

Project

Discovering the Archaeologists of Europe:

**SLOVENIA**

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## INTRODUCTION

The research project *Discovering the Archaeologists of Europe* (abb. DISCO) is the result of cooperation between 12 partners from 11 countries, the principal project coordinator being the Institute of Field Archaeologists from Great Britain. The project began in September 2006 and lasted for 2 years. The Project was co-financed by the

European Commission in the framework of the Leonardo Da Vinci II programme.

#### PARTNERS

1. *Institute of Field Archaeologists [Great Britain; project coordinator]*
2. *Katholieke Universiteit Leuven [Belgium]*
3. *Department of Antiquities [Cyprus]*
4. *Archeologický ústav Praha [Czech Republic]*
5. *European Association of Archaeologists [Czech Republic]*
6. *Syllogos Ellinon Archaiologon [Greece]*
7. *Institute of Archaeologists of Ireland [Ireland]*
8. *Vestigia b.v. Archeologie en Cultuurhistorie [Netherlands]*

9. *Univerza v Ljubljani, Filozofska fakulteta, Oddelek za arheologijo [Slovenia]*
10. *Verband der Landesarchaeologen in der BRD [Germany]*
11. *Archeologicky ustav SAV [Slovakia]*
12. *Internationales Österreichisches Archaeologie Forum (IÖAF) [Austria, associate member]*
13. *Magyar Régész Szövetség(Hungary; associate member)*

The Slovene part of the project was lead by assoc. prof. Predrag Novaković, PhD, with the help of Vesna Pintarič, univ. grad. in Archaeology, who prepared and oversaw most of the field work and data processing. She was assisted during field work and data collection by students of the Department of Archaeology (Gregor Bajc, Helena Bešter, Tina Kompare, Anja Ragolič, Katja Uršič).

In addition to twelve national reports on archaeological employment in each of the participating countries in the Discovering the Archaeologists of Europe project (of which this is one), these results also contribute to a transnational summary and overview of that project (Aitchison 2008<sup>1</sup>).

#### AIMS OF THE PROJECT

The main aim of the project was to accurately recognize and understand the conditions, circumstances and possibilities for transnational employment of archaeologists and to shape transparent professional qualifications for archaeological work in Europe.

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<sup>1</sup> Aitchison, K. (2008). *Discovering the Archaeologists of Europe: Transnational Report* (available at <http://www.discovering-archaeologists.eu>).

The project had multiple aims, on the European, as well as on national levels:

- *identification of obstacles to entry into the archaeological profession and transnational mobility,*
- *identification of trends and information about the archaeological labour market, including professional training and skills, as well as career promotion,*
- *identification of the number of archaeologists working in particular countries,*
- *identification of special skills shortages,*
- *acquisition of information, which will help employers in the archaeological field plan their work and improve the efficacy of their organisational structure.*

These aims were to be achieved by the identification, collection and mediation of information concerning archaeologists and archaeological occupations in a European framework, in order for employers, professional associations, the European Association of Archaeologists, professional service providers and other institutions to:

- *develop expertise in professional experience and conditions to facilitate transnational labour mobility,*
- *define specific criteria and methodologies for determining training needs across Europe,*
- *efficiently analyse and anticipate special skills shortages,*
- *more easily establish the comparativeness of professional experience in particular countries.*

**As yet, this type of data has not existed for most European countries and was collected for the first time in an international framework in the DISCO project. Actual data on the number and qualifications of archaeologists working in this professional field in Slovenia has not been collected since the end of the 1980s. At the same time there is no information on specific needs appearing in archaeological work, especially in connection with the present advanced development of field archaeology in view of preventive and rescue activities.**

Preliminary researches

**With the invitation to participate in a European project about the archaeological profession in EU member states, Slovenia has again undertaken a survey of active organisations from the archaeological field and their employees after more than two decades (Arheo 1,**

Arheo 8). Before this project no one in Slovenia had attempted to list all archaeologists working in this professional field, except for a list of working archaeologists in Yugoslavia (and, specifically, in Slovenia), published in Arheo 1 (1980), and a revised version of this list in Arheo 8 (1989). This sort of information does not even exist at the Statistical Office of the Republic of Slovenia.

The Slovene project was largely based on similar projects in Great Britain (*Profiling the Profession: a survey of archaeological jobs in the UK; Archaeology Labour Market Intelligence: Profiling the Profession 2002-03*, with bibliography of similar projects in the UK) and Ireland (*Profile of the Archaeological Profession and Educational Resources in Ireland*). To enable comparisons the final form of the survey was additionally concerted between the project partners.

The main part of the data was compiled with the help of personal questionnaires, which were sent per mail to all public and private professional organisations active in the field of archaeology. The questionnaire was separated into three parts to best identify the structure and state of labour in these organisations and their employees.

Who is an archaeologist?

Despite the fact there are no generally established and clear rules which would determine the use of the term »archaeologist«, it is customary for this person to have a university education in archaeology, i.e. a first degree (BA) or higher qualification from the field of archaeology, archaeological heritage or equivalent subjects with different titles, respectively (e.g. in Italy, USA etc.).

The title of archaeologist in Slovenia is markedly linked to professional qualifications ensured by a suitable university education.

There are hardly any exceptions where individuals educated in a related or completely different field, who would later gain archaeological knowledge and skills through work experience, would use the title archaeologist. A more or less clear condition for the title of archaeologist is, in fact, only a suitable education (the older title being Archaeology Graduate, later University Graduate in Archaeology).

In the area of archaeological field work the legislation is more explicit. The *Rules on the Procedure for Issuing Permits for Archaeological Research (Pravilnik o postopku za izdajo dovoljenj za arheološka raziskovanja*; Ur.l. RS 113/2000; not valid since 1.3.2008,

transitionally in use until 1.3.2009) determine that archaeological research can only be lead by a University Graduate in Archaeology with at least 5 years experience as a technical assistant during archaeological research; to lead underwater research one also needs the obligatory diving theoretical and practical skills.

A motion to issue a permit for archaeological research can be filed by a legal or private individual and is then discussed by a 5-member commission named by the competent minister (Minister of Culture) at the recommendation of the board for a 5-year period; the commission is made up of established archaeologists, experts in different archaeological periods, protection and preservation of archaeological moveable and immoveable heritage. Based on the commission's positive opinion the minister issues a permit. The

commission also appoints one or more supervisors, from University Graduates in Archaeology with at least 10–years experience in archaeological research.

With the mentioned Rules, which are indeed the only regulations that precisely determine archaeological qualifications, an obligatory education level and professional qualifications of the person leading archaeological research is set, but not his team. Accordingly, the site director can himself judge whom and with which qualifications or experiences he wants on his team. Mostly, the select team of the director of archaeological research are archaeology graduates and students in their final terms, who already have some work experience. These usually have the title »technician«. The term »technician« is not precisely determined and has established itself in practice during the

last decade – during archaeological research on the motorway lines – when the structure of the research teams and the titles of individual posts needed to be adjusted to the constructors' model of construction site organization and work hierarchy for the purpose of financing. Manual (i.e. unqualified) workers in archaeological research are usually students (of archaeology or other fields), high school students and other workers.

With the new legislation (*Cultural Heritage Protection Act – Zakon o varstvu kulturne dediščine*; Ur.l. RS 16/2008) the rules for issuing permits for archaeological research will also change; so far it has only been determined that a secondary, post-secondary or university education, as well as an apprenticeship and exam for a professional title (archaeologist-conservator) will be required for professional work

in the field of cultural heritage protection. Individuals without this professional title will only be able to practice this line of work under the supervision of persons already having an accordant professional title.

Requirements for gaining a professional title for public service in the field of cultural heritage protection: university education (not specified which »Bologna« level), suitable work experience and professional skills, as well as a professional exam. The minister determines the kinds of professional titles, the apprenticeship and professional title study programme, educational requirements, work experience, criteria for professional skills and the exam rules for gaining a professional title. In addition, he also determines how one is listed as a qualified operator, how professional qualifications are

furnished and the running of a list of qualified operators for performing specialized protection work, consisting of:

- *execution of research and preliminary research (including archaeological research),*
- *execution of conservation and restoration works,*
- *execution of construction and artisan's work on heritage,*
- *transport of moveable heritage,*
- *preparation of conservational guidelines,*
- *preparation of management guidelines*
- *preparation of project documentation for intervention into heritage,*
- *preparation of environmental reports, i.e. reports on environmental influences on heritage,*

- *preparation of expert opinions and appraisements,*
  - *implementation of improvement and training programmes,*
- preservation and presentation of moveable heritage collections to the public.*

Overview of the organization of archaeology in Slovenia<sup>2</sup>

The beginnings of a national school of Slovene archaeology were only possible after 1918, when the first national institutions in the archaeological field were established in Slovenia: the National Museum, University, state monument protection service. Prior to that year the organization of archaeology on Slovene territory was part of the Austrian institutional framework with central institutions in

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<sup>2</sup> For a more precise overview of the history of archaeology in Slovenia and the individual institutions see: Baš (1953–54), Gabrovec (1971), Petru (1971), *Varstvo spomenikov* 20 (1976), Kastelic et al. (1987), Slapšak and Novaković (1996), Pleterski (1997), Novaković: (2001a), Novaković (2002), Novaković, Lovenjak and Budja (2004).

Vienna and a network of provincial museums and monument protection offices (Provincial museum of Ljubljana, Graz, Klagenfurt, City museum of Trieste, County conservational offices in Ljubljana, Trieste, Graz); local museums working in the archaeological field were exceptions before 1918.

The institutionalization of archaeology in museums, the monument protection field and the universities took place in Austria mainly in the second half of the 19<sup>th</sup> century. Except for the monument protection service (*Kaiserlich-königliche Central.Kommission for the Protection of artistic and historic monuments*) founded in 1850, other institutions (museums and universities) existed for several decades

earlier, but only began to intentionally include archaeology into their programmes towards the end of the 19<sup>th</sup> century.<sup>3</sup>

The most important role in the organization of archaeology in Carniola (after 1918 the whole territory of Slovenia at that time, as well) was played by the Provincial museum in Ljubljana. It had been founded in 1821, but archaeological activity only took place in the museum since the 1870s, when Karel (Dragotin) Dežman, the museum principal of that time, undertook the first major archaeological excavations at the Ljubljana moor. In a decade, until 1888, Dežman succeeded in creating an incredible archaeological opus and establishing the Provincial museum in Ljubljana as an

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<sup>3</sup> Styria provincial museum in Graz (1811), Carniola provincial museum in Ljubljana (1821), Carinthia provincial museum in Klagenfurt (1844), City museum (Museo Civico d'antichita) in Trieste (1843). The next period of large-scale founding of municipal museums was at the turn of the 19<sup>th</sup> century: Celje (1893), Ptuj (1893), Maribor (1909), Koper (1911).

exemplary provincial institution of the Austro–Hungarian state of that time: he organized the museum collection and published a guidebook after the topmost standards of his time, divided the Iron Age material into Hallstatt and La Tene only a few years after the La Tene site was first published, successfully lobbied for a new museum building (at that time the most expensive public building in Carniola) and was a noted member of important international scientific associations<sup>4</sup>.

With the collapse of the Austro–Hungarian monarchy radical political changes took place, in light of which Slovenia (as part of the newly established Kingdom of Serbs, Croats and Slovenes, from 1929 Kingdom of Yugoslavia) managed to reunite most of the Central and Eastern part of the Slovene ethnical territory in former Austrian areas.

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<sup>4</sup> K. Dežman is the key figure for the implementation of scientific archaeology in Carniola and consequently also in Slovenia. More about K. Dežman see in Slapšak in Novaković (1996), Novaković (2001b).

A number of Slovene national institutions started forming in the newly established state. In the archaeological field the central role was assumed by the former Provincial Museum of Carniola, from 1921 the National Museum. The University of Ljubljana was also founded (1919), where the study of archaeology was planned since its foundation, but could only begin in 1923/24 in a limited extent due to the lack of suitable professors.

Apart from the National museum and the University of Ljubljana, the monument protection service was also reorganized. In principle it also covered archaeological heritage, but was considerably less active in this field because of a number of reasons, primarily inadequate legislation and personnel shortage.

Despite the generally well thought out institutional organization, the archaeological practice in the Kingdom of Yugoslavia was rapidly regressing in comparison to the previous (Austrian) period. The National museum operated without a professional archaeologist until the end of the 1920s, there was also no professional archaeologists in the monument protection service during the whole time of the wars and the University of Ljubljana also struggled with considerable personnel changes and leaving of archaeological experts; moreover, university professors of archaeology did not actively participate in archaeological research in Slovenia until the second half of the 1930s. In any event, the most obvious problem Slovene archaeology faced during these years was the major shortage of suitably educated archaeological professionals. There were three or four archaeologists,

at the most, actively working in the whole of Slovenia at that time, even some of those being only indirectly or *ad hoc* connected with national institutions (eg. Walter Schmid from the museum in Graz, Mihovil Abramić before taking a position in the Archaeological museum in Split).

After World War 2, when the Primorska and Istra regions were annexed to Yugoslavia (they were under Italian authority during the wars), Slovenia had reunited most of its ethnic territory in the West. With the new regime a thorough political, ideological and economical restoration of the entire Yugoslav society began. In this context, the revitalisation and reorganization of the archaeological profession in the entire Yugoslavia also took place. The problem of archaeology was especially grave in Slovenia, as virtually all archaeologists active

before the war left after 1945; similarly, Italian archaeological institutions in Primorska and Istria ceased to operate or their branch offices were cut-off from their central offices in Italy.

Aware of the great importance of archaeology, especially for the national history and the development of national scientific schools, the University authorities in Ljubljana appointed many new archaeological professionals during 1945 – 1955 (Josip Klemenc, Josip Korošec, France Stare and Jaroslav Šašel, somewhat later also Tatjana Bregant); therewith, the personnel basis was for the first time established, which enabled a systematic study of archaeology from the Neolithic to the Early Middle Ages. One should point out that primarily the history of antiquity and classical archaeology were taught at the University of Ljubljana before World War 2. Almost

simultaneously, a professor for Paleolithic studies was appointed at the Chair of Geology (Srečko Brodar) and together with Božo Škerlj, who worked intensively with archaeologists during the first after-war years, the teaching of physical anthropology also began. For the field of elementary research activity (its main project was the making of the Archaeological map of Slovenia) the Archaeological Commission (later Institute of Archaeology) was founded at the Slovene Academy of Sciences and Arts. The National museum also gained personnel in the archaeological field. The first museum principal after the war (Jože Kastelic) managed to appoint a very strong archaeological team for Slovene conditions (Stane Gabrovec, later also Vinko Šribar and Vida Stare).

Somewhat more complex, demanding and lengthy was the reform of the monument protection service. The service had only one single office for the whole of Slovenia in the first decade after the war and only later began its regionalisation with the founding of regional units. In 1945 the "Institute for the Protection and Scientific Study of Cultural Monuments and Natural History Sites" was founded. After World War 2 its first order of business was the preparation of documents on materials transported abroad and compensation for materials destroyed during the war. Large scale organizational changes took place after 1957, when the Institute for Monument Protection of the People's Republic of Slovenia organized a network of intermunicipal and regional units across Slovenia: Maribor (1959), Celje, Kranj and Nova Gorica (1961), Ljubljana (1964), Piran (1969)

and Novo mesto (1981). The key figures of the development of the monument service in this early phase were Iva Mikl Curk, Peter Petru and Marijan Slabe. The whole time (as also today) the Institute for the Protection of Cultural Heritage had been subordinate to the Ministry of Culture and had only separated the administrative and specialised archaeological activities in the last few years. The former is today organised as part of the Ministry of Culture, whereas the administrative part is now assumed by the Cultural Heritage Directorate<sup>5</sup>.

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<sup>5</sup> The Institute for the protection of Cultural Heritage comprises 8 units: Ljubljana RU, Maribor RU, Celje RU, Novo mesto RU, Nova Gorica RU, Piran RU, Kranj RU and the Restoration Centre. The tasks of the Institute mainly include: the keeping of general records on the state of monuments and the scientific study of the physical and legal protection within lawful regulations on the safeguard and protection of movable and immovable monuments.

The organisational structure of the archaeological profession, undertaken until the 1970s has remained in operation mostly until this day; the reforms undertaken in the next decades have not essentially changed its structure. One of the main characteristics of the period until the end of the 1960s was the underdeveloped specialization, i.e. the less distinctive separation of work between the archaeological institutions. In practice e.g. museums often carried out field (also rescue) investigations, curators were often professors at the University of Ljubljana, literally all the archaeological institutions and individuals participated in the Archaeological Map of Slovenia project, coordinated by the Institute of Archaeology (most of the project was finished by the mid-1960s and the map was finally published in 1975).

By the end of the 1970s the organisational system of the archaeological field had been more or less built. There were two main institutional frameworks – the museum network with the National museum as the main facility and a network of regional museums (also municipal and city), as well as the monument protection service with its central and regional offices for the protection of natural and cultural heritage. The educational and research activities were in the domain of the University of Ljubljana and the Institute of Archaeology. At the end of the 1980s archaeological institutions employed around 80 archaeologists, which shows a very successful development of the discipline and its assertion in the society in three decades.

In the socialist period, except in the first years after the war, the entire museum and monument protection service was financed

exclusively from national (not federal) funds. The university study (for a long time also the postgraduate study, which became partly payable at the end of the 1980s) was entirely financed from national (governmental) funds, as well as the entire research activity at the University of Ljubljana and the Slovene Academy of Sciences and Arts. Part of the activities of the museums and monument protection service were additionally financed also from municipal funds and only gradually a system became implemented, after which protective archaeological work had to be financed by investors, though they were almost without exception public, i.e. state-owned companies. After 1991, when Slovenia became independent and the socialist system was abolished, the organisational structure of the archaeological discipline underwent no drastic changes. Perhaps the

most obvious is the appearance of private companies and individuals undertaking archaeological services in the market, almost exclusively in the monument protection sector. If we except private companies, the only archaeological institutions founded after 1991 were the Institute for Mediterranean Heritage at the Science and Research Centre Koper of the University of Primorska (2006) and the Department for Heritage Studies at the same University (2008).

After 1991 new forms of funding were relatively quickly implemented. Systemic funding from the state budget has diminished on behalf of project, i.e. programme funding, founders of several institutions, especially museums, were determined anew, which on principle lead to the reduction of direct funding from the state budget, above all, most of the activities of the monument protection service are now

funded from projects, which must be financed by investors according to law.

An important trigger of the development of the archaeological services market, new business forms and technological development was the national programme of motorway building in Slovenia, which began in 1994 and presented the largest infrastructural priority in the next decade and a half. What was planned was a hastened building of more than 300 kilometres of motorway networks in two main axis (NW – SE and NE – SW), which cross all major Slovene regions. Due to the major priority of this project, the intensiveness of the implementation and the legitimate expectation that such vast and invasive construction works will severely endanger the known and yet undiscovered archaeological heritage, a suitable organisation of the

archaeological profession was needed to adequately respond to such an immense challenge.

