt the work
- to make commercial use of the work

Under the following conditions:

- **Attribution** — You must attribute the work in the manner specified by the author or licensor (but not in any way that suggests that they endorse you or your use of the work).

With the understanding that:

- **Waiver** — Any of the above conditions can be **waived** if you get permission from the copyright holders.
- **Public Domain** — Where the work or any of its elements is in the **public domain** under applicable law, that status is in no way affected by the licence.
- **Other Rights** — In no way are any of the following rights affected by the licence:
  - Your fair dealing or **fair use** rights, or other applicable copyright exceptions and limitations;
  - The authors' **moral** rights;
  - Rights other persons may have either in the work itself or in how the work is used, such as **publicity** or privacy rights.

**Notice** — For any reuse or distribution, you must make clear to others the licence terms of this work.

The publisher has used its best efforts in preparing this book, and the information provided herein is provided "as is." FaF – Foreningen af Fagarkæologer makes no representation or warranties with respect to the accuracy or completeness of the contents of this book and specifically disclaims any implied warranties of merchantability or fitness for any particular purpose and shall in no event be liable for any loss of profit or any other commercial damage, including but not limited to special, incidental, consequential, or other damages.

ISBN 978-87-997695-0-6

This project acted as the Danish component of the transnational *Discovering the Archaeologists of Europe 2012-14* project, which was administered by York Archaeological Trust with financial support from the Lifelong Learning Programme of the European Commission. This report reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

# Contents

Tables	4
Figures	4
About FaF	5
FaF and DISCO	5
Acknowledgments	5
FaF inquiry	6
Question 1 – Number of archaeologists	7
Question 2 – Age and gender	7
Question 3 – Special terms	8
Question 4 – Nationality	8
Question 5 – Full time or part time	9
Question 6 – Number of employed archaeologists in previous years	9
Question 7 – Number of employed archaeologists in coming years	10
Question 8 – Highest qualification	10
Question 9 – Training needs and skills shortages	12
Question 10 – Salary	12
Question 11 – Contract terms	13
Question 12 – Organisations operating in Danish archaeology	14

## Tables

Table 1 - Salary	13
------------------	----

## Figures

Figur 1 – Age and gender	8
Figur 2 – Number of previously employed archaeologists	9
Figur 3 – Expected number of archaeologists in the future	10
Figur 4 – Highest degree obtained by individuals	11
Figur 5 – In which country was the degree obtained?	11
Figur 6 – Subject of degree	12

## **About FaF**

FaF – ‘Foreningen af Fagarkæologer’ is a Danish member organization. Anyone with at least a BA degree in archaeology can become a member. The degrees can be obtained in any of the archaeological disciplines. Most of our around 200 members have taken their degree in one of the following disciplines offered at Danish universities: prehistoric -, medieval -, classical or near eastern archaeology. FaF’s members are in all branches and sectors of archaeology – maintaining leading positions, researchers, curators, archaeologists performing rescue excavation and heritage management and unemployed archaeologists. Some of our members have found jobs far away from the archaeological profession, but still maintain their membership of FaF.

FaF is the only organization that embraces all archaeologists in Denmark. We want to create a collegial atmosphere that promotes social and professional networks for archaeologists. We want to give archaeologists a platform and a framework for discussions of academic and political significance for our profession. All in all, we want to be an asset to our profession, and be actively involved in its development.

Contact: [faf@archaeology.dk](mailto:faf@archaeology.dk)

Website: [www.archaeology.dk](http://www.archaeology.dk)

## **FaF and DISCO**

FaF did not join the DISCO project until December 2013. Consequently FaF has only had very little time to organize a survey among Danish archaeologists, and we have received no funding. We will, however, give answers to the 12 questions that constitute the core data in the DISCO project.

## **Acknowledgments**

FaF wish to thank the museums and individual archaeologists, who took their time to answer the questionnaire or provide us with information.

## **FaF inquiry**

A very simple internet-survey was created to enable FaF to answer the questions posed by the European project DISCO. A survey covering all archaeologists in Denmark would have been ideal. Unfortunately it was not possible to contact all museums and other areas of employments for archaeologists. Instead we chose to send the internet-questionnaires to five museums, in three different parts of Denmark. Due to an unfortunate misunderstanding the questionnaires were not distributed to the archaeologists at one of the museums. In all archaeologists from four different museums were asked to take part in the survey.

In addition all 31 museums with archaeological responsibility along with the National Museum of Denmark, the office of Sites and Monuments at the Danish Agency of Culture, and the two Danish universities: Copenhagen and Aarhus, was contacted to obtain knowledge of how many archaeologists they had employed at that time (February). In some cases the information was available on their websites. The number of archaeologists working at the four places, that took part in the survey, can be roughly estimated to constitute around 20% of the total number of employed archaeologists in Denmark at the time of the survey (as estimated in question 1). In the end 61 archaeologists answered the questioner. That is around 13% of the employed archaeologists.

Several of the museum directors that we contacted informed us, that the number of archaeologists employed in February is significantly lower than in later months. February is one of the winter months, where excavation projects are usually kept to a minimum, and many museums have to let go of their temporarily employed staff. Therefore the result of this inquiry is showing a lower number of archaeologists than would be the case in the months following March, when excavation activities start up again.

## **Question 1 – Number of archaeologists**

How many people work in archaeology?

On this question we have chosen to define "people" as "archaeologists" (professionals). But even then the number is very difficult to determine, due to the fact that so many are temporarily employed at rescue excavations. However, based on the numbers from the 31 museums, the two universities and one government agency, a total of 453 archaeologists were working within archaeology in February 2014. Taking account for flaws in the data, this number might be a little higher, but probably not much. As mentioned this number must be regarded as a minimum, because the excavation season had not started at the time of the survey.

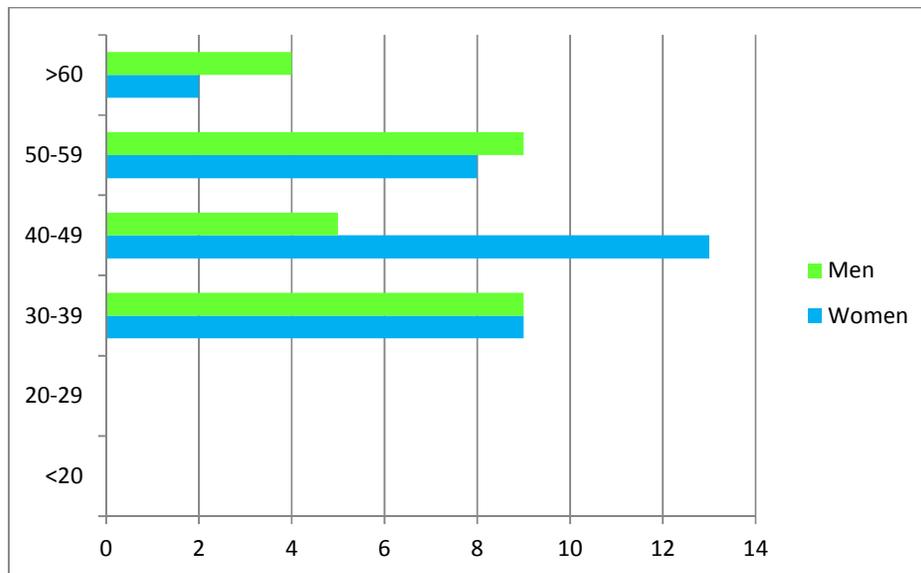
## **Question 2 – Age and gender**

Age and gender of individuals working in archaeology.

59 answered the question of gender and two passed. The numbers shows, that slightly more women than men work in archaeology. 54,24 % women and 45,76 % men. This trend is very likely to be even more pronounced for the entire country, due to the fact, that one of the museums in the survey has a higher number of male employees, than is the general picture.