The Group for the motorway archaeology of Slovenia (*Skupina za arheologijo na avtocestah Slovenije* – SAAS) was established within the Institute for the Protection of Cultural Heritage, which assumed the role of negotiator and coordinator in regard to the investors and the planning of archaeological preventative and rescue investigations. SAAS managed to connect archaeologists from regional units of the Institute and experts from other archaeological institutions, who jointly develop programmes and work methods. In 1994 the so-called preventative work phase was for the first time successfully implemented, which enabled the suitable basis for planning and executing archaeological excavations on endangered sites.

The programme of SAAS, which followed a very dynamic motorway planning and building timeline, very quickly created a great demand for archaeological research in the context of preventive and rescue archaeology. The demand for archaeological experts needed for leading and conducting large-scale archaeological projects was so immense that in the years between 2000 and 2004 there was periodically a shortage of qualified work force, solved with the work of archaeologists and students from neighbouring countries, especially Croatia. Apart from these, colleagues from Slovakia, Austria, Serbia and Italy also participated in projects, though to a lesser extent.

Such circumstances quickly lead to the formation of private archaeological companies and numerous self-employed individuals,

who could very effectively adapt themselves to market conditions (mobility, flexibility in the organisation, employment of staff for shorter project periods...) and in the next years assumed a large share of the archaeological services market. The formation of private archaeological companies (more stable and *ad hoc* groups) proved key in the timely planning and implementation of archaeological research on motorway routes, as existing public institutions could not have executed such a work load in such a short time.

The present legal foundations for the organization of archaeology in Slovenia were set by the central Cultural Heritage Protection Act from 1999, but on March 1<sup>st</sup> a new Cultural Heritage Protection Act came into effect, which brought some important changes in the archaeological field, primarily the even clearer separation of the

administrative and specialist service. Slovenia has also signed several international agreements on the protection of cultural heritage, among them the Hague Convention for the Protection of Cultural Property in the Event of Armed Conflict, the Convention Concerning the Protection of World Cultural and Natural Heritage (UNESCO Convention), the Convention for the Protection of the Architectural Heritage of Europe (Granada Convention), as well as the European Convention for the Protection of the Archaeological Heritage (the La Valetta Convention). Slovenia has also ratified the European Landscape Convention.

## METHODOLOGY OF THE DISCO PROJECT SURVEYS

Based on an agreement at the first partner meeting of the project *Discovering the Archaeologists of Europe* the research project was planned to include a number of joint questions, which will enable comparative research of the data collected between all participant countries. Aside from these, each national partner had the opportunity to include additional and alter existing questions to gain specific insight into the archaeological labour market in their own country.

Core data:

- **Who is an archaeologist? The definition should be as wide as possible, but adapted to the national situation. Education**

should not be the lead criterion. On principle, everyone who works with archaeological information and other archaeological materials was included in the study.

- How many people are 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)?
- Are these people employed full time or part time for an indefinite or definite period of 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. In what country was the education gained and from which professional field?**
- **Professional training needs and specific skills shortages in view of archaeological work.**
- **Personal income and payments for archaeological work.**

#### Questionnaire

**To help facilitate the filling in of the questionnaire and because of the specificity of the questions, the questionnaire was divided into three parts. The first part included questions concerning the professional organisation and its structure and should therefore be completed only by the employer or authorized individual with access to such information. The second part included questions about specific posts**

in a professional organisation. This part of the questionnaire was intended for each individual post in the organisation, not regarding the number of individuals employed in this post. This part of the questionnaire included also non-archaeological fields working with archaeological material or otherwise active in the archaeological field. The third part was intended for individuals and should therefore be completed by each employee. All questionnaires were anonymous and categorised only by a reference marker (code of the organisation) that served as a marker for a specific organisation, but not its employees. In the final analysis these reference markers were the basis for categorising organisations according to their work field, yet the individual organisations are not visible from the analysis.

List of organisations and employment situation (Fall 2007)

The list of organisations included in the study was compiled on the basis of accessible information about professional organisations working in the field of archaeology. Internet sources were especially helpful when attempting to put together a draft of all employed archaeologists and other experts, working in this field in Slovenia.

More easily available was the information about public organisations – museums, institutes and units of the Institute for the protection of cultural heritage of Slovenia, which had easily accessible information about employees also on their websites. Information about private professional organisations and self-employed that are largely involved in archaeological field work within preventive and rescue activities in the last few years, was harder to compile. The list of privately owned organisations and self-employed presents the state

in May 2007, when the organisations database was collected for the purpose of sending out the questionnaires.

The organisations were categorised according to their leading role or aim: privately owned companies and self-employed, museums, public service for the protection of cultural heritage, educational and research facilities and other forms (individuals without a certain category).

*Privately owned organisations and self-employed*

In view of the completed list of organisations, 13 privately owned companies and self-employed were registered, of which two were excluded because of inadequate information or doubts about the nature of their work. All privately owned organisations can essentially be classified as “micro” companies (0 – 9 employees) that employ

additional experts or unqualified (auxiliary) work force for a specified time or through student employment brokerage services on most projects (employing also over 50 people on major projects).

Out of 11 privately owned organisations and self-employed we have recorded a total of 19 employed (13 men and 6 women), a number which is in our opinion inadequate, as it does not include all those employed for a definite time and a considerable number of university and high school students working in these organisations through student employment brokerage services. The work of students (through student employment brokerage services) in Slovenia is an exception in the European standard and takes up a fair share of the work load or the work force in the field of archaeological research. According to our estimate, at least 70 students work in the field

annually (for at least 3 months) and they represent an additional 50 % of the active work force.

### *Museums*

19 museums were recorded within the national network of museums that employ at least one archaeologist or keep archaeological material in their depot. We recorded 48 people employed in these museums (19 men and 29 women).

### *Public service for the protection of cultural heritage*

The public service for the protection of cultural heritage, under the competency of the Ministry of Culture, employs archaeologists and other experts dealing with archaeological material in two institutions:

a smaller part is employed within the Ministry itself (Cultural heritage directorate, Culture and media inspectorate of the RS) and the larger part is employed in the Institute for the Protection of Cultural Heritage (i.e. its regional units). The Institute for the Protection of Cultural Heritage is a centrally managed organisation with 31 people (15 men and 16 women) employed in regional units or joint services of the Institute.

#### *Educational and research facilities*

The last group of organisations recorded in the field of archaeology were educational and research organisations, where 4 organisations were listed:

Currently two universities are fully active in the field of archaeological education: University of Ljubljana (Department of Archaeology at the

Faculty of Arts) and the University of Primorska (Department of Heritage Studies at the Faculty for Humanities). These are the only two universities, where an adequate archaeological specialised education can be gained at all levels. Apart from these, archaeological subjects are also taught to a lesser extent at the University of Nova Gorica within the first-level study of Cultural History; archaeologists from the Institute of Archaeology of the SASA also participate as external lecturers.

For decades, since its foundation in 1947, the main research institution in Slovenia has been the Institute of Archaeology of the Slovene Academy of Sciences and Arts with 24 employed archaeologists and other »infrastructural« staff, needed for the operation of the Institute. At the Scientific Research Centre of the

SASA the Institute of Anthropological and Spatial Studies operates from 2004 (1994 – 2004 as the Spatial-information centre) and has been included in archaeological research since its beginnings, employing 2 archaeologists; periodically it participates in national and international archaeological projects with its experts. A large part of archaeologists in all the mentioned research institutions also participates with universities in the educational field.

In 2006 the Institute for Mediterranean Heritage was founded at the Science and Research Centre Koper of the University of Primorska, in which archaeology takes up an important part of the scientific disciplines, employing 7 experts.

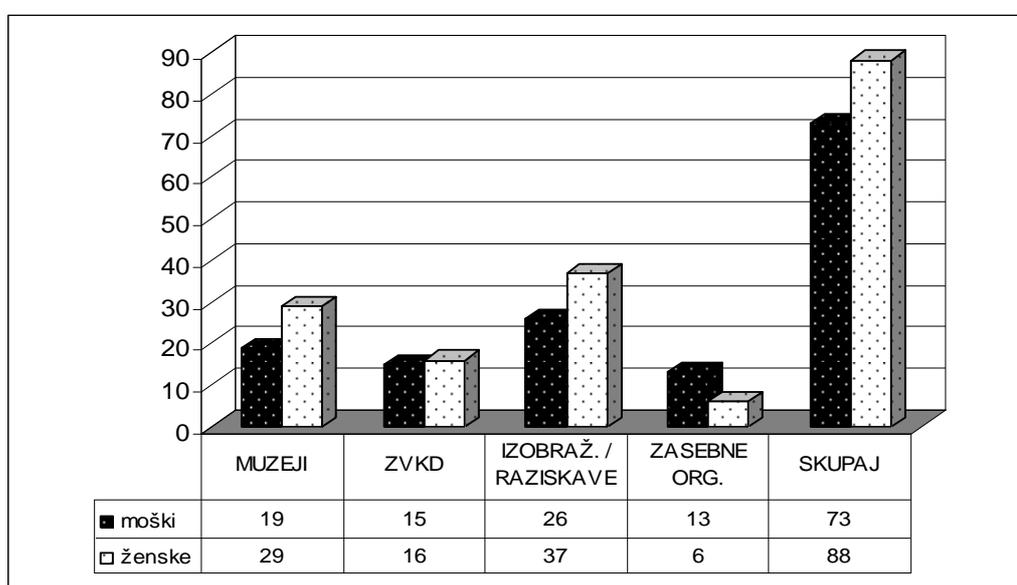
Outside the university centres the Science Research Centre Bistra, Ptuj is also active in the archaeological field in recent years, employing one archaeologist – an early stage researcher.

Collectively, 63 persons are active in the field of education and research with different statuses and of various post profiles (26 men and 37 women).

In all, we documented 44 professional organisations (i.e.) 37 if we count the Institute for the Protection of Cultural Heritage as one organisation) and 161 employees (73 men and 78 women) in Fall 2007.

We also listed 4 individuals working in the archaeological field that do not belong to a professional organisation directly part of the archaeological professional field. For a better illustration we can add

that the Slovene Archaeological Association (a non-governmental organisation, uniting professional archaeologists and experts in the field of archaeology, students and other interested individuals) listed in its report for 2007 that it had 190 members (Final annual report 2007).



*Figure 1. State of employment in 44 listed professional organisations.*

Data collection

The questionnaires were sent through the mail to the addresses of the listed organisation in June 2007 with a return date of July 30th 2007. After this date telephone calls and personal visits were conducted to insure as many responses as possible. In spite of this, the response was humble and the national partner managed to collect responses from 16 professional organisation (36 % of all organisations included in the survey) by end of April 2008, when data collection was officially drawn to a close. At the same time 28

responses to the second part of the questionnaire – the post profiles – were collected, as well as 54 responses to the third part of the questionnaire with questions about individuals working in the archaeological field (almost 35 % of all archaeologists recorded in the database).

According to their main line of work, in which the organisations were categorised, the responses were mainly equable:

	privately owned	museu	Institut	educational and research	other
number of	3	7	4	3	0
number of	11	18	9	4	4
percentage of	27%	39%	44%	50%	0%

*Table 1. Number and share of answered questionnaires according to organisation type.*

The reasons for such a low response are not clear. While first contacting the organisations where the questionnaires had been sent (addressed to the employer or the director of the institution) it turned out that the questionnaire never made its way to those responsible or the employed archaeologists. We tried to remedy this situation by contacting the organisations that had not responded to the questionnaire, but the response was also very modest and very slightly remedied the overall picture. In general one can say that despite the small sample the arrangement of the responses within the set categories enables a good overview of the different spheres of archaeological work.

In comparison with the previous surveys from the 1980s, or better yet the lists of organisations and individuals active in archaeological

work, a significant growth is visible in the entire field of archaeology, as regarding the number of organisations working in this field and the number of employees. In 1981, 25 archaeological organisations were active in Slovenia (only public), which employed 56 persons, 32 men and 24 women. With two exceptions – the Department of Archaeology at the Faculty of Arts of the University of Ljubljana and the Institute of Archaeology at the Scientific Research Centre of the SASA – all other organisations on this list were museums or units of the monument protection service.

Eight years later (1989), when a revised list was published, there were already 28 organisations with a total number of 70 employees (36 women and 34 men). The organisational network had not changed, the higher number of organisations was primarily the consequence of

**the restructuring of the regional offices of the Institute for the  
Protection of Natural and Cultural Heritage and the broadening of the  
museum network with new museums.**

# RESULTS

## 1. PART: PROFESSIONAL ORGANISATIONS

A total of 44 organisations, thought to be working in the field of archaeology, were included in the survey, irrespective of their role or primary activity. From these we received completed forms from 16 organisations (see Table 1).

### 1.1. Organisational structure

Organisations had to tick only 1 possibility that best described their organisational structure:

- *national level public service organisation*
- *regional or local level public service organisation*
- *university*

- *private persons*
- *other*

and their main role:

- *field investigation*
- *museum and visitor services*
- *education*
- *cultural heritage counsel and management.*

A discrepancy was visible in the categorization of the organisations included in the survey and their individual decision regarding their main role and the definition of their organisational structure. A large part of Slovene museums is still funded by the state budget, although the financial burden should fall on the individual municipalities as the founders. For this reason the definition of the organisational structure

by most museums as a regional or local level public service organisation is disputable.

Similarly, the definition of the regional units of the Institute for the protection of cultural heritage RS as regional or local level public service organisations is also surprising, as the Institute is a centrally managed and financed institution that is of a national level, despite the regional spread of its units. Only one of the Institute's units, out of the four that responded to the question, defined their organisational structure as a national level public service organisation. Apart from this, the Institute repeatedly questioned to tick off more than one possibility. In our opinion the primary role of the Institute for the Protection of Cultural Heritage is to counsel and manage cultural heritage, as stated in their founding document and

the Institute's work tasks, although one needs to acknowledge that the Institute has been dealing mostly with field investigation in recent years and their doubt is understandable given their current situation.

According to the organisations' own answers, the question was answered by 9 regional or local level public service organisations, 3 national level public service organisations, 3 private persons and 1 university.

The answers the organisations gave to the question about their main role were much more congruent. The question was answered by 7 organisations defining themselves mostly as dealing with museum activities and visitor services, 4 organisations dealing mostly in cultural heritage counsel and management, 1 organisation dealing primarily with education and 4 organisations dealing mainly in field

investigation. A fault should be mentioned in this part of the questionnaire, as there was not an overall category of research included in the possibilities that would grasp field investigation, as well as pre- and post-field research.

## 1.2. Geographical location of seat

The geographical regions are based upon the statistic regions of 2006.

region	<i>Pomurje</i> <small>Krajin</small>	<i>Podravje</i> <small>Krajin</small>	<i>Koroška</i> <small>Krajin</small>	<i>Savinjska</i> <small>Krajin</small>	<i>Zasavje region</i> <small>Krajin</small>	<i>Spodnje</i> <small>Posavje krajin</small>	<i>Southeastern</i> <small>Clavunian</small>	<i>Central</i> <small>Clavunian</small>	<i>Gorenjska</i> <small>Krajin</small>	<i>Notranjska</i> <small>and Krac</small>	<i>Goriška region</i> <small>Krajin</small>	<i>Coastal and</i> <small>Krac krajin</small>
Nr. of responses	0	1	0	2	0	2	2	3	4	0	1	1

**Table 2. Regional distribution of surveyed organisations.**

The poor response rate to the questionnaire in some regions is partly consequent to the passivity of some organisations approached and partly a consequence of the inadequate spread of organisations dealing in archaeology in Slovenia (such as e.g. the Zasavje region).

The case revolves mostly around museums that should, according to the *Uredba o vzpostavitvi muzejske mreže za izvajanje javne službe na področju varstva premične kulturne dediščine in določitvi državnih muzejev (Ur.l. RS, Nr. 97/2000)*, ensure that museums be spread across the whole of Slovenia. Additionally, Slovenia has not yet officially adopted regions as a second level form of local self-government; there are only the state and municipal level, where the jurisdictions of the municipalities are (legally and financially) rather limited.

### 1.3. Number of staff

#### *1.3.1. 3.1 Current staff*

Considerable differences can be noticed in the accuracy of completing the individual questions in the category of staff numbers, as some of the data is incomparably distorted with regard to our previously collected information about these organisations. From all the organisations that completed the questionnaire, 14 employ staff from the archaeological field for an indefinite time. (This number is of course completely inadequate, as we can reasonably conclude from accessible data that there are 95 to 100 archaeologists employed for an indefinite time in Slovenia and this number is even higher if we also include the permanently employed technical or support staff working in the archaeological field, i.e. in archaeological institutions).

One organisation classified as a private person employs one person on an authorial contract, while one of the regional or local level public service organisations dealing mostly in museum work and visitor services does not employ any archaeologists, although it does keep archaeological material.

	archaeological fields					other fields				
	Indefinite time	Definite time	Authorial	Work contract	Student work	Indefinite time	Definite time	Authorial	Work contract	Student work
private persons	2	3	3	1	10	3	2	2	5	0
museum work	1,83	23	9	3	22	12	1,5	3	0	3
cultural heritage counsel and management	3,25	1,5	5	0	8	13,5	1,5	0	0	0
education and research	13	8	0	0	0	3	1	0	0	0

total average	3,86	7,5	5	2	13,3 3	11	1,5	2,5	5	16,5
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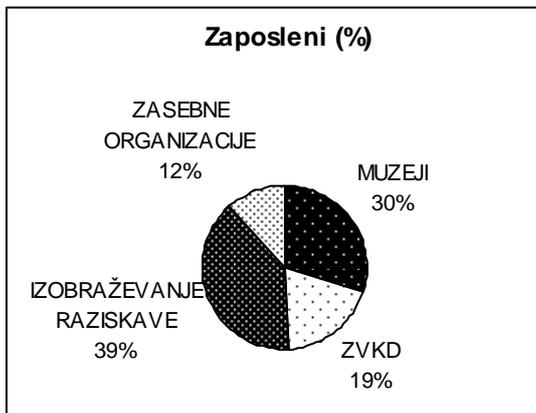
*Table 3. Number of staff according to organisation type and employment field.*

Likewise, considerable differences in staff numbers between individual organisations need to be regarded, as they significantly change the average, as well as the inaccuracy and the inconsistency of filling in the questions diminishing the reliability of the data.

Similarly, a considerably narrow view of archaeological staff needs to be noted, as most organisations did not fill in the numbers for all support staff (including administrative and cleaning staff), in spite of very explicit instructions to do so.

According to information on staff numbers compiled prior to the survey, the minimal number of people employed in archaeology is

161 (from these ca. 142 in public organisations; of these 70 – 80 %  
for indefinite time):



*Figure 4. Staff shares according to main activity, i.e. organisation category.*

Our biggest problem was recording the number of staff in privately-owned companies, where approx. 5 private persons with a minimal

number of staff (1–2) were left out of the record. At the same time, recording the support staff in larger organisations, especially those dealing in museum activities, proved difficult. In most cases the support staff deals with a variety of activities, not only archaeology, and do not have a specialised education from this field. Slovenia currently does not have specialised training for a restorator or conservator of archaeological heritage, the basic restoration education takes place at the Academy for Fine Arts and Design of the University of Ljubljana.

A realistic estimate of the number of people employed in the archaeological field in Slovenia is, therefore, higher than 161 people (without support staff), but does not, in our opinion, exceed 200 employees. In most organisations from the field of cultural heritage

counsel and management and the museum field a state professional exam is obligatory, which is structured according to the education and position of the individual in the organisation (*Pravilnik o pripravništvu, strokovnih izpitih in pridobivanju nazivov za zaposlene v dejavnosti s področja varstva kulturne dediščine; Ur.l. RS, Nr. 31/1996*) and also includes, apart from knowledge about museum and protection activities, knowledge of administrative procedures and legislation.