59 archaeologists answered the question of age. The youngest person was 31 years old, while the oldest was 67. Average age = 46.

The figure below shows both age and gender. From this, an average archaeologists working in Denmark is a woman, age 40-49. Again the numbers are likely to be affected by the fact that, most of the museums have at this time of year to let go of their temporary staff. In general it is our experience that the average age of the permanent staff is higher than the temporary.



**Figur 1 – Age and gender**

### **Question 3 – Special terms**

How many of the employed archaeologists/students are hired on special terms, due to disabilities, stress or other issues? Disability status of individuals working in archaeology.

None of the archaeologists employed at the museums that we contacted were on special terms.

### **Question 4 – Nationality**

The country of origin of individuals working in archaeology.

3 German and 56 Danish archaeologists participated in the survey. 2 did not answer. This gives us an estimate of 5 % of the employed archaeologists being of other nationality than Danish.

The estimated 5 % are not all Germans. Archaeologists from a number of countries work in Denmark. Among the most common are: Sweden, Norway, United Kingdom, Faroe Islands and Greenland.

### Question 5 – Full time or part time

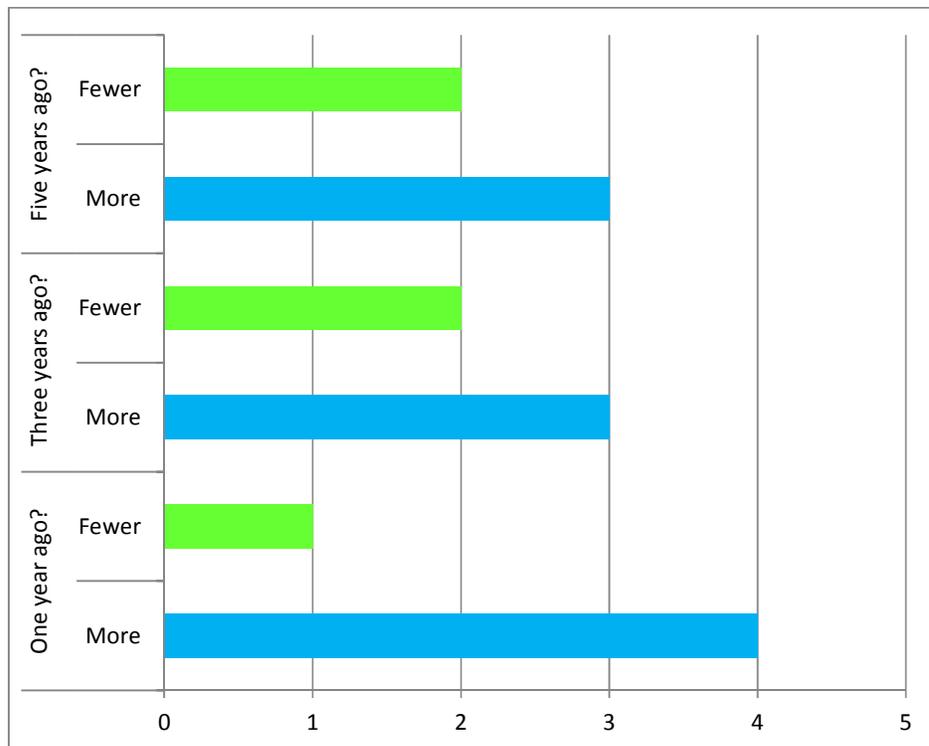
Whether individuals are employed part time or full time.

Of the 61 respondents four did not answer this question, and one answered both part time and full time, which we regard as a non-answer. 7 answered part time, and 49 answered full time. This brings us to an estimate for the entire country of 12.5 % employed part time and 87.5% employed full time.

### Question 6 – Number of employed archaeologists in previous years

Were more or fewer people employed in archaeology one year ago, three years ago and five years ago?

We asked the five leaders of the archaeologists at the four museums to answer this question. Generally the opinion was divided, but in all the majority said that there had been more work.