A specific trait of the whole Slovene labour market, as also the archaeological, is student work, carried out through mediatory organisations – student employment brokerage services. We estimate that there have been about 80 students active in archaeological activities for a longer or shorter period during the last years, mostly

students of archaeology working in archaeological work (field investigation, museums or other) for at least 6 months per year. Had we shortened the duration of these 6 months, the number would be considerably higher. Students that do not study archaeology also need to be added to this number, as they usually work on field investigation projects, mostly excavations, as unqualified workforce. The number of these students varies according to the amount and extent of the field investigation projects, in our estimate from 100 to 150 annually. During the largest extent of field investigation in Slovenia (2002–2005) this number exceeded 300 annually.

The reason for such mass–employment is the relatively low employer taxation (the share paid to the mediatory service is very low, up to 20 %), the flexibility of this workforce (for most students this work does

not constitute their livelihood) and, apparently, in the considerable needs for workforce, unqualified and low qualified (archaeology students). It is obvious that student work constitutes a large and, more or less, disloyal competitor in the labour market. We can assume that if the government strongly restricted student work or burden it with more substantial taxes, e.g. similar to usual work contracts, several new posts would be available. In our estimate at least 10–15 % according to the current state of employment.

The results of the returned questionnaires show an interesting picture of those employed in different organisations determined for the needs of this survey according to their main role, i.e. activity in the archaeological field, despite the relatively scarce response. With the overview of the employment structure and keeping in mind the data

compiled independently prior to data collection, it is obvious most of the employees questioned are not specialised archaeologists, exceptions are only university departments and research institutes (if regarded independently of their universities, research centre respectively). The number of staff from other disciplines is especially high in museums, where this is mostly the result of the structure or nature of most museums in Slovenia; being so-called mixed types of museums, combining different disciplines, from archaeology, history, art history, ethnology, science etc. In Slovenia archaeologists are employed in different posts in 18 museums, employing from 2 to 40 persons. In total, the museums mentioned employ between 220 and 250 people, from which 45 are archaeologists or professionals

working with archaeological material and data (approx. 20 % of all museum staff).

	private persons	museum work	cultural heritage counsel and management	education and research	total average
archaeological fields					
<b>indefinite time – min</b>	2	4	4	0	2.25
<b>indefinite time – max</b>	3	3	3	1	2.29
<b>definite time – min</b>	1	10	0	9	6.67
<b>definite time – max</b>	3	30	2	10	9.4
<b>authorial contracts – min</b>	1	1	0	0	1
<b>authorial contracts – max</b>	4.5	9	10	0	7
<b>work contracts – min</b>	1	0	0	0	1
<b>work contract – max</b>	1	3	0	0	2
<b>student work – min</b>	3	0	0	0	3
<b>student work – max</b>	13.5	24	100	0	37.75
other fields					
<b>indefinite time – min</b>	2	13.2	8.5	0	10.62
<b>indefinite time – max</b>	3	13.25	19	0	13.43

<b>definite time – min</b>	1	2	0	1	1.33
<b>definite time – max</b>	5	2	2.5	1	2.6
<b>authorial contracts – min</b>	1	1	0	0	1
<b>authorial contracts – max</b>	2	3	3	0	2.67
<b>work contracts – min</b>	1	1	0	0	1
<b>work contracts – max</b>	5	2	0	0	3.5
<b>student work – min</b>	5.5	2	0	0	4.33
<b>student work – max</b>	51	4	5	0	27.75

*Table 4. Responses to number of staff according to role of organisation where employed.*

### 1.3.2. Changes in staff numbers during recent years

We were primarily interested in the fluctuation of staff numbers in previous years with regard to individual organisation categories, as trends of growth or decline in archaeological work could be evident.

Two organisations did not fill in this question.

The most visible trend seen in the answers to this question is the growth of the number of staff members employed for a definite time, on an authorial contract, work contract or student work. The

researchers' opinion is that this occurrence is directly linked to the rise of the work load in organisations dealing with archaeology, which cannot ensure means for regular indefinite time employment from their funds.

#### 1.4. Employee rights

Following the example of the survey from Great Britain, we also included questions concerning basic employee rights, as they are determined by the laws of the RS, in the survey. The goal of this question was to determine possible deviations from established rights shared by employees and breaches of these rights by the employers.

Employee rights	yes	no	I do not know	did not
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					<b>an sw er</b>
Are employees entitled to at least 20 days of paid annual holiday?	15	1	(private persons – authorial contract)	0	0
Are employees included in social security insurance?	16	0		0	0
Are employees entitled to at least 42 days of maternal leave after childbirth?	13	1	(private persons – authorial contract)	0	2
Are employees entitled to at least 28 days of maternal leave before childbirth?	13	1	(private persons – authorial contract)	0	2
Are employees entitled to at least 15 days of paid father’s leave?	11	2	(private persons – authorial contract; cultural heritage counsel and management organisation)	1	2
Do employees have the possibility of at least 75 days of father’s leave in the form of full work absence?	11	1	(private persons – authorial contract)	2	2
Do you allow part-time work or work at home?	8	7	(organisations from all categories, except organisations dealing in education and research)	0	1

Do you allow refunds for work-related expenses?	15	1	(private persons – authorial contract)	0	0
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*Table 5. Answers to employee rights questions.*

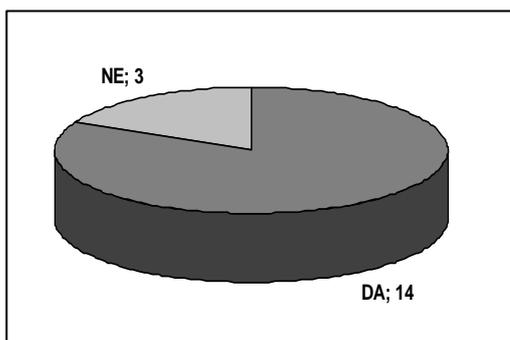
The purpose of these questions was mainly to establish the awareness of the employers and employees about the rights determined by their collective agreements from the fields of culture, education and training, as well as business. Surprising is the considerably low awareness of the possibility of part-time work, which the employer is obliged to ensure for all employees that fulfil the formal requirements for such a position and advance a written request for part-time work.

A considerably low legal and social protection of private persons employed on an authorial contract, work contract or as students is also apparent. This sort of work is usually temporary and linked to specific work tasks for which the person is employed.

Only three organisations also named the specific refunds of work related expenses when asked about them in a separate box. Among the mentioned expense refunds are: transport to and from work, lunch, travel expenses and daily allowances, expense refunds for education and training and annual holiday recourse One has to nevertheless mention that these rights (legal and according to collective contracts) are abided by public institutions, although not all answered our questions.

## 1.5. Pay scales and syndicate organisations

### 1.5.1 Pay scales



*Are the wages in your organisation  
linked to pay scales?*

*Figure 5. Wages linked to pay scales.*

The total number of answers is 17, as one of the organisations ticked both possibilities, explaining that only the director is currently included in a pay scale, whereas the other employees are not<sup>6</sup>. At this time one should mention that a final general agreement about pay scales of public officials was only reached in 2008. Before this time partial agreements or standards were in use.

Most larger organisations pay their employees according to pay scales as they are defined in collective agreements; only three organisations

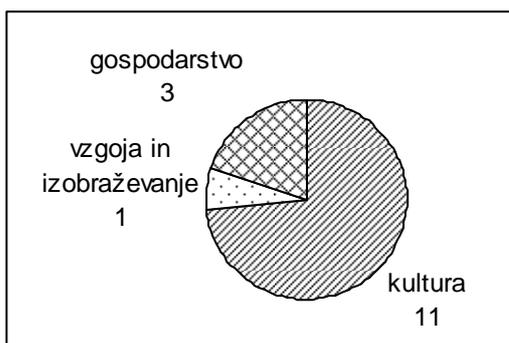
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<sup>6</sup> This is somewhat unusual, as this is a public institution and the employees' wages should be linked to pay scales. It is probably a case of misunderstanding.

stand out that are not organised in such a way. Two of these organisations are private persons, the third is an organisations dealing in museum work and visitor services.

### *1.5.2 According to which pay scale are your employees paid?*

This question was answered by 14 organisations; two organisations skipped this question as their personnel wages are not determined by pay scales.

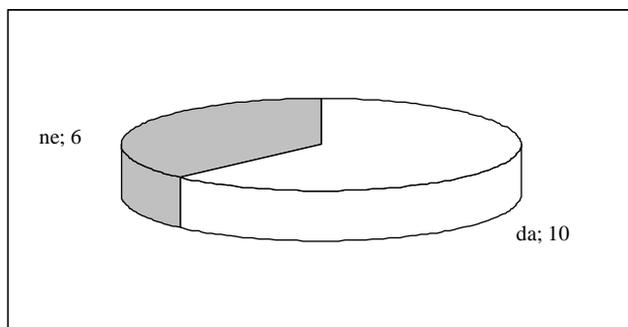


*Figure 6. Types of pay scales.*

The commercial sector is completely lacking, due to the  
aforementioned specific organisation of personnel wages in these  
organisations (see previous question).

### 1.5.3 Syndicate organisations

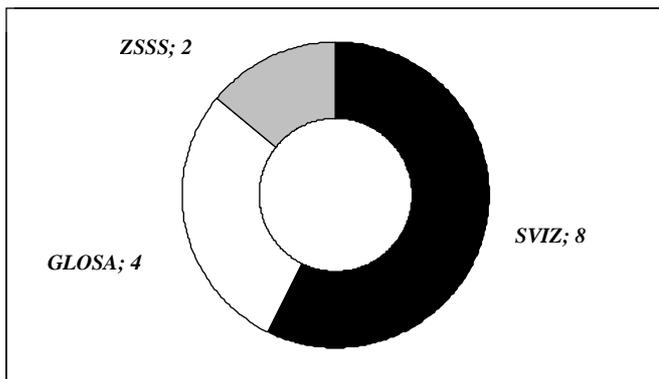
*Are your employees part of a syndicate organisation?*



*Figure 7. Syndicate organisations.*

16 organisations answered this question. All private persons answered negatively and also two organisations dealing with museum work and one organisation dealing in education and research.

*1.5.4. Which syndicate organisation is present in your organisation?*



*Figure 8. Syndicate organisations.*

10 organisations that had answered positively to the previous question, also answered this question. The higher number of organisations marked in this question is the result of more than one

syndicate organisation present in the same organisation. In two organisations SVIZ and ZSSS are simultaneously present and in two organisations SVIZ and GLOSA.

### **1.6. Number of staff**

The commercial private sector has experienced a noticeable growth in staff numbers, where, during the last years, especially in connection with the increased work load and archaeological workforce demand in the context of preventive and rescue activities following the intensive motorway building in Slovenia, quite a few private companies have been founded and a number of self-employed are working, taking on a considerable part of the extensive and often simultaneous field investigations.

In the category of organisations dealing with museum work and visitor services, the situation is stagnant and should be viewed in connection with government restrictions regarding public sector employment, although the future of some of these organisations is considered somewhat more positive by some questioned. The latter is closely linked to the above mentioned increased extent of work in preventative and rescue field investigation in the last decade that have consequently burdened the museums and those employed there with large quantities of finds and other materials.

organi sation code	5 years ago		3 years ago		1 year ago		in 1 year		in 3 years	
	INDE F. TIME	DEF. TIME	INDEF . TIME	DEF. TIME						
<i>10000 1</i>	less	less	same	less	same	less	same	same	same	same
<i>10000 7</i>	-	-	-	-	same	same	same	same	same	more
<i>20000 2</i>	less	less	same	-	same	more	same	-	more	-
<i>20000</i>	same	same	more	more	same	same	same	more	less	more

<b>4</b>											
<b>20000 7</b>	same	-	same	same	same	-	?	?	?	?	
<b>20000 8</b>	same	less	same	-	same	same	same	-	more	-	
<b>20000 9</b>	less	-	same	more	same		same	same	more	more	
<b>20001 3</b>	same	same	less	-	same	same	?	?	?	?	
<b>20001 6</b>	more	less	same	same	less	none	same	same	same	same	
<b>30000 2</b>	?	?	less	none	more	more	more	more	more	more	
<b>30000 3</b>	same	more	less	more	same	more	same	more	less	more	
<b>30000 4</b>	less	less	same	more	less	more	same	?	?	?	
<b>30000 6</b>	-	-	less	same	more	more	less	more	less	more	
<b>50000 2</b>	same	less	less	same	same	less	more	same	more	more	
<b>50000 3</b>	-	-	same	less	same	less	less	less	less	less	

Table 6. Employment trends. (Legend: ? (I do not know); - (not given))

The categories of cultural heritage counsel and management and education and research are considerably more diverse in their recent staff numbers and future plans. The employment in each organisation is to a large extent dependant upon the personal engagement of individuals in the organisation and the organisations flexibility in

broadening and finding new funding opportunities and employment niches. In most cases we are talking about employment for a definite time.

### 1.7. Staff education and professional training

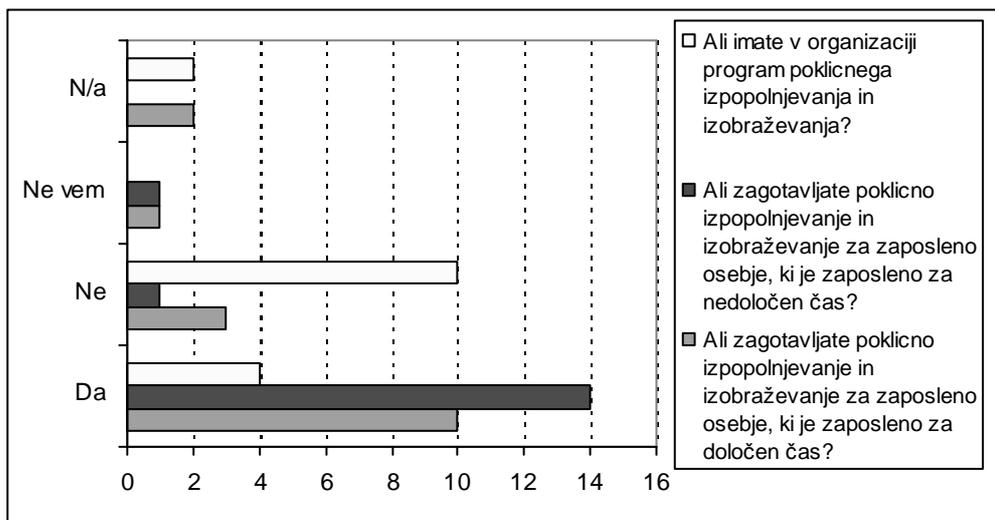


Figure 9. Education and professional training – first group of questions.

Formal off-job training is provided for staff employed for indefinite time by 10 organisations, whereas the same type of training is

provided for those employed for a definite time only by 4 organisations, of which 3 organisations provide this sort of training for both those employed for an indefinite, as well as definite time. 5 organisations skipped this question.

Formal in-job training is provided by 7 organisations for staff employed for an indefinite time and an equal number of organisations also for staff employed for a definite time. 6 organisations provide this sort of training for both those employed for indefinite, as well as definite time. 8 organisations did not answer this question.

Informal off-job training is provided for staff employed for indefinite time by 9 organisations, of which only 3 provide the same sort of training also for those employed for definite time. 7 organisations did not answer this question.

Informal training with mentors is ensured for those employed for indefinite time in 9 organisations, while those employed for definite time receive the same training in 5 organisations. Only 3 organisations ensure such training for both those employed for indefinite and definite time. 5 organisations did not answer this question.

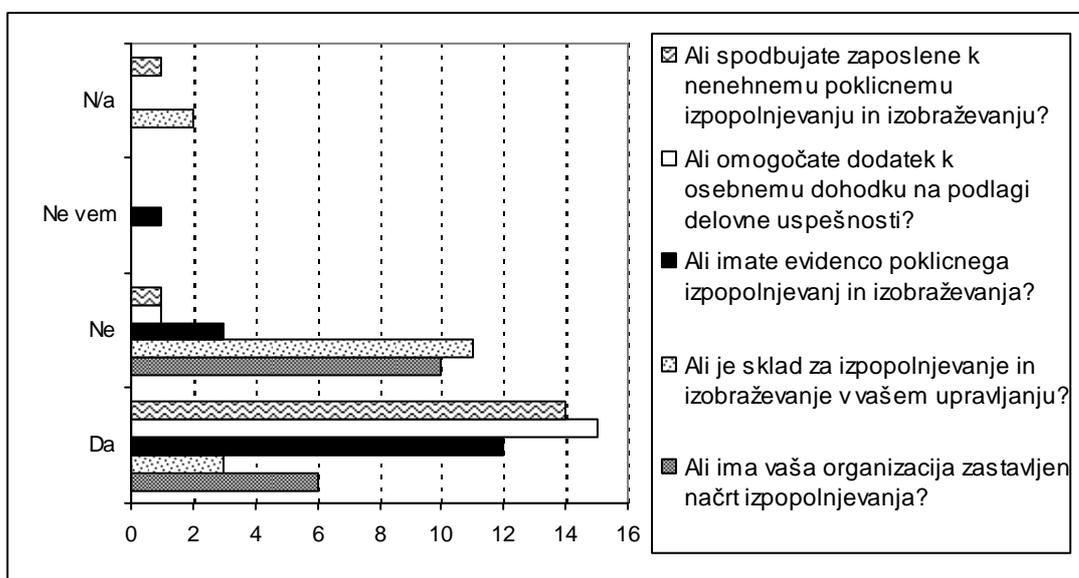


Figure 10. Education and professional training – second group of questions.

Only 6 organisations have a formal training plan, whereas 10 do not.

11 organisations, including the 10 organisations that answered negatively to the previous sub-question and one organisation with a positive answer to the previous question, do not have direct control over their training budget.

Almost all organisations included in the survey (12 out of 16) keep records about employee professional training and education; 3 organisations do not keep such records, while one organisation could not provide this information.

15 organisations included in the survey provide a bonus to the salary with regard to professional efficiency, while only 1 organisation does not (private persons, employed on an authorial contract).

Most organisations (14) consider themselves as encouraging their employees to engage in professional training and development; one organisation did not answer this question, whereas one organisation replied negatively to this question.

## 1.8. Specificity of acquired knowledge

### 1.8.1. Do you employ new entrants to the profession?

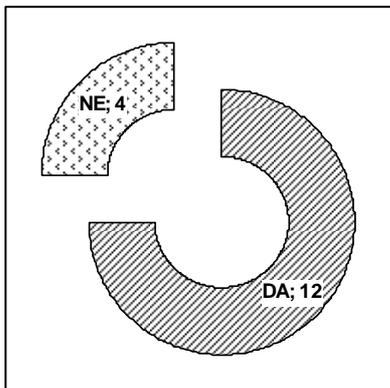
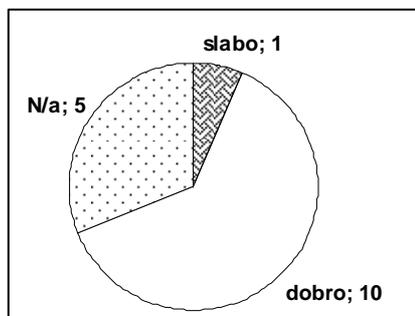


Figure 10. Employment of new entrants to the profession.