Figur 2 – Number of previously employed archaeologists

### Question 7 – Number of employed archaeologists in coming years

Is it expected that more or fewer people will be employed in archaeology next year and in three years time?

We asked the museum leaders to answer this question for the next year, three years and five years. Around half of the museum directors believe that there will be more, while the other half believe less during the next 1, 3 and 5 years.

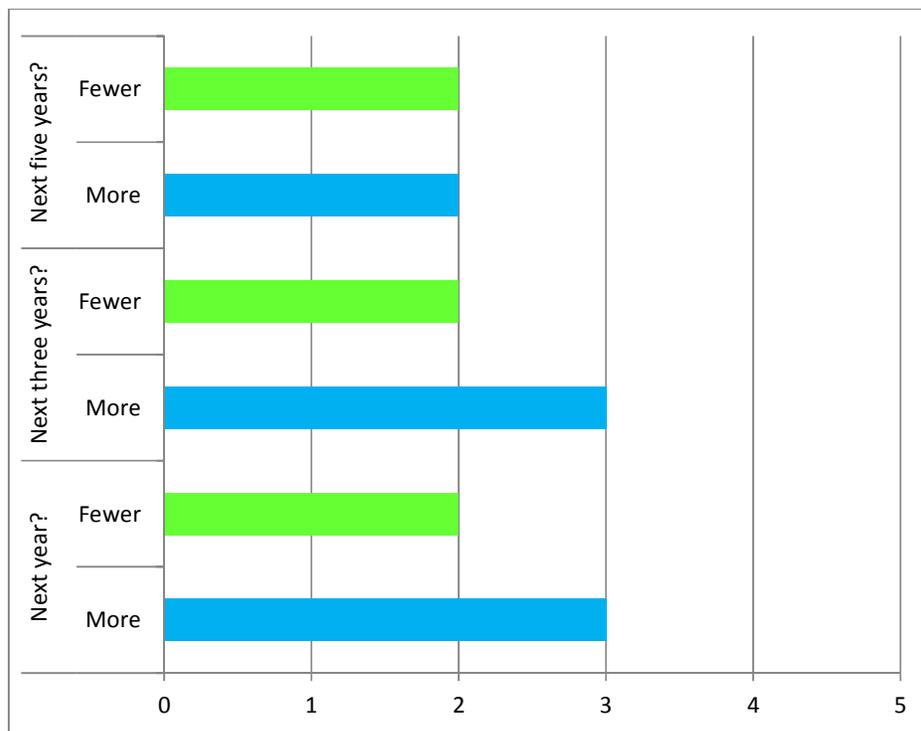


Figure 3 – Expected number of archaeologists in the future

### Question 8 – Highest qualification

The highest qualification obtained by individuals, to include post-doctoral level Habilitation or equivalent. Whether this qualification was obtained a) in the partner country, b) in another European country, or c) elsewhere. Whether this qualification included archaeology.

Of the respondents there were none with only a bachelor degree. 24 had a Kandidat (Corresponds to a Master), 12 had a Magister (Corresponds to a Master plus one year) and 21 had Ph.d's. One answered 'Dr.Theol', one 'Diplom-Prähistoriker', and two did not

answer. In all the average for the country is described in the figure below. It is almost certain, that there is a greater percentage of Ph.d's among our respondents than is the case for the entire country.