As much as 12 organisations employ new entrants to the profession, 4 organisations do not, including two private persons and 2 organisations dealing in museum work. In the future a question should be included about the reasons why organisations employ or do not employ new entrants to the profession. The answers could aid in the discovery of deficits in the knowledge, i.e. the current educational programmes and assist in improving this situation for a common good.

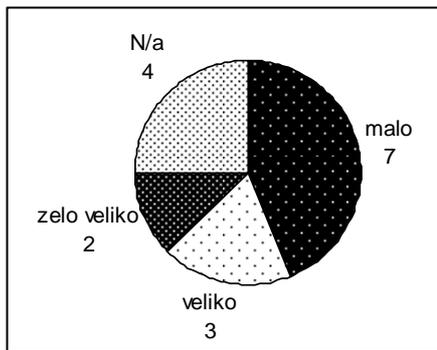
*If you answered affirmatively to the previous question, in how much do you think they are prepared for the profession?*



*Figure 11. Estimate of new entrants' to the profession preparedness for employment.*

11 organisations that had answered positively to the previous question, also answered this question. Of these 10 organisations are convinced that the new entrants to the profession are well prepared, while one organisation, dealing with museum work, considers the new entrants poorly prepared. This question would also benefit from an added question about the reasons for a specific opinion or judgement. The identification of educational deficiencies and advantages could mean a key advantage to enabling the transition between countries and educational programmes.

*1.8.2. How much time (on average) do you spend on their training?*

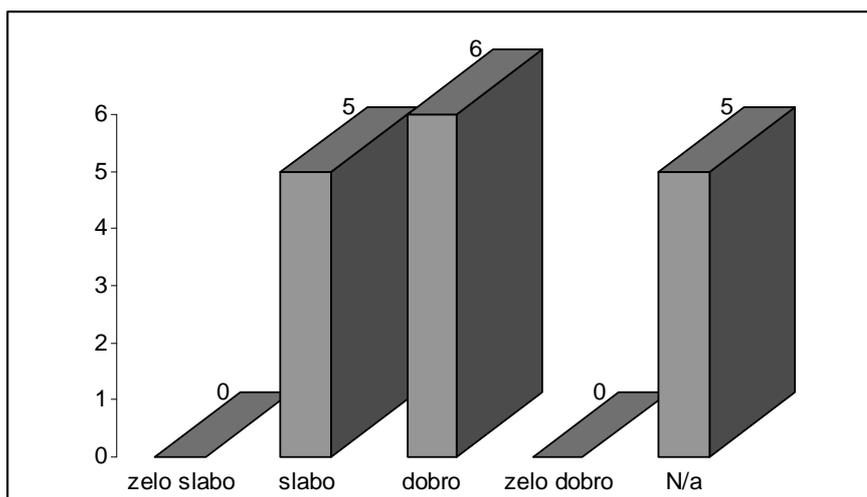


*Figure 12. Estimate of time spent for new entrants' to profession training.*

12 organisations answered this question, which also answered the previous sub-question on the employment of new entrants to the profession positively. Among them 7 organisations spend little time for their training. 3 organisations said they spend a lot of time for their training, including two organisations dealing with museum work and one organisation dealing in education and research, while two organisations (one dealing in cultural heritage counsel and

management and one dealing in education and research) say they spend a lot of time on the new entrants training. Despite the overall content with the preparedness of new entrants to the profession (see previous question), 5 organisations still spends a lot or very much time on their training. This would mean that the specificity of archaeological work is in the constant upgrading of knowledge and skills demanded by a particular role of the employee in an organisation.

*1.8.3. How well do, in your opinion, current educational programmes correspond to the needs of the profession?*



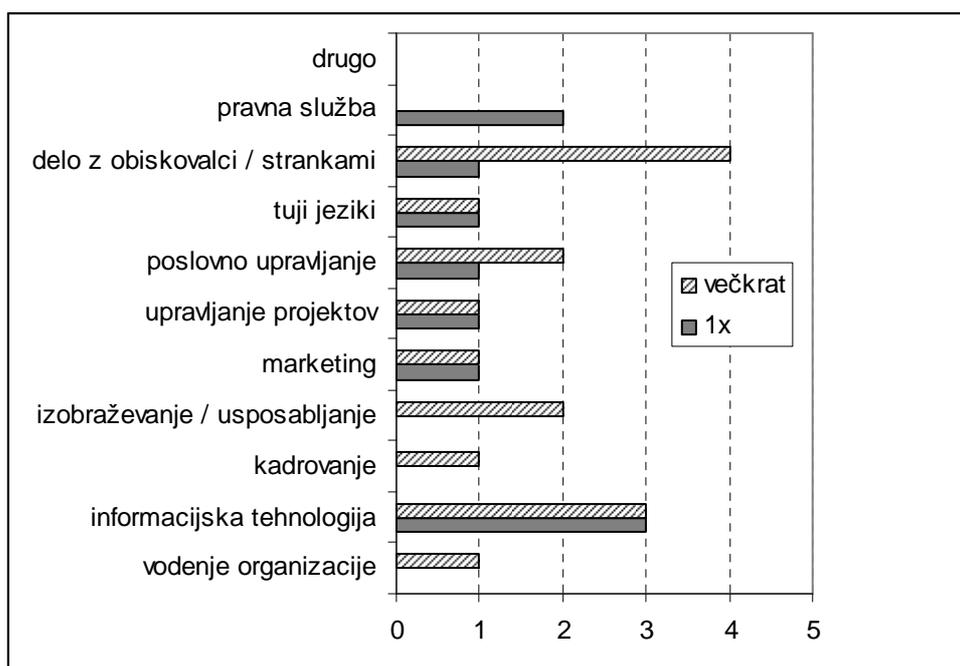
*Figure 13. Estimate of suitability of educational programmes for the profession.*

11 organisations answered this question, which also answered the sub-question on the employment of new entrants to the profession positively. The levelling in this sub-question is most evident and prevails only slightly in the positive direction. 6 organisations consider current educational programmes suitable to the needs of the profession, while 5 organisations consider the programmes poorly suitable. The levelling of the individual answers is also evident considering the categories of the organisations included in the survey;

therefore, one can speculate that the current educational programmes are not focused on one specific aspect of archaeology, but educate individuals able to work in all fields of archaeology.

## 1.9. Specific skills needs

*1.9.1. Has your organisation brought in outside specialists or consultants for non-archaeological purposes in the last year and in which areas?*

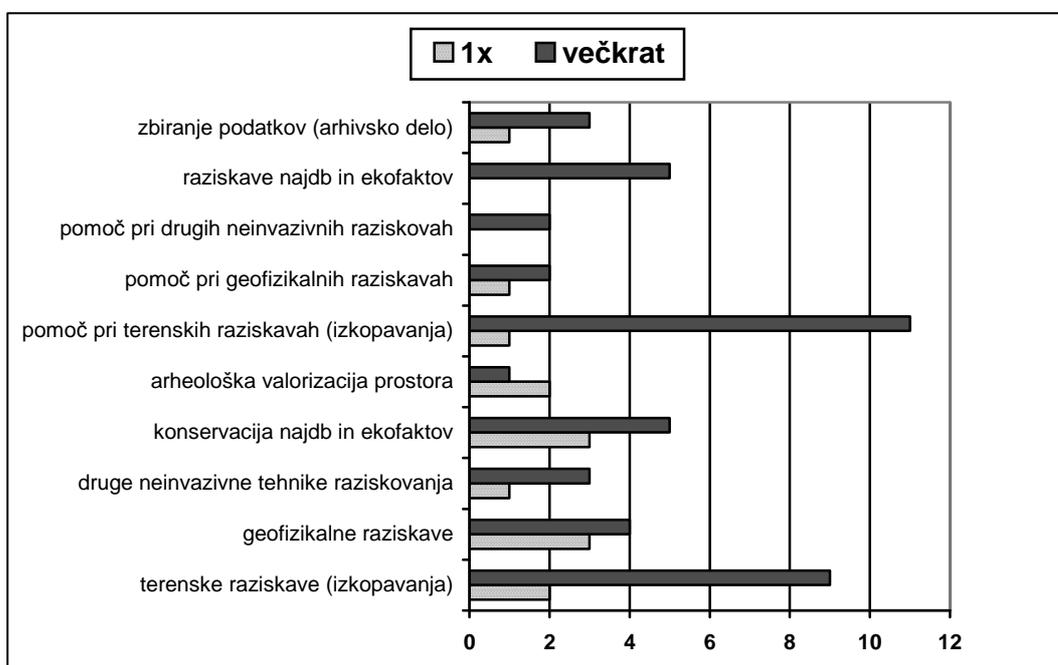


*Figure 14. Outside specialists or consultants for non-archaeological work.*

An evident gap is visible between activities, i.e. services employed by organisations on a regular basis and those employed only rarely (especially legal services as a specific administrative aspect of legal subjects; none of the organisations employed the legal services more than once). The leading role with 4 answers was the category of visitor or client services and the IT category with 3 answers. The categories of training and professional development, corresponding to the overall educational and training trends recorded in question 7, and the category of business management had 2 responses each. The rest of the answers are spread over the rest of the categories, where

one answer was ticked for: leadership, people management, marketing, project management and languages.

*1.9.2. Has your organisation brought in outside specialists or consultants for technical, archaeological purposes in the last year and in which areas?*

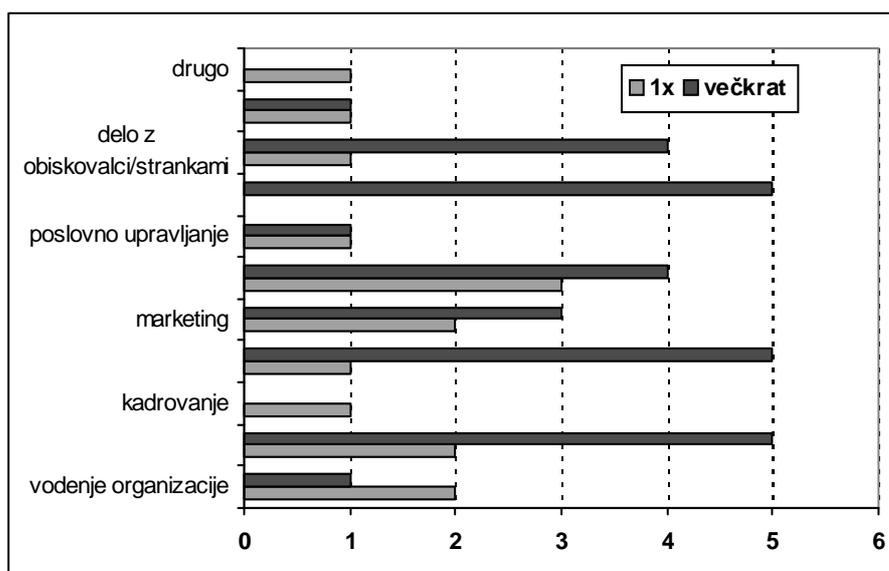


*Figure 15. Outside specialists or consultants for technical (archaeological) purposes.*

This question also shows a considerable discrepancy between the number of answers appearing in the first column of one time and in the second column of frequent employment. Among the answers about one time employment geophysical research and conservation of artefacts and ecofacts are prevalent, each with 3 answers. 2 answers are listed in the categories of one time help with field investigation (excavations) and archaeological landscape characterisation. The following categories were listed only one each as employed only once: other non-intrusive field investigation, contributing to field investigation (excavations), contributing to geophysical research and desk-based research.

Among the categories most frequently employed were the categories of field investigation (excavations) with 9 answers and contributing to field investigation (excavations) with 11 answers. These are followed by conservation of artefacts and ecofacts, as well as artefact or ecofact research, each with 5 answers each.

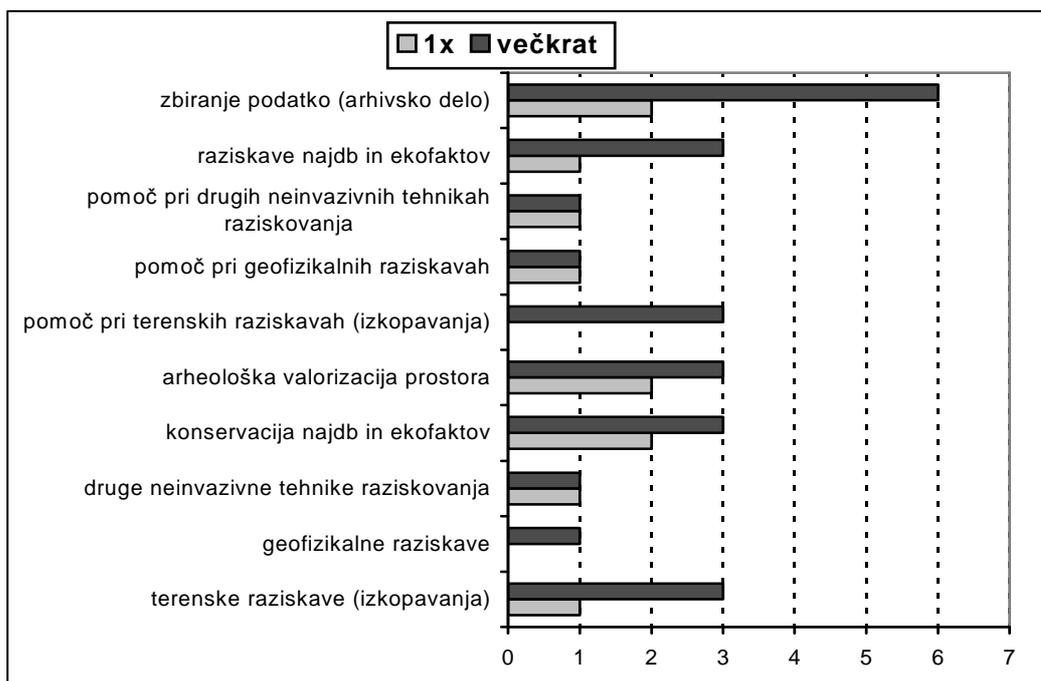
*1.9.3. In the next 2 years, which non-archaeological skills will be the focus of your employee training?*



*Figure 16. Estimated needs for non-archaeological skills in the next 2 years.*

Most organisations will focus on educating employees in the category of IT training, general category of education and training and languages, each of the three categories with 5 answers. These are closely followed by project management and visitor or client services with 4 answers each and marketing with 3 answers.

*1.9.4. In the next 2 years, which technical, archaeological skills will be the focus of your employee training?*



*Figure 17. Estimated technical (archaeological) skills in next 2 years.*

Among the technical, archaeological skills most organisations (6) will focus on desk-based research. Followed by field investigation (mainly excavation), conservation of artefacts and ecofacts, archaeological

landscape characterisation, contributing to field investigation (research) and artefact and ecofact research, with 3 answers each.

Two organisations added further comments. An organisation from the field of museum work expressed in their commentary their disagreement with their current situation, when they have a large quantity of archaeological material, but do not employ an archaeologist, who would be able to suitably inventory this material.

One organisation from the field of cultural heritage counsel and management expressed its disagreement with the restrictive employment policy of the Ministry of Culture, as they have a need for new personnel, but will not receive funding for these posts from the Ministry.

## 2. PART: POST PROFILES

We did not compile any relevant statistical information that would enable us to estimate the number of different post profiles in organisations in Slovenia, likewise there was no information for the time before 1990. 28 completed post profiles questionnaires were returned to the research team.

Post title	number of individuals working in post	number of individuals working in post for definite time	number of individuals working in post through student work, authorial contract, etc.
archaeologist – director	1		
archaeologist	5	1	7
archaeol. photographer. technician	3	2	15
private researcher	2	2	
custodian archaeologist	1		
custodian	9		
conservator	2	2	
	7	3	

archaeol. conservator	4		
conservator	2		
librarian	1		
assistant (university lecturer)	4	3	
early stage researcher	2		
higher education teacher	3	3	
professional secretary	7		
university professor	1		
university assistant	1		
research assistant	4	4	
researcher	17	7	
<b>TOTAL</b>	<b>77</b>	<b>27</b>	<b>22</b>

*Table 7. Post titles as given by employees in questionnaires.*

A considerable discrepancy is evident between the second column of the table, containing data on the number of staff employed for definite time and the numbers given for staff employed for definite time in individual organisations.

The variety of post titles that archaeologists in different organisations have is substantial and is above all the result of the relative freedom

in choosing their title, especially in private companies, where these rules are not properly defined.

In public museums and the Institute for the Protection of Cultural Heritage professional titles are determined by legislation (*Pravilnik o pripravništvu, strokovnih izpitih in pridobivanju nazivov za zaposlene v dejavnostih s področja varstva kulturne dediščine; Ur.l. RS 31/1996*). Titles according to this rulebook are:

- in the archival branch: *arhivski tehnik, samostojni arhivski tehnik, arhivski sodelavec, višji arhivski sodelavec, arhivist, višji arhivist, arhivski svetovalec in arhivski svetnik;*
- in the conservation – restoration branch: *konservatorski – restavratorski tehnik, samostojni konservatorski – restavratorski tehnik, konservatorski – restavratorski*

*sodelavec, višji konservatorski – restavratorski sodelavec,  
konservator–restavrator, višji konservator–restavrator,  
konservatorski – restavratorski svetovalec in konservatorski –  
restavratorski svetnik;*

- in the conservation of immovable cultural heritage branch:  
*konservatorski tehnik, samostojni konservatorski tehnik,  
konservatorski sodelavec, višji konservatorski sodelavec,  
konservator, višji konservator, konservatorski svetovalec in  
konservatorski svetnik;*
- in the museum branch: *muzejski tehnik, samostojni muzejski  
tehnik, muzejski sodelavec, višji muzejski sodelavec, kustos,  
višji kustos, muzejski svetovalec in muzejski svetnik.*

The Public Institute for the Protection of Cultural Heritage must have at least one conservator employed in each of its units for each of the protection groups from Article 6 of the *Cultural Heritage Protection Act*, a conservator–documentalist and an expert for expert guidelines for the protection of cultural heritage. Museums must employ at least 3 persons with university–level education from the museum's professional field.

Museums operating as regional (territorial) or specialised lead services must also fulfil the following conditions:

- at least 1 custodian employed full–time for the area of expertise of the regional or county lead, which is entrusted to the museum in the framework of the public service,

- employing at least 1 restorator for the prevalent kind of museum material from the field or fields of museums centrality

*(Pravilnik o strokovnih, prostorskih in tehničnih pogojih za izvajanje javne službe na področju varstva kulturne dediščine; Ur.l. RS 113/2000).*

The Higher Education Act (*Zakon o visokem šolstvu; Ur.l. RS 119/2006*) determines the titles in higher education.

- *Visokošolski učitelji* are university assistant professors, senior lecturers, professors and lectors. *Visokošolski učitelji in higher education programmes are lecturers and senior lecturers.* The titles university assistant professor, senior

lecturer and professor are elected titles for those with a scientific doctoral degree and verified pedagogical abilities.

- *Znanstveni delavci* are scientific associate, senior scientific associate and scientific councillor. *Znanstveni delavci* implement scientific research programmes. The title *znanstveni delavec* is an elected title for those with a scientific doctoral degree. *Znanstveni delavec* can be elected into the title of higher education teacher, if one has verified pedagogical abilities.
- *Visokošolski sodelavci* are: assistant, librarian, specialised councillor, senior specialised associate, specialised associate and skills teacher. *Visokošolski sodelavci* contribute to the

implementation of educational, science and research, as well as artistic work.

## 2.1 Main activity

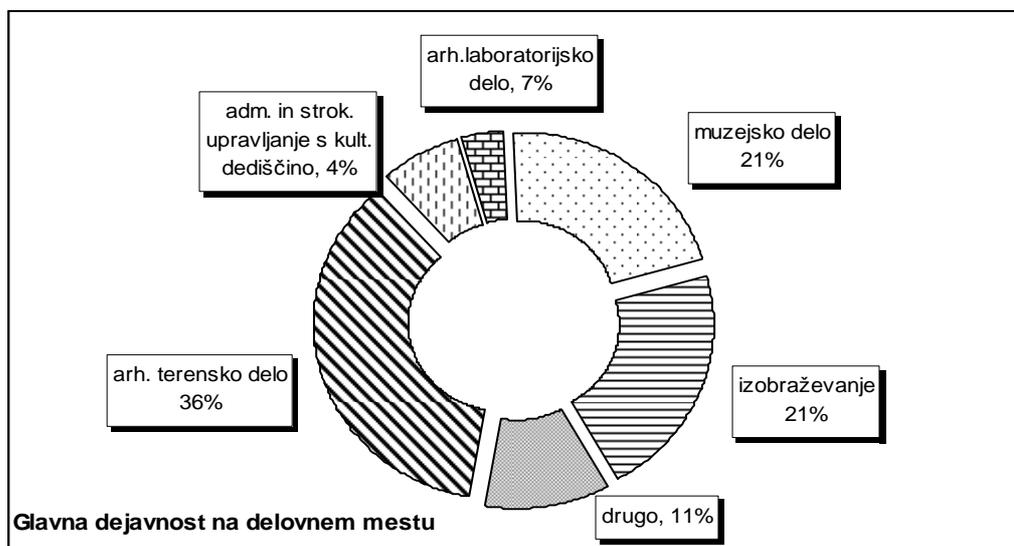
Despite explicit instructions the organisation should decide on only one of the above possibilities that best describes the work tasks of people employed in the specific post, some of the organisations marked several possibilities, which is evident from the table.

<b>post title</b>	<b>main activity of post</b>
archaeologist –	archaeological field investigation
archaeologist	archaeological field investigation
archaeol. photographer	archaeological field investigation
technician	archaeological field investigation, archaeological laboratory work
private researcher	archaeological field investigation
custodian archaeologist /	museum work
custodian	museum work
conservator	archaeological field investigation, cultural
archaeologist conservator.	archaeological field investigation
conservator archaeologist	archaeological field investigation
librarian	other

assistant (university lecturer)	education
early stage researcher	archaeological laboratory work
higher education teacher	education
professional secretary	other
university professor	education
university assistant	education
research assistant	archaeological field investigation
researcher	other (research)

Table 8. Post titles and main activity as given by employees in questionnaire.

It is especially surprising that organisations from the field of cultural heritage counsel and management (i.e. the individual units of the Institute for the Protection of Cultural Heritage, accountable for the specific function of cultural heritage protection) marked archaeological field investigation as their main activity. Out of 4 post profiles 3 had archaeological field investigation listed as their main activity, whereas only 1 listed administrative and specialised cultural heritage management as their main activity.



*Figure 18. Main activity in listed posts.*

Surprising is also the arrangement of the columns of main roles as were defined by the authors of the survey. The instructions sent to all organisations with the questionnaire explicitly asked for the list of all posts related to archaeological work or dealing with archaeological material. According to the data received, the organisations did not follow these instructions, as the category of technical support is empty, while the category other lists 10.7 % of a total of 28 answers;

interestingly, only in one case does the person really belong in the category other, whereas all other answers belong in a separate category of researcher with a main role of research that was not foreseen by the surveyors.

Given the current situation of archaeological practice in Slovenia it was understandable to expect a considerable prevalence of those employed mainly in archaeological field investigation, as this is mainly a consequence of strategic decisions by the Slovene governments about the building of the motorway network that has caused vast and intense activity in the field of preventive and rescue archaeology.

Museum work and education are tied with 21.4 % or 6 post profiles each, out of a total of 28 post profiles. This shows a relatively stagnant picture of the employment options in both fields, although

Slovenia has a museum network that currently counts at least 38 (situation according to *Uredba o vzpostavitvi muzejske mreže za izvajanje javne službe na področju varstva premične kulturne dediščine in določitvi državnih muzejev, Ur.l. RS, Nr. 97/2000, expired 1.3.2008, end of use 1.3.2009*) different museums and galleries, as well as two faculties where the study of archaeology or heritage studies with a strong emphasis on archaeological heritage is currently in the curriculum.

## 2. 3. Number of staff according to age group

### 2. 3.1 Number of staff employed for indefinite time

The figures show an expected pyramidal (normal) curve of staff employed for indefinite time in the organisations included in the survey.

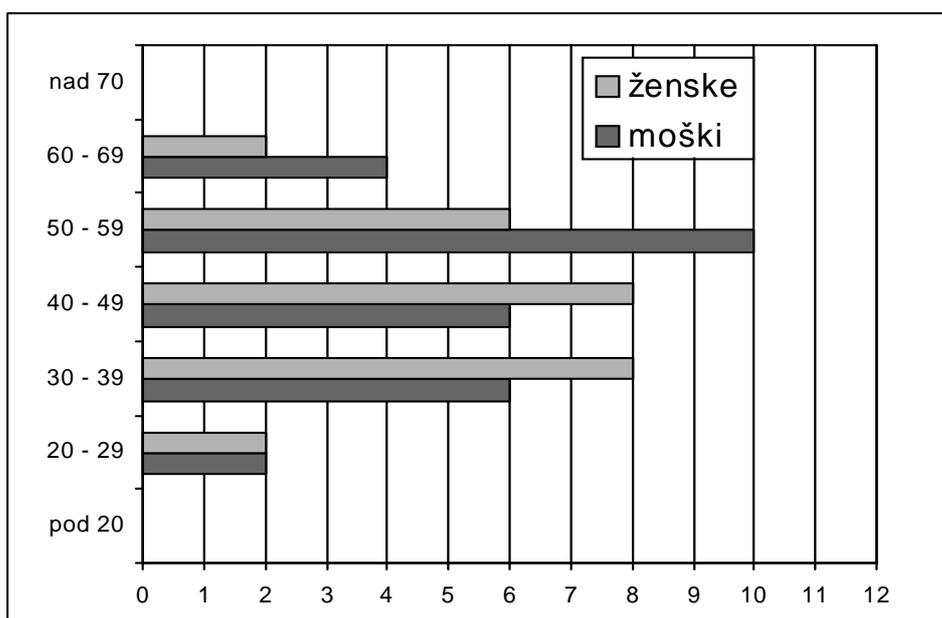


Figure 19. Number, gender and age structure of persons employed for indefinite time.

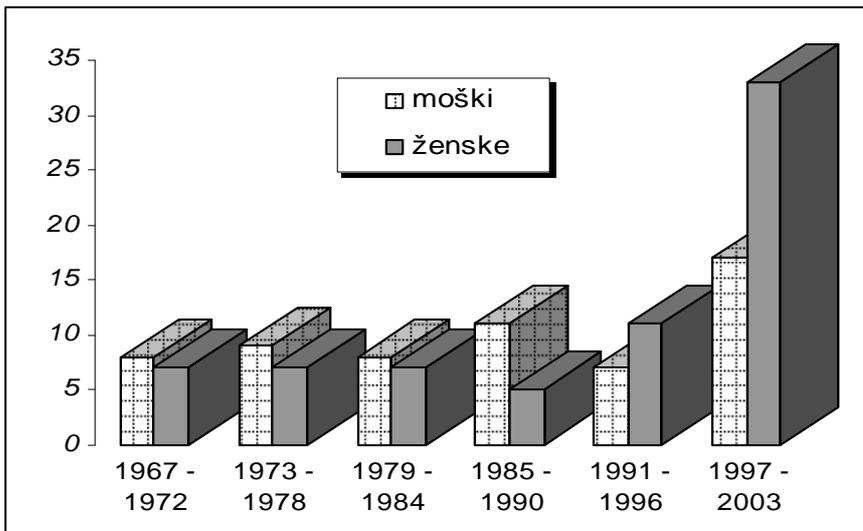
According to absolute figures the gender structure is also levelled, although a noticeable shift can be seen in the employment of both genders between the generations 40–49 and 50–59. This is probably the result of the rise of female archaeology students, also evident among generations below these age groups. In the list of archaeologists employed in 1981<sup>7</sup> 32 men and 24 women were listed, while in 1989<sup>8</sup> 34 men and 36 women were listed.

To illustrate this trend we can also present data on the numbers and gender of archaeology graduates in Slovenia from 1967 to 2003 that continued their professional career in the archaeological field after ending their studies.

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<sup>7</sup> Arheo 1 (1981), 57 – 58 s.

<sup>8</sup> Arheo 8 (1989), 54 – 56 s.



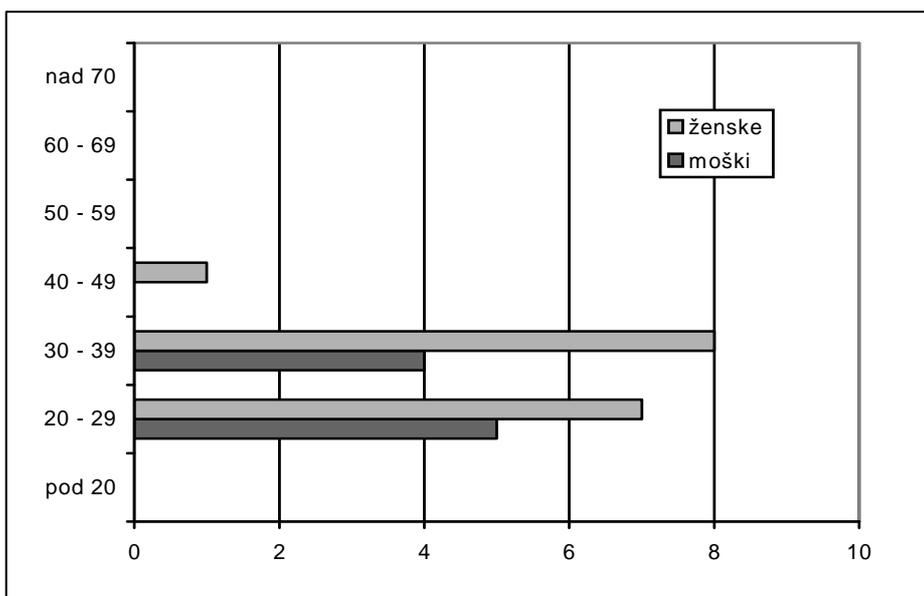
*Figure 20. Number and gender of archaeology graduates at the University of Ljubljana (1967 – 2003), who continued their professional career in archaeology in Slovenia.*

Apart from the rise of female archaeology students' numbers, an increase in the number of female students is also apparent from the 1980s, which remains a lasting trend to this day. For the period before 1980 one can say that despite certain differences in particular periods the numbers of male and female students is levelled.

### 2.3. Number of staff employed for definite time

This figure also clearly shows the expected prevalence of younger employees in posts for definite time.

This population has a distinct female overrepresentation, which is, more or less, an immediate indicator of the female overrepresentation in the student population, especially between the graduates of the last two decades.



*Figure 21. Number, gender and age structure of persons employed for definite time.*

## **2. 4. Personal income**

### *2.4.1. Gross personal income*

13 of the completed questionnaires included information about the personal income. The minimal monthly salary ranges from 400 to 4,127 € gross, where the average salary is 1402.25 €. The maximal monthly salary ranges between 800 and 4,200 €, where the average salary is 2,110.31 €. The lowest salary was recorded by a private person working in archaeological field investigation and the highest salary in the field of education and research.

Due to the large discrepancy between the highest and lowest salary earned, we decided to disregard these two numbers in the calculation

of the average salary, as they significantly influence the average. The average personal income of those employed in archaeology is, therefore, in our estimate minimally 1,255.56 €, maximally 1,893.40 €, reaching an average of 1,609.44 €. This amounts to almost 130 % of the average gross monthly salary in Slovenia in September 2007 (when the survey was conducted).

The latter amounted to 1,259.07 € according to the Statistical office RS<sup>9</sup>. It must be, however, noted that almost all of the polled individuals in the survey had at least a university degree and would on principle belong to higher salary levels, while the average salary in Slovenia also takes into account those with a high-school or elementary school education. According to the data of the Statistical

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<sup>9</sup> [http://www.stat.si/novica\\_prikazi.aspx?id=1258](http://www.stat.si/novica_prikazi.aspx?id=1258)

office RS (www.stat.si) the average monthly gross salary in September 2007 was 2,022.44 € in the university education field (mark M80.303) and 1,449.61 € in the museum and cultural heritage management fields (mark O92.52).

It is also worth noting that the commercial sector has substantially lower salary stability, as the organisations are mainly dependant upon project orders, while most other organisations are funded by the state budget to ensure the salaries of employees.

#### *2.4.2 Salary advantages*

*Which salary advantages does your personal income include?*

The information about the amount of salary advantages was only received for the post profiles of secretary (62 €) and university

professor (200 €), which gives a very incomplete picture. It is thereby worth mentioning that there is considerable disambiguation concerning the term salary advantages (*bonitete*), which do generally not include direct financial additions to the personal income, usually managed by collective agreements and work legislation (e.g. subsidized travel to work expenses, lunch). A very high number of those not responding shows that the majority of employees do not know exactly what salary advantages are and if they receive them. In our estimate, employees do not receive salary advantages, especially not in the public service.

### 2.4.3. Stimulations



*Figure 22. Employees receiving stimulations at work place.*

Commendable is the response to this question about stimulations to the personal income, which was answered in 27 out of the 28 completed questionnaires. Only 3 organisations do not offer stimulations to employees in these posts, among them are 2 privately owned organisations and 1 organisation dealing with cultural heritage counsel and management, which might suggest a lack of insight into the economic operations of public services, as these have stimulation payment schemes defined by national legislation; it is therefore

almost incredible that only one of these public organisations, in this case from the field of cultural heritage counsel and management, would not provide stimulations.

## **2. 5. Number of weekly working hours**

According to the answers, most employees working for indefinite time work full-time, e.g. 40 hours a week, as is determined by the Employment Relationships Act (*Zakonom o delovnih razmerjih; Ur.l. 42/2002*). There are only two exceptions to this number (56 and 42 hours), both in the field of archaeological field investigation.

Only one person is employed in an organisation for indefinite time and part-time, e.g. 13 hours per week. Education is listed as the main activity in this case.

Nobody among the persons employed for definite time is working part-time. Most people working full-time in posts for a definite time work 40 hours per week. There is only one exception, a post, where the person is working 50 hours per week. Their main activity in this post is archaeological field investigation.

## **2.6. Staff qualifications**

Among the individual posts there are differences in the staff qualifications, which was obvious in the completed questionnaires. This points to the fact that post titles are not necessarily defined by the level of education or their main subject, but by the specific work or main tasks performed by those employed in this post. The differences in the qualifications of those employed in a particular post point to the diversity of work tasks with which the employees in these

posts are faced and to the lack of direction by the archaeological profession to set out uniform and internationally comparable post titles in the whole state that would define the qualifications of the employees, as well as their tasks.

According to the completed questionnaires it is almost impossible to say how many people employed in particular post have specific qualifications, whether it be high-school education, a first degree (BA), a Master's degree or a PhD. It was only possible to determine this in posts, where there is only one person employed in a specific post. In general, it can be said that a 4-year high-school is sufficient to work in a post as a technician in archaeological field investigation, as a laboratory technician and in certain instances also the post of conservator. Nevertheless, the people employed in these posts have

mostly studied archaeology and have so inevitably acquired important informal qualifications and skills, although they did not finish their studies.

Most people employed in archaeology have a university degree, almost without exception in archaeology. 1 person has a degree in landscape architecture.

Among those with a Master's degree most studied archaeology. There are only 3 exceptions: a Master's degree in cultural heritage management (acquired in Great Britain, as Slovenia does not have such a study programme), a Master's degree in landscape architecture (acquired in Slovenia) and a Master's degree in a pedagogical programme of history and archaeology (acquired in Slovakia, as Slovenia does not have such a study programme).

All the PhDs are without exception in archaeology and were acquired in Slovenia, with two exceptions. 1 PhD was acquired in Great Britain and 1 in Austria.

Among the additional qualifications one person noted an educational programme in conservation, but did not list the country this qualification was acquired in. Seeing as this sort of study programme does not exist in Slovenia, it is fairly obvious that these qualifications were acquired abroad. One of the completed questionnaires also gave a professional examination as an additional qualification, but this is hardly acceptable in this category, as it is a basic condition for working in the public services for the management and protection of cultural heritage and is determined by the ministry responsible for the field.

Because of the imprecise data from this question an analysis of the educational structure of those employed in archaeology and the educational structure according to specific organisation type will be made further along this survey, in the third part of the questionnaire, regarding the question about individual employee education.

## 2.7. Posts funding

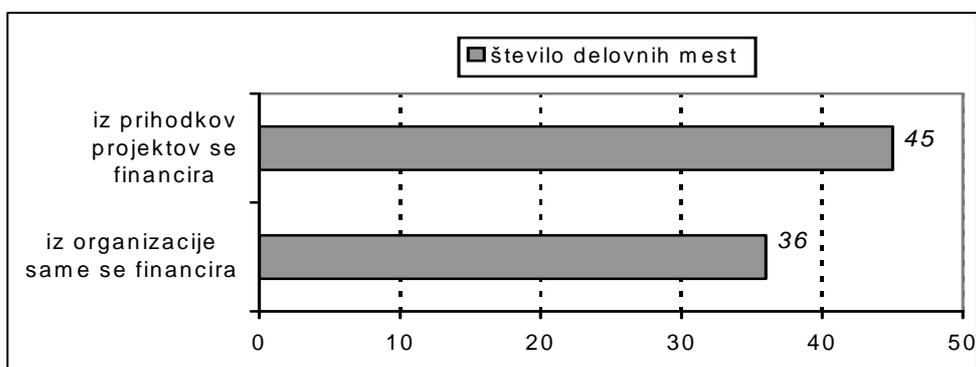


Figure 23. Posts funding.

The results presented in Figure 23 need to be further commented as they do not best represent the actual situation in the archaeological labour market in Slovenia, but only the organisations providing answers to this question. It is obvious that the number of posts funded by projects is much higher. This is a general international trend where public service organisations have rerouted a large part of their activities into project means of funding (national and international application invitations, some projects are also funded by commercial means, especially those of rescue excavations).

Commercial organisations are wholly funded by project means tendered for on the market. Public service organisations sometimes, although not often, tender for projects funded by commercial means,

especially due to the occasionally great demand for archaeological services in preventive and rescue activities.