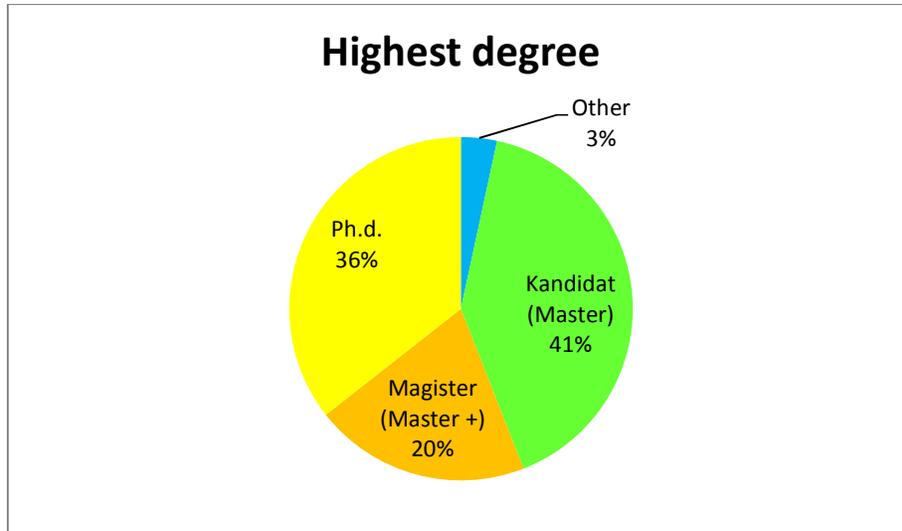


Figure 4 – Highest degree obtained by individuals

53 of the respondents achieved their degree in Denmark, three in Germany, one in Denmark and Germany, two in Denmark and England. And two did not answer. The estimated average for the country is shown below.

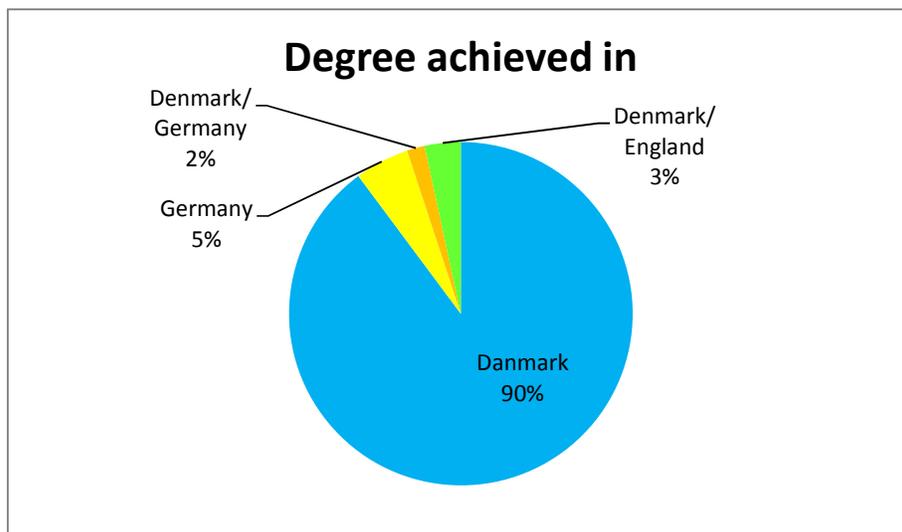


Figure 5 – In which country was the degree achieved

We asked our respondents what subject they had achieved their degree in. 36 answered Prehistoric archaeology, 10 answered Medieval Archaeology, one answered Classical

Archaeology and one Near eastern Archaeology. See the figure below for the average in percentage. Of the 17 % or 10 respondents that answered other, most were a combination of two of the archaeological disciplines or of History and an archaeological discipline. Of the unique constellations were Prehistoric Archaeology and Social Studies; and Prehistoric Archaeology, Adult pedagogy and Human Resources. One had taken the degree in Place Name Research alone.