Considering the data from the database of archaeological organisations and their employees, grasping the whole of Slovenia, according to which 142 archaeologists, other experts and personnel are employed in public institutions, we can estimate that the share of non-project funded posts in public organisations is approx. 70 – 75 %, representing approx. 60 % of all posts in Slovene archaeology. We did not allow for students working through student employment brokerage services in this estimate. The share of these is very hard to estimate, as they only work for a short period of time (up to 1 year or even less), usually in field work, which are principally project funded. While risking a rough estimate and considering all employment types,

we can say that the share of project funded posts is actually over 50 %.

## **2.8. Vacant posts**

There were only two posts that were at some time vacant, the posts of *arheolog (archaeologist)* and *arheolog, logist, tehnik (archaeologist, licistics, technician)*; both posts in commercial organisations and both in the field of archaeological field investigation. All other post profiles did not report any vacant posts with a specific post title.

Except for one, organisations did not have any difficulties in filling the vacant post. The exception mentioned above did not report a vacant post; therefore the answer can be disregarded as irrelevant.

## 2.9. Employment of non-nationals

*Do you employ non-nationals in this post?*

(Answer: NO- 22 (78 %); YES- 6 (22 %).

Persons employed in the 6 posts of the organisations answering positively to this questions needed (and acquired) at least the status of temporary residence in Slovenia and a work permit, as they could not be legally employed without them.

After Slovenia's entry into the EU the labour market has been freed for the nationals of those countries that enable the free employment of Slovene nationals; for EU countries that have introduced transitional periods until the complete freedom of employment for Slovene nationals, Slovenia is enforcing reciprocal measures. Nationals of

other countries must acquire a work permit and arrange their residence in Slovenia (temporary, permanent, work-related travel ...).

The answers given in the questionnaire are persons born, living and gaining at least some life and work experience abroad.

*How many non-nationals do you employ in this post?*

Collectively, organisations reported 8 non-nationals working in their organisations. By adding also foreigners, employed for a period longer than 1 year before 2007 to this number, we arrive at about 10 non-nationals, which is a considerably low percentage of the whole sample determined prior to the survey, approximately 6 %.

According to our list of archaeological institutions and employed archaeologists in Slovenia 3 archaeologists from EU member states

are employed in public institutions for an indefinite or a longer period of time; 1 is from a non-EU country, but had previously gained Slovene citizenship and is employed for indefinite time. In total this is approx. 3 % of all employed archaeologists and other experts in archaeological public institutions.

Reasonably higher is the number of short-term employments of foreigners, especially from Croatia, with private companies implementing vast archaeological field work. Due to the great demand for so-called technicians and unqualified diggers, especially in large-scale motorway projects, between 2000 and 2005 an estimated 10 – 40 foreigners worked in Slovenia for different periods of time, which reached approx. 10 % of all employed in archaeology during this most intensive period of motorway projects.

We can surely conclude that the Slovene archaeological labour market is still relatively restricted to foreigners, especially the public institutions, while the situation is somewhat more open in private companies. The main reason for such a modest share of employed non-nationals are the long and complicated procedure for gaining work permits for non-EU and EU member states in which the job market is still restricted, the language (especially for those of non-Slavic speaking countries), not acknowledging their education, and definitely also a lower income in comparison to most EU member states.

The relatively closed market is also conditioned by the smallness of the archaeological system. Almost all active archaeologists in Slovenia were educated at the University of Ljubljana; most had participated in

projects of their future employers already during their study – very often in their home region – gaining important informal references, a reputation and social network, which strongly contributed to their employment opportunities.

### **2.10. Employment of handicapped persons**

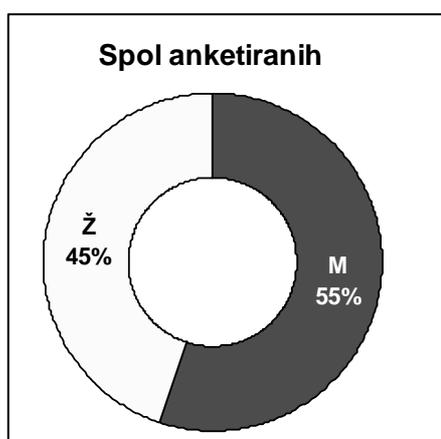
The organisations that answered this question report no handicapped personnel. There was only one exception, where employment of a handicapped person in a post in the field of museum work was reported, but was missing information to the next sub-question regarding the number of handicapped persons in this post.

Apart from this, criticism arose on behalf of this question on account of its alleged discriminatory nature.

### 3. PART: PERSONAL QUESTIONNAIRES

The Personal questionnaires were filled out by individuals working in organisations included in the survey. The questionnaires were anonymous and only include reference information for linking them to a specific organisation in which the individual is employed (organisation code). 54 completed questionnaires were returned to the research team.

#### 3.1. Gender



*Figure 24. Gender of polled individuals.*

On account of 49 completed questionnaires (5 persons did not answer this question) it is evident that the gender structure is quite balanced with only a slight dominance of males. Actually – considering the data from the original database of organisations – the ratio between men and women in Slovene professional archaeology is slightly to the advantage of women (45 % : 55 %). This ratio is primarily due to the last 2 decades.

In 1981<sup>10</sup> 32 male archaeologists and 24 female archaeologists were employed in Slovenia. In 1989<sup>11</sup> the number changed to the advantage of women, as there were 36 female and 34 male archaeologists employed.

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<sup>10</sup> Arheo 1 (1981), 57 – 58 s.

<sup>11</sup> Arheo 8 (1989), 54 – 56 s.

The situation in 2007 is shown in Figure 25 (below).

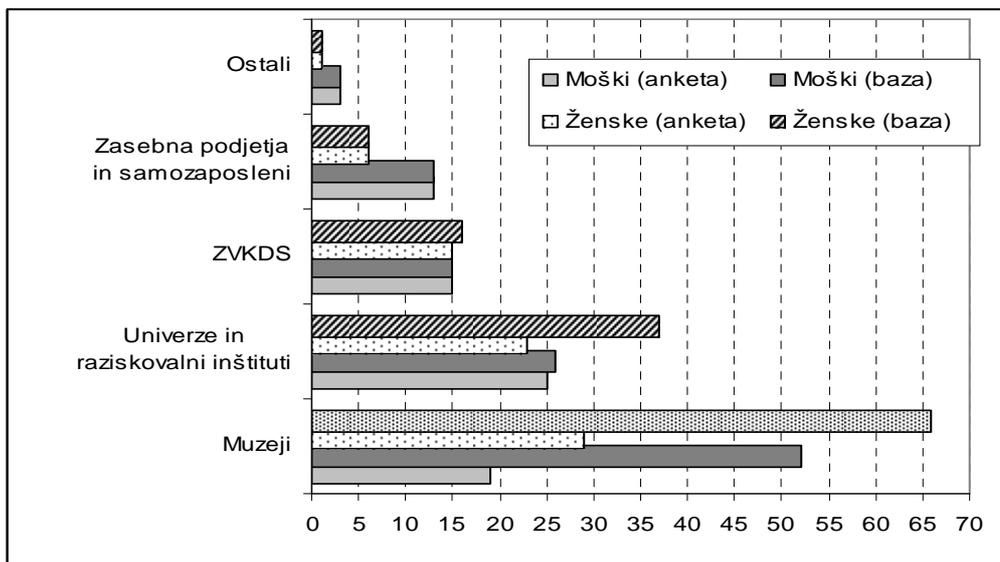


Figure 25. Gender structure of persons employed in archaeology according to organisation category; comparison of results from answered questionnaires and database of organisations (2007).

### 3.2. Post title

The answers to this question shed some light on the post titles in the archaeological profession in Slovenia, which was the main aim of question 1 in Part 2 of the questionnaire, Post profiles.

Table 9 lists all post titles in alphabetical order (only the masculine form is given). The table was modelled after 47 answers, 7 people skipped this question. The table gives the specific post titles the individual persons wrote in their answers. Considering the significant variation of similar or same titles, it is obvious that there is no stable and generally practised terminology.

konservator arheolog
arheolog konservator-priravnik
arheolog
arheolog-dokumentalist
arheolog-tehnik
arheološki fotograf
asistent raziskovalec
asistent
asistent z magisterijem
asistent-raziskovalec
konservator
konservator arheolog
kustos
kustos arheolog/kustos za arheologijo/kustodiat za
kustos dokumentalist
mladi raziskovalec
muzejski strokovni sodelavec-dokumentalist
muzejski svetovalec
muzejski tehnik
predavatelj

projektni sodelavec
raziskovalec
restavrator-konservator
univerzitetni učitelji
visokošolski učitelji
visokošolski učitelji-docent
visokošolski učitelji-profesor
zasebni raziskovalec

Table 9. Post titles as given by employees in questionnaires.

### 3.3 Education

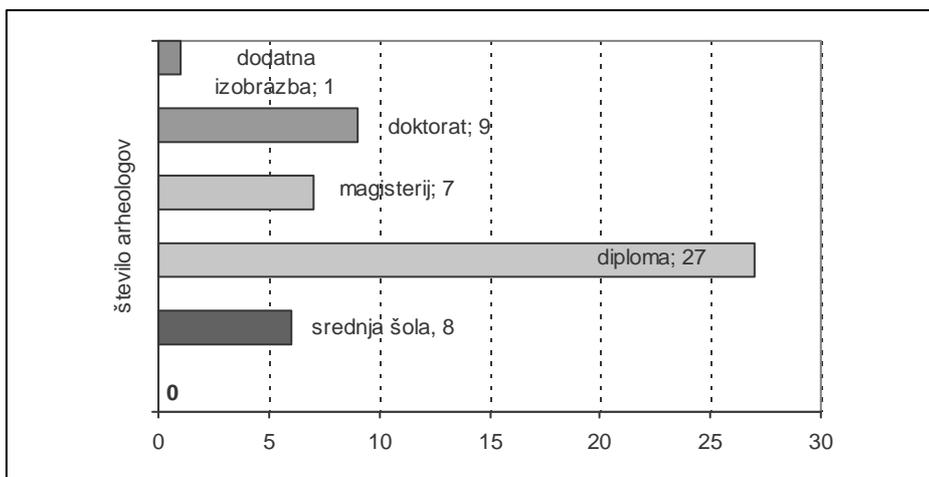


Figure 26. Achieved education of employees questioned (50 answered, 4 did not respond).

The employees were asked to give their highest level of education achieved. We therewith complemented the fragmentary question on

education of individuals employed in specific posts from the 2nd part of the questionnaire, where the incomplete data gave us only a general picture of the educational structure, without any reliable data on the number of persons with a specific qualification.

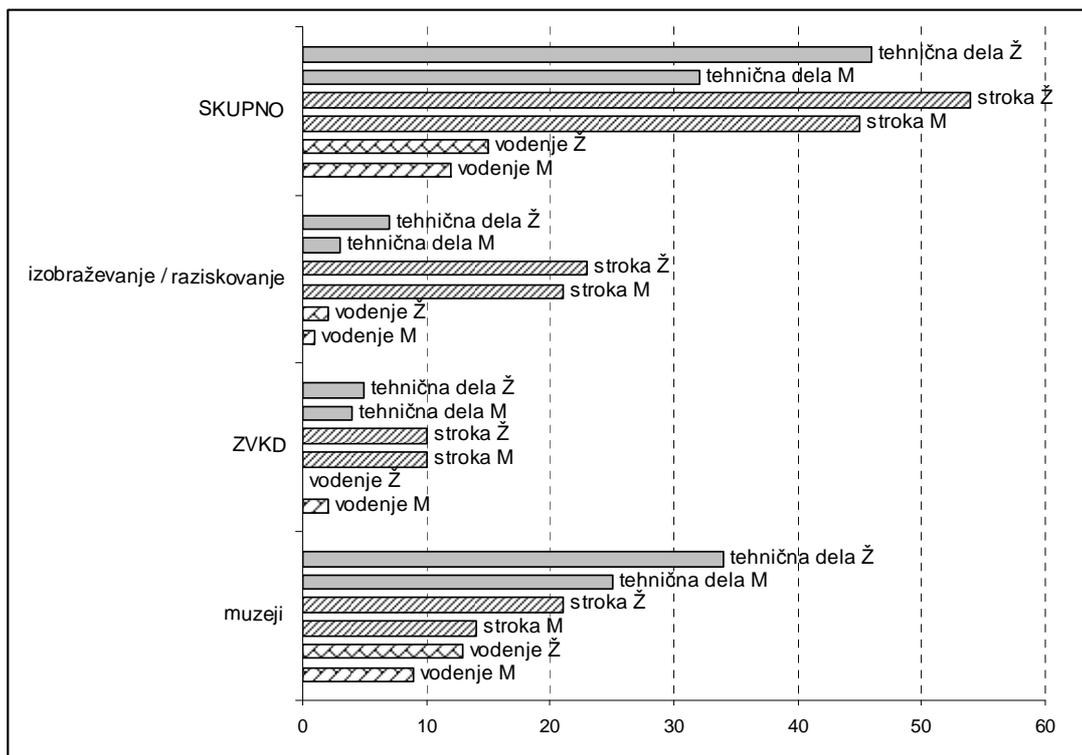
	secondary school	first degree (BA)	Master's degree	PhD	additional qualifications
privately owned companies and self-employed	2	3	2	0	0
museums	3	8	3	2	1
Institute for the protection of cultural heritage	0	8	1	0	0
universities and research institutions	1	8	1	7	0

*Table 10. Education level according to employment organisation.*

It is clearly visible from the table that to be employed in the specialised archaeological field in public institutions a university

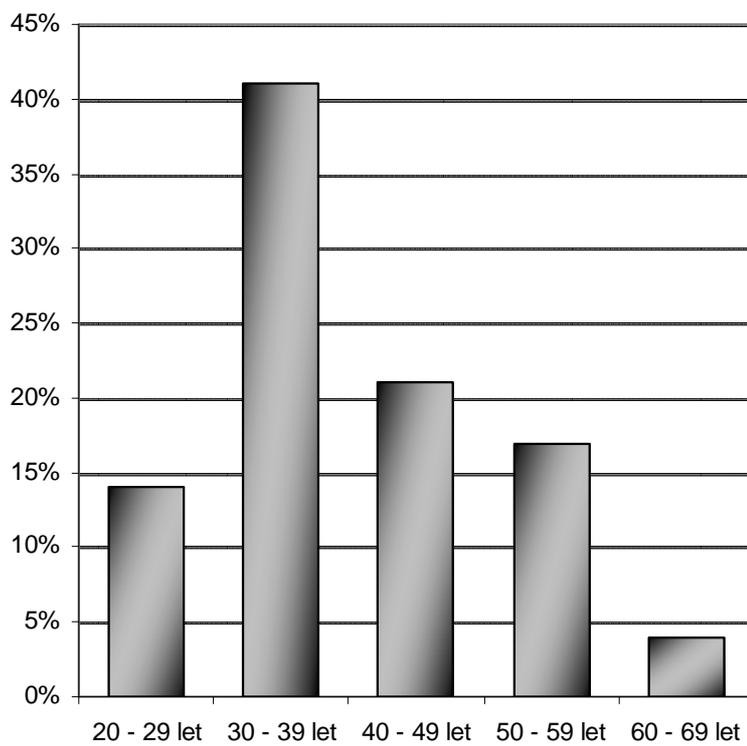
education is mandatory. Lower educational levels enable employment in “support” posts, especially in museums or field investigation projects from privately owned organisations.

From the organisations database we also verified the hierarchy of posts in public organisations according to gender (situation 2007). We looked at three hierarchic levels: leadership level, professional work level (archaeology and related) and the level of technical (support) staff. In all fields and levels the number of women is higher.



*Figure 27. Gender structure according to post hierarchy.*

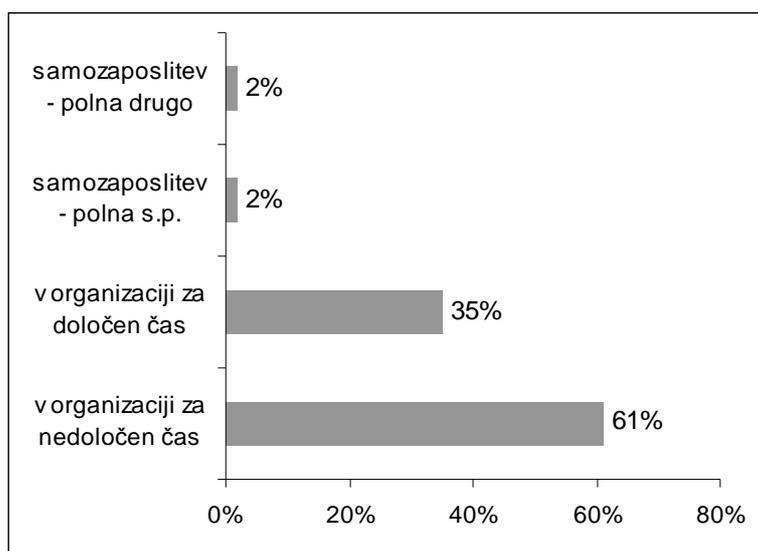
### **3. 4. Age**



*Figure 28. Age distribution of employees (51 responses, 3 did not answer).*

The age curve is quite similar to the general age structure of employees in organisations we had received from the second part of the questionnaire.

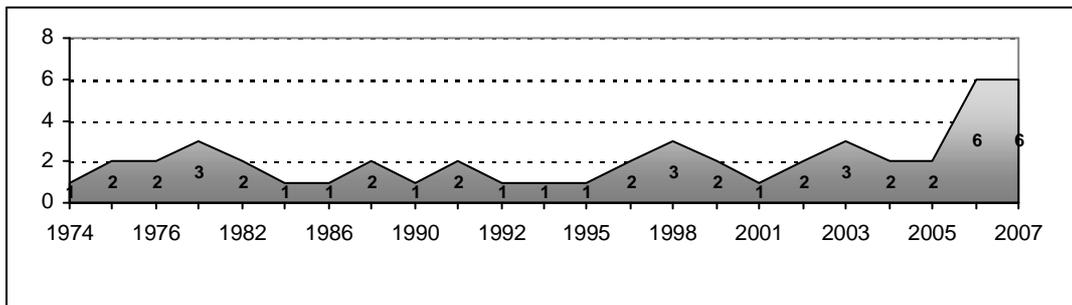
### 3.5. Employment type and length



*Figure 29. Employment type. (51 persons answered this question, 3 persons did not).*

The results of the survey are more or less consistent with the data from the organisation database. As the team did not survey students, this category remained empty.

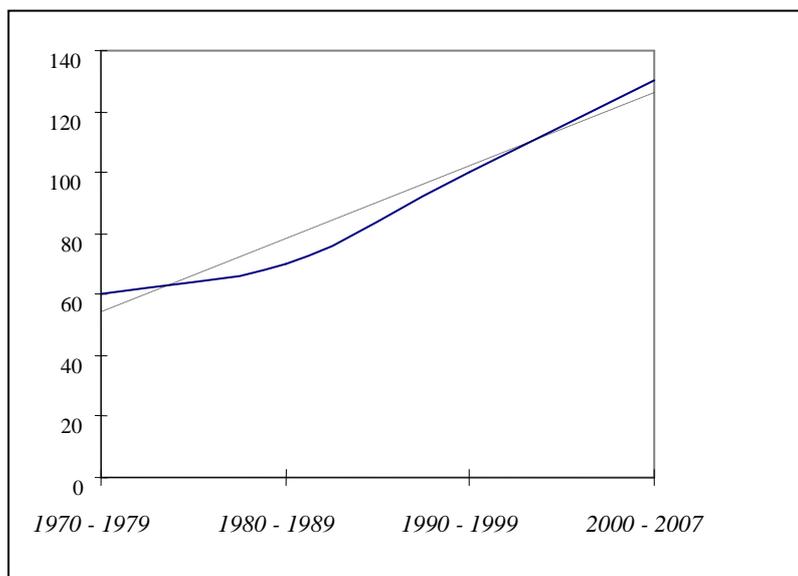
### *3.5.1. Year of employment*



*Figure 30. Year of employment (50 answers, 4 did not respond).*

More than the absolute numbers the results of the questionnaire are telling in that they show a trend of the constant renewal of employment, but also the growth of employment in the last decade.

The actual growth of the number of posts in archaeology is in fact high, if seen through 10-year intervals and is approx. 3 % new posts every year. In the 1990s the annual growth even surpassed 4 % in the 10-year average. In comparison to 1980 the index of post growth in archaeology is between 110 and 120. A large part of the posts in the



last 2 decades  
are definite time  
posts.

*Figure 31. Estimate of the number of employed archaeologists on «archaeological professional» posts only in public institutions (custodian, conservator, researcher, early stage researcher, research assistant, university teacher, university associate) between 1970 and 2007. A linear trend is shown in dashes.*

### 3.5.2. Duration of employment in current post

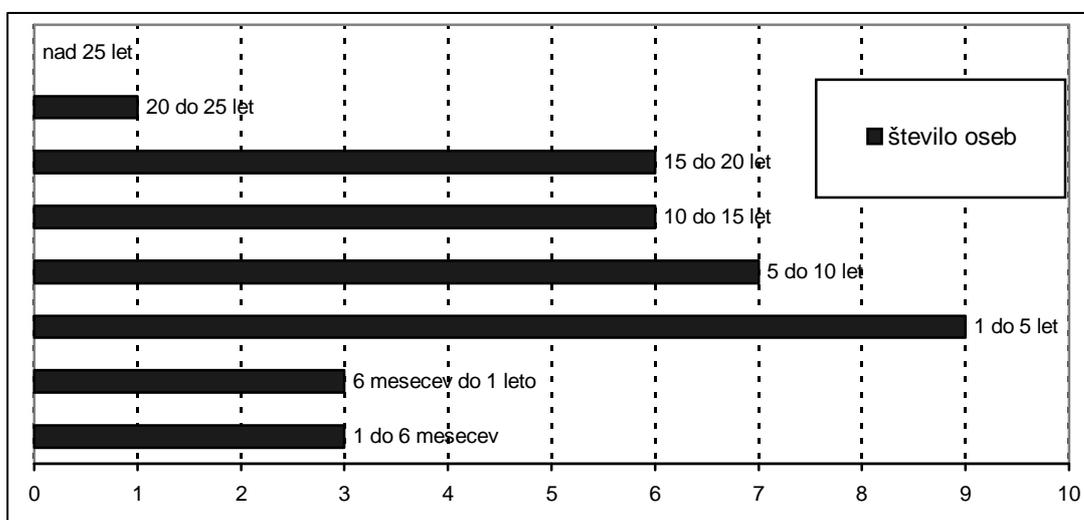


Figure 32. Employment duration.

A constant growth of the number of posts is visible through the years, especially obvious is the significant growth about 20 years ago, which could partly be the consequence of the sample itself; however, at the end of the 1980s we actually notice an increase in the number of employees in public institutions (in 2007 as many archaeologists were employed as in two 5-year periods beforehand (1987–1992; 1992–1997)). Repeatedly questions regarding promotions inside the same organisation were raised and the therewith linked changing of titles, which might give somewhat disfigured information.

### *3.5.3. Overall employment duration*

The significant difference among the answers to this question could be consequent to the fact that many people only took into consideration the promotion into their current title as a promotion

into a separate post; perhaps we can also conclude from the figure that several archaeologists also worked in other disciplines gaining some service years.

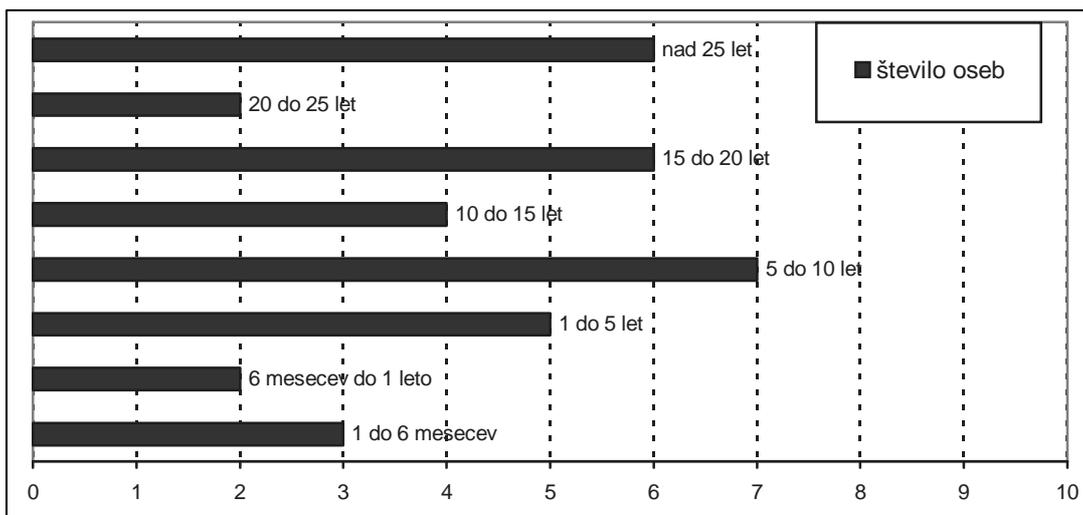
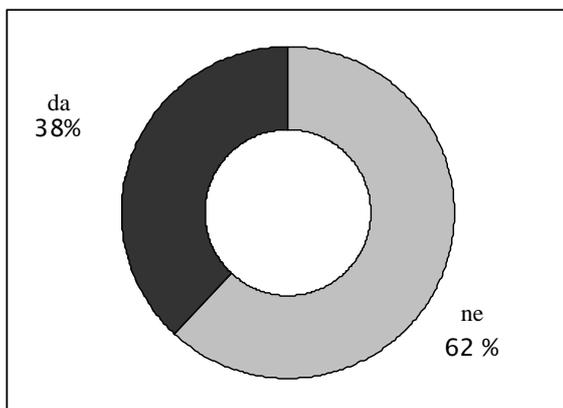


Figure 33. Entire years of service.



### 3.6. Unemployment office

*Figure 34. Share of those registered at Unemployment office (50 responses, 4 not answered).*

From 19 people that answered positively to this question, 16 also gave the duration of their time at the Unemployment office. The longest duration a person was registered as unemployed was 6 years and the shortest 1 month.

*3.6.1. Have you ever been employed in a job that is not directly linked to archaeology?*

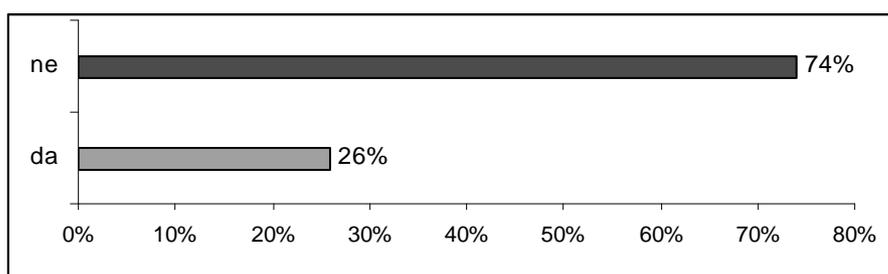
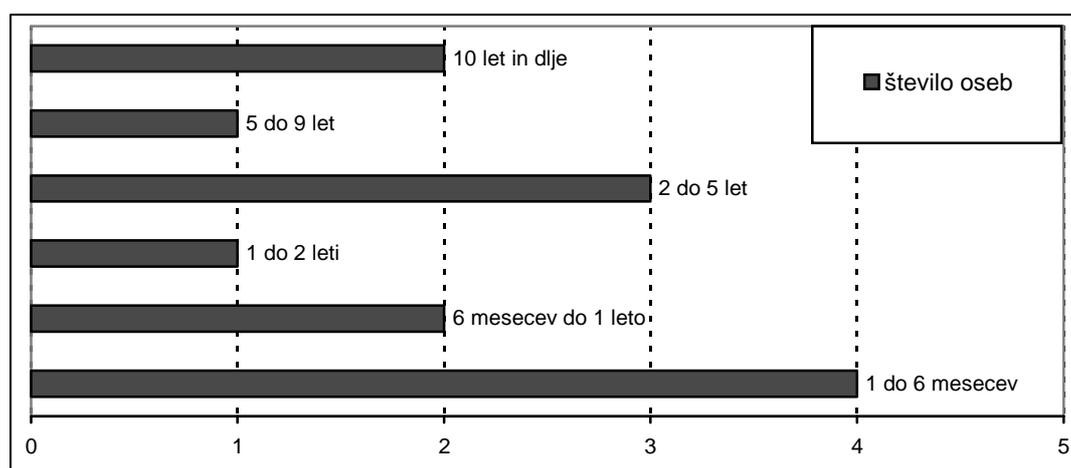


Figure 35. Employment not directly connected with archaeology (50 responses, 4 did not answer).

3.6.2. How long were you employed in a post not directly connected with archaeology and in which professional area?

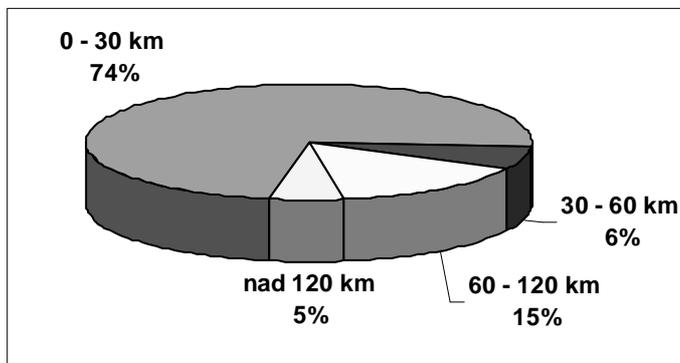


*Figure 36. Length of employment in non-archaeological field.*

The longest two persons were employed in a post not directly connected to archaeology was 10 years, while the shortest employment of this kind lasted for 1 month.

Those that also reported the area of employment, aside from its length, reported following areas: traffic, marketing, advertising industry, administration, aviation, publishing, economy, tourism, machine equipment salesperson, documentalist, teaching, catering industry, work organisation, machine engineering, conservation.

### 3.7. Distance from post and longer absence from home



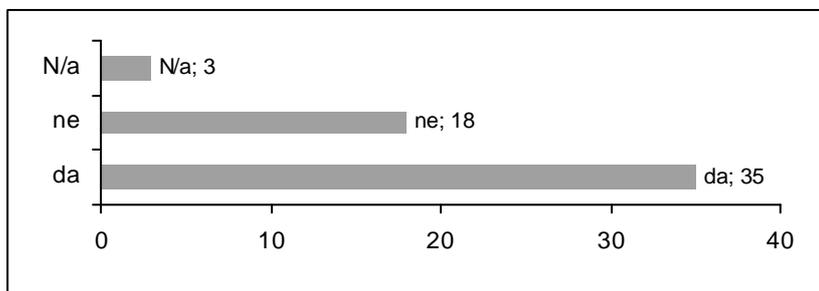
*Figure 37. Distance of post from home (54 responses).*

One of the general characteristics of the Slovene labour market – the weak mobility – is also evident in archaeology. More than 70 % of the people live less than 30 kilometres from their permanent residence.

The longest distance from their permanent residence, more than 120

kilometres, was listed for non-nationals working in the archaeological profession in Slovenia mostly have a temporary residence here.

*3. 7.1 Have you ever been away from home for several weeks (due to work)?*



*Figure 38. Longer absence from home.*

As much as 62.5 % of people employed in archaeology and included in the survey have been absent from home for several weeks due to

work. This number is relatively high and shows a considerable work load, especially in the field of archaeological field investigation and probably also education and training.

### 3.8. Working abroad

#### 3.8.1. Have you ever worked abroad?

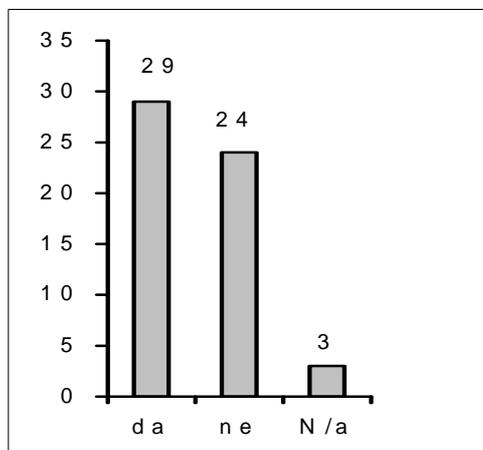


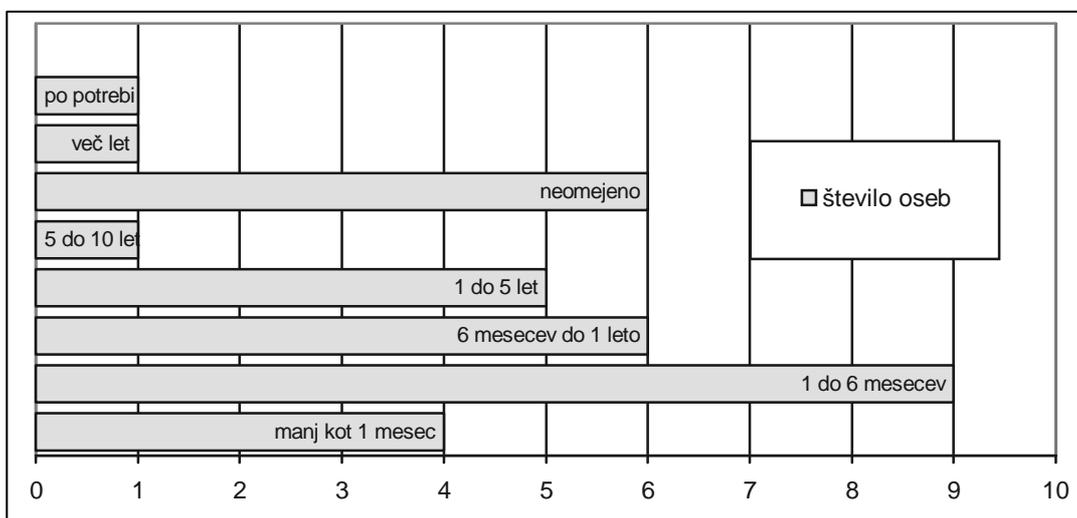
Figure 39. Working abroad.

A relatively high percentage of people having already worked abroad (52 %) is probably the result of a different understanding of this term than was understood by the surveyors. Working abroad should not include single lectures abroad, short-time work on archaeological excavations outside the scope of professor and researcher exchange programmes. Student exchange programmes are also not to be counted, as well as independent visits to archaeological investigations lasting less than one month. Likewise, does working abroad not include work in the former Yugoslavia as this was then our country. Considering this, we feel the number of people having worked abroad should be smaller.

### *3.8.2 Are you willing to work abroad and for how long?*

(Responses to first part of question: 37 YES, 10 NO).

There is principally a significant willingness to work abroad, if given an opportunity to do so. If this is due to discontent with the current employment in Slovenia or if more favourable working conditions are expected abroad or something else is hard to judge. The motives were not questioned.



*Figure 40. How long would you be willing to work abroad?*

A high number of those responding to this question would be willing to work abroad for an unlimited time (18 %). A large majority would be willing to work abroad for up to 1 year, 58 %. There are 2 distinct sides to this question; on the one side are those who would be willing to leave Slovenia indefinitely to work abroad, whereas the other group would only be willing to go abroad for a short period, meaning that they see working abroad as a chance for improving their knowledge and skills, short-term engagement or short-term earning opportunity.

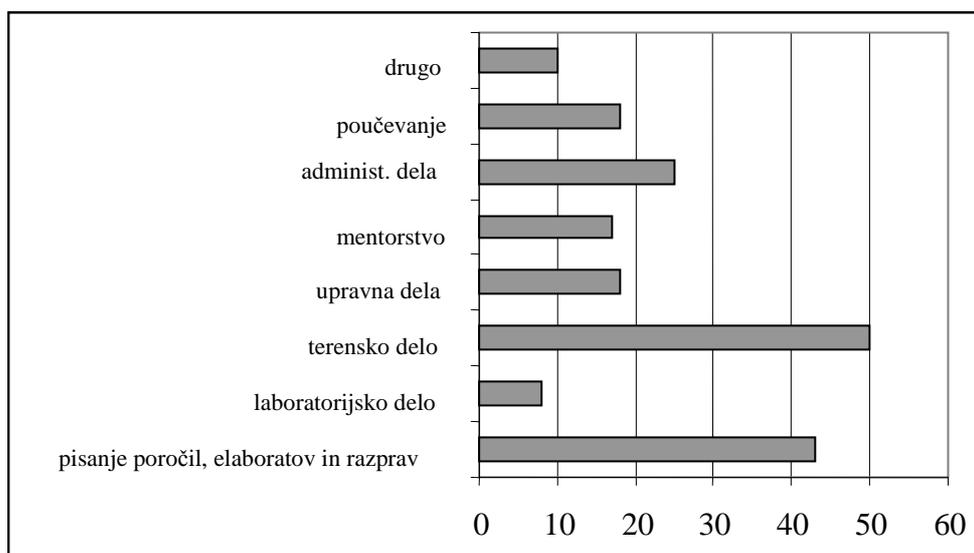
*3.8.3. Which foreign languages do you speak?*

	actively	passively
English	39	14
German	20	20
Italian	11	16
French	6	9
Spanish	1	3
Croatian/Serbian/Bosnian	37	12
Other	6	4

*Table 10. Foreign language skills.*

The results to this question are not surprising. Due to the mandatory learning of English as a first foreign language in primary schools (where English is not substituted by neighbouring languages due to closeness, historical and ethnical contexts), the percentage of those actively speaking English is very high and even complemented by the percentage of those speaking English passively. Expectedly, the languages of the former joint country, Croatian, Serbian and Bosnian

are in second place, primarily due to the age structure of those employed in archaeology; most are older than 25, meaning that they were schooled in a period when Serbo-Croatian was still obligatory in Yugoslavian schools. In third and fourth place German and Italian follow, strongly conditioned by the distance from, i.e. the region from which those questioned stem, not only because of the close proximity of the Italian or German speaking countries, but primarily because of scientific traditions.



3.9.

Work  
tasks

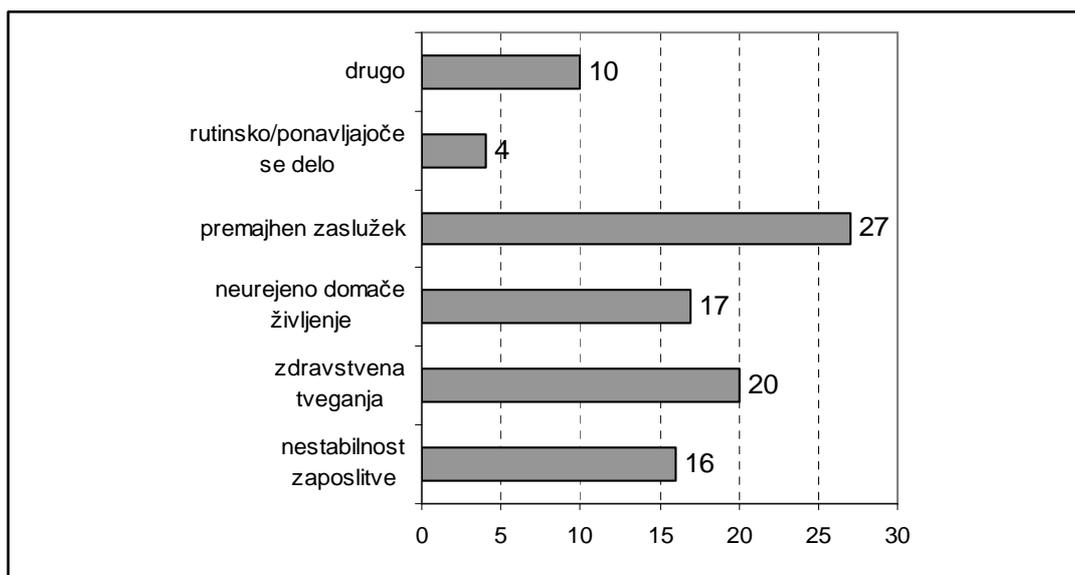
*Figure 41. Work tasks. (54 answers).*

Over 90 % of those questioned report field work as one of their work tasks. This is partly consequent to the already mentioned situation with the building of the motorway cross in Slovenia, due to which the

load of the archaeological profession with field work was so much greater than in previous years. Writing reports, expert's detailed reports and discussions follows with 80 %, partly linked to the large burdening with field work and, simultaneously, also the demands of the research and educational spheres for constant research to ensure the quality of research work and higher education studies. A good 45 % of those questioned reported administrative work as one of their work tasks, only a slightly lesser share (approx. 30 %) reported managerial tasks, mentoring and teaching as their work tasks. In our opinion the responses to this question show a high degree of burdening of the archaeologists in Slovenia, who are compelled to work in different, also administrative and managerial fields, which limit the time they could be spending for specialised work tasks. The

work of an archaeologist in Slovenia can thereby be characterised as heterogeneous and often demanding a wider selection of knowledge and skills in comparison to other disciplines, especially in humanities, more versatility and adaptability, demanded also by the labour market with various work loads and constant training needs in specialised, technical, economical, administrative and managerial skills.

### 3.10. Drawbacks



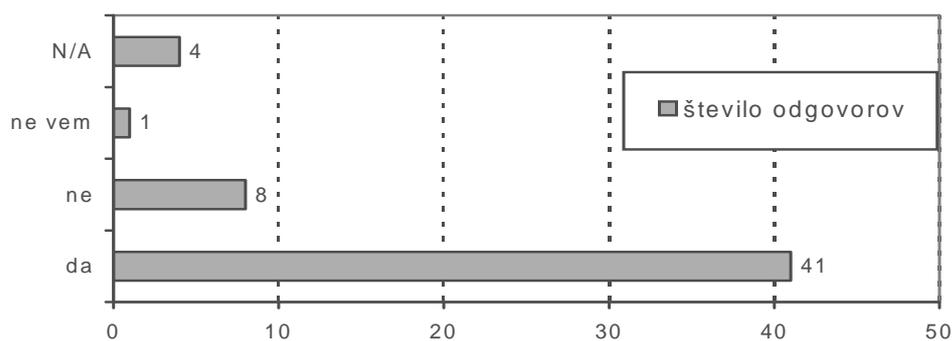
*Figure 42. Drawbacks. (48 answers, 6 did not respond).*

More than half of those responding feel the main drawback of their work is the low income, shown already by the situation of personal income of archaeologists, which is higher than the average wage in Slovenia, but their educational level is also much higher; additionally, we need to consider the specific traits of archaeological work, as more than 60 % acknowledged that they had been absent from home for several weeks due to work. Health risks of frequent field work also need to be considered, as also health risks because of laboratory

work with dangerous chemicals, often monotone, long-lasting standing or sitting in poor weather conditions (8 %) etc. The health risks of the archaeological profession take up the second place in the respondents' opinion with more than 40 %. From all the above given reasons it is not surprising that a disorderly domestic life is among the worst drawbacks (35 %). Especially those working for definite time and those working in the private sector also feel a considerable fear of the future, to a large extent a consequence of instable employment (33 %), an reflexion of the market orientation of all disciplines, even archaeology.

### **3.11. Willingness to work at home**

#### *3.11.1. Are you willing to work at home?*



*Figure 43. Willingness to work at home.*

*3.11.2. Could you do all of your work from home?*

No-one among the respondents feels they could do their work at home entirely.

*3.11.3. Could you do part of your work from home?*

44 respondents feel they could do part of their work at home, while 8 believe the opposite. Amongst those that answered negatively to this

question are primarily persons working in archaeological field investigation, while those that feel could work partly from home are mostly employed in educational and research institutions.

### **3.12. Affiliation to foreign and domestic professional organisations?**

22 respondents listed affiliation to a foreign professional organisation. Among the mentioned professional organisations are: European Association of Archaeologists (8), ICOM (7), Croatian Archaeological Association (4), RCRF (2), Aerial Archaeology Research Group (2), ILA, AIHA, Serbian Archaeological Association, AAD, MAD, ASMOSIA, AIEMA; AIAC, Castrum bene, Instrumentum.

35 respondents are members of national professional organisations. Among them the Slovene Archaeological Association is top as the

central association of Slovene archaeologists; 31 out of 35 respondents being members of this organisation. Amongst other national professional organisations are also: Slovene Conservational Association with 6 members, Slovene Museum Association with 7 members, Slovene Restoration Association with 1 member and Historical Association of Ljubljana with 1 member.

### 3.13. Work during study period

#### 3.13.1. *Did you work in the archaeological field during your studies?*

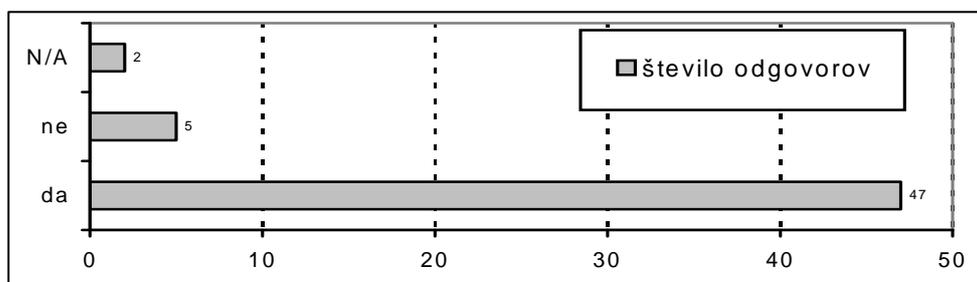


Figure 44. Work in professional field during studies.

A vast majority of respondents had gained a lot of experience working in the archaeological field during their studies. We assume that in the majority of cases the work involved was archaeological field investigation, where the needs for work force at least partly acquainted with the problems and specifics of archaeological work are greatest. It is especially worth noting that the unique system of student work through student employment brokerage services is largely responsible for enabling these work opportunities, as student

work is much cheaper than regular definite time employment,  
authorial contracts or work contracts.

### 3.13.2. How long?

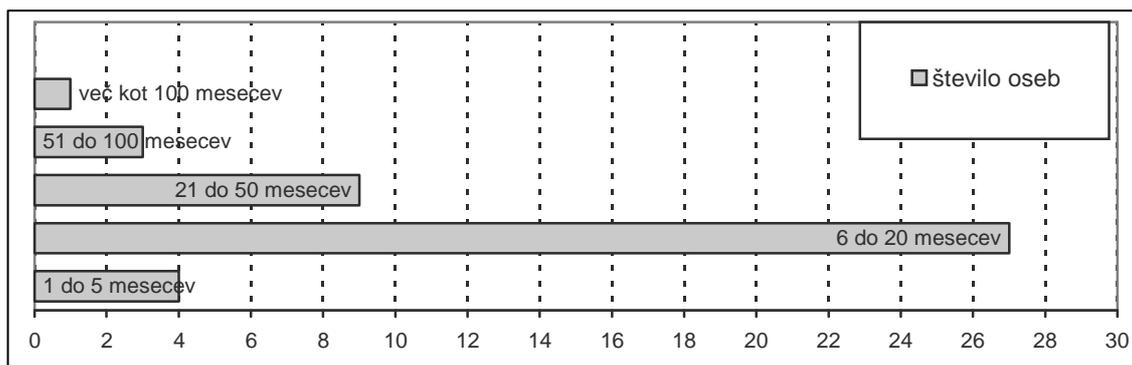


Figure 45. Length of work during study.

It is understandable that most respondents worked for 6 to 50 months during their study. This was also to some extent enabled by the study system, as the status of student, needed to work through a

student employment brokerage service, can be easily gained by meeting one's commitments for the current study year, and likewise there were no limitations to the number of years one could repeat a class or pay for study commitments after the end of a particular number of years.

### **3.14. Employment**

*3.14.1 Where do you see employment opportunities in your professional field?*

Among the responses are the following groups of activities:

archaeological field work and research	6
rescue works	1
field work	2
research work	3
post-excavation works	9
digital and illustrative treatment of material and	1
specialist/documentation field works	1

management and conservation of archaeological finds and	1
post-excavation works	2
cultural heritage management	4
project work	4
international/national research projects	1
project work	3
cultural heritage organisations	31
organisations	1
self-employment	2
institutes	3
private persons	3
Institute units	7
university	7
museums	8
tourism and marketing	13
cultural heritage marketing	3
archaeotourism	4
tourism	6
pedagogical work and promotion	14
lecturer for the problems of archaeological cultural heritage	1
popularisation of science (media)	1
wider cultural area	1
passtime activities	1
guide through international exhibitions and museums	1
education	3
pedagogical work	3
cultural heritage promotion	3
other	4

administrative work	1
working in collections	1
local/municipal administration	1
spatial planning	1

*Table 11. Professional field employment opportunities.*

*3.14.2 Would you be prepared to provide personal or additional funds for such employment?*

A total of 39 responses was received, with 15 people not answering this question. 25 respondents would provide personal or additional resources for such employment, while 3 would not; 11 were not sure how to answer this question. We cannot conclude, whether the high percentage of positive answers to this question is based on a very theoretical trait of this question, where we cannot arise from the

actual willingness of the respondents to act, but a basic agreement with such action.

### 3.14.3. Do you have children?

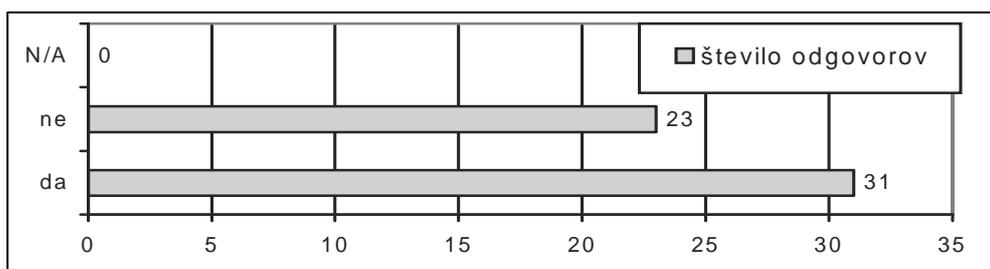


Figure 46. Respondents with/without children.

One can notice a high percentage of those without children.

According to the answers to previous questions and considering the general trend of deciding to have children quite late in the Slovene

population, especially amongst the highly educated, one can say that Slovene archaeologists are very overburdened with their work tasks and the accordingly low income, which is not in proportion with the high qualifications of these individuals and the time they spend working. It is somewhat surprising that among those without children there are more men than women, as one would expect more women to denounce children on behalf of careers in archaeology, due to the intensity of the work and work burdens. Obviously, the social situation in Slovenia, also for those employed in archaeology, is still favourable for women, as it enables them to have a family life despite very high work loads also outside the regular workday. Yet, it cannot be overlooked that the majority is employed in the public sector, where employee rights are more respected.

3.14.4. *If you have children, how many do you have?*

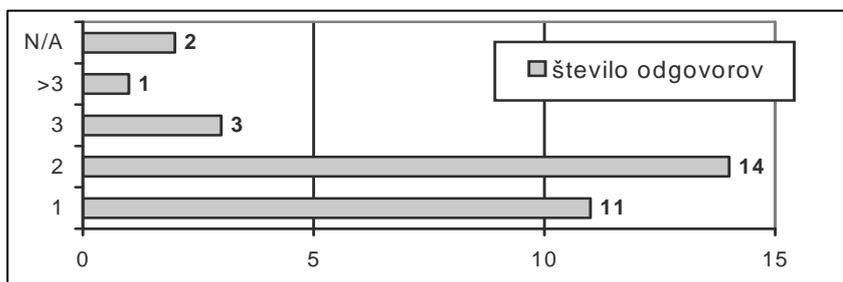


Figure 47. *Number of children.*

The results are in accord with the long-lasting average of children per family (between 1 and 2).

## CONCLUSION

For the interpretation of the results of the survey it seems necessary to add some more explanations regarding the nature of the Slovene archaeological professional system. With this term we denote the entire archaeological professional structure and practice, as well as all active professional participants, irrespective of their specialisation, professional orientation or institutional affiliation.

In first place, the fact needs to be pointed out that this is quite a small professional system according to the number of people partaking in it (150 – 200 active archaeological professionals). In comparison with other professional system at the national level, the archaeological system is one of the smallest regarding the number of active professionals, while at the same time having a quite high social

responsibility and demanding tasks, especially in the field of spatial planning, development of cultural virtues, cultural heritage management and placing of knowledge.

The archaeological professional system is thereby constituted by a relatively small group of mostly university educated specialists with a strong history of mutual relations and joint experiences, where the main differences are more generational than professionally.

Such a small number on the one hand represents a somewhat serious problem for the specialisation and division of work and, not lastly, also for the development of professional relations and standards, while on the other hand it enables, precisely because of that, a high flexibility and adaptability. The former is also the result of intensive informal communication between archaeologists.

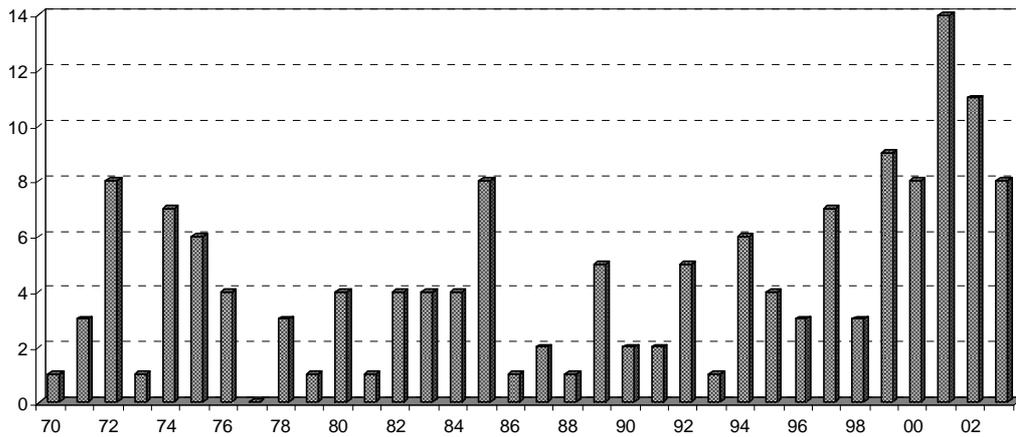
An important trait of flexibility, originating from such a structure of the archaeological discipline's system is the capability of very quick change in certain sectors of archaeological work and practise, which can be successfully incited and lead by a small group of individuals, in extreme cases even one single person that has enough leverage for the placement of a change into the system at a certain time point. A good example of such a successful reaction of the archaeological professional system and consequently also a formal (and informal) reorganisation of archaeology and its practices is by all means the founding of the Group for motorway archaeology of Slovenia (SAAS) and its year-long coordination of the »motorway« project. Statistical analyses of such a small population do not necessarily reveal clear trends or patterns.

In keeping with the Central European and also socialist tradition, cultural heritage as a public asset is the domain of state and other public institutions, which has meant in Slovenia that practically all archaeological activity (museum, conservation, education and research) has been funded from state budget or other public funds until the beginning of the 1990, when the socialist system was abolished.

Principally, the problem was not that some private persons and self-employed could not have been founded; actually some rare individuals had ensured part of their career and existence through different forms of self-employment through authorial contracts etc., already in the 1970s and 1980s The Yugoslavian variety of socialism surely enabled small private companies and Slovenia was one of the

most developed countries among the Yugoslav republics in the number and branching of private persons. The reason lay somewhere else – in the opinion that cultural heritage is an asset for which the state with its institutions should provide.

There were also no »demographical« pressures to create a market for cultural heritage services. For several decades, almost until the end of the 1990s, the number of archaeology students was very low, between 10 and 20 students enrolled in the first year; the annual average of graduates between 1968 and 1998 was 3,5. A real “explosion” took place in the last 10 years, when the number of graduates quadrupled annually and exceeded the overall number of all graduates from 1968 until 1998.



*Figure 48. Distribution of degrees according to years (1970– 2003).*

Such a small increase in new specialists during the period from the 1960s to the 1990s meant a very high employment rate of archaeologists during this time. Almost all wanting to pursue a career in archaeology after their graduation relatively quickly received

employment for a longer or shorter period and were eventually employed for indefinite time, most often in Ljubljana, where they studied, or in their home region. Not seldom it happened that students had already for some time worked in archaeological institutions in their region prior to their graduating, and so the post was "kept open" until they graduated. Informal references, experience, cooperation with a certain archaeological organisation and also the acquaintance with local archaeology were often very important factors contributing to employment. This was also one of the important reasons the average length of study was 8 years. The system evolved in this way without major crises in the employment field; a very small number of graduates constantly occupied vacant

posts or newly vacant posts with the founding of new public organisations or new posts in existing organisations.

It also needs to be added that the archaeological labour market in former Yugoslavia was distinctly closed and restricted to individual republics. Although there were no formal restrictions to employing Yugoslav citizens from other republics, almost exclusively archaeologists educated in Slovenia worked in Slovenia, and the same was true for all other Yugoslav republics.

The main weakness of such a system was its considerable limitedness to the type and extent of existing practices in the archaeological profession and a very small capacity for widening work tasks. In other words, due to the limited number of professionals, even so intensively burdened with ordinary work tasks and commitments, it was almost

impossible to plan new strategies and projects, especially those that would demand new and quite higher numbers of qualified work force. This was simply not existent, and also internal leverages that could remedy the situation in this field, were too weak and too dispersed in different areas. .

That is exactly why the motorway project was so important for the future development of the archaeological discipline in Slovenia. It