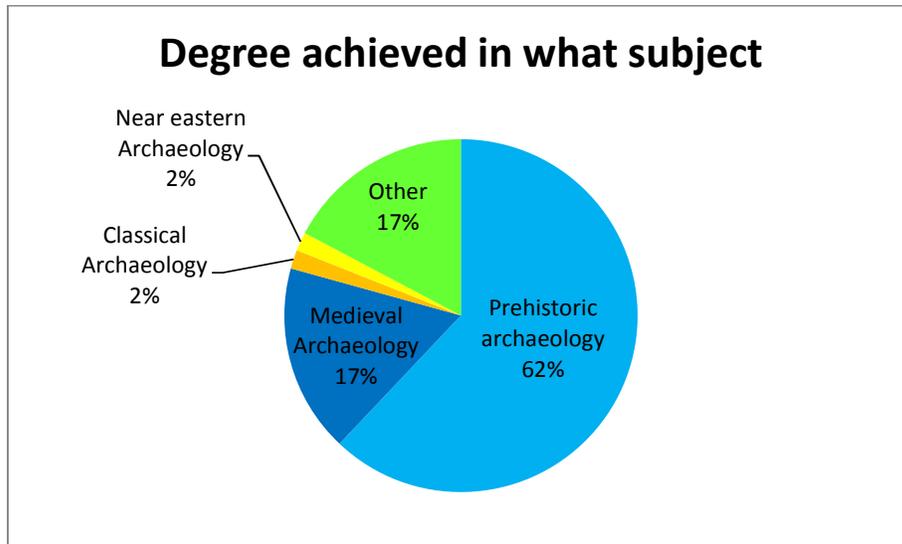


Figure 6 – Subject of degree

### Question 9 – Training needs and skills shortages

For employers – Information on training needs and skills shortages from the point of view of employers. Whilst this is a core data area, the specifics will vary from country to country.

Four employers did not answer this question. One answered that “it would be relevant for many archaeologists to upgrade their competences concerning management – and also financial management. This would benefit both the employer but also the personal career”.

### Question 10 – Salary

What is your salary pr. Month before tax?

In Denmark minimum wage is not fixed by law, and can vary. But in theory minimum wage is the lowest wage that an employer / company must pay to an employee according to the

Agreement made between the employers' association and the trade union organization of the employee.

The minimum salary for a newly educated archaeologist with a Master degree is 24.259 D.Kr pr. Month including tax. 1 Danish Kroner is 0,13 Euro so the minimum wage is 3.135 euro.

46 full time employed archaeologists answered the question of what their last salary was including tax. The average was 36.490 Danish kr. (4.743 Euro).

5 part time employed archaeologists answered this question and the average was 32.064 Danish kr. (4.168 Euro).

Full time employed archaeologists' salaries		
Lowest 10 % earn less than	29.001 kr.	3.770 Euro
Lower 25 % earn less than	32.065 kr.	4.168 Euro
Average	36.490 kr.	4,743 Euro
Upper 25 % earn more than	38.001 kr.	4.940 Euro
Highest 10 % earn more than	43.601 kr.	5.668 Euro

Tabel 1 – Salary

### Question 11 – Contract terms

Information about the kinds of contracts held by employed archaeologists; this particularly relates to whether people are on short-term, temporary contracts or on permanent contracts.

47 of the respondents were employed on permanent conditions. 10 were on temporary contracts. In total 57 answered the question and four did not. The average for the country is 82, 46 % permanent and 17,54 % temporary. This picture will definitely change during the months flowering February. As the many rescue excavations in the summer months will mean more temporary staff.

## **Question 12 – Organisations operating in Danish archaeology**

Data about the types of organisation operating in archaeology in country by activity and organisational basis

In Denmark all archaeological heritage, buried underground, is protected under the Danish Museum Act (Museumsloven). According to which land developers have to finance the necessary archaeological excavations.

The civil service of The Ministry of Culture is the Danish Agency for Culture (Kulturstyrelsen). Here the administration and budget approval of all Danish excavations preformed.

The excavations are carried out by the local museums, with archaeological responsibility, of which there are 31 in Denmark. Apart from the National Museum and a few others, all museums are “private” institutions, but they are recognized by the state and receive financial support.

The museums are the employers of the archaeologists. The museums usually have a small group of archaeologists, which is expanded during larger excavations.

The archaeologists are educated at two universities in Copenhagen and Aarhus. Also The University of Southern Denmark offer courses in Marin Archaeology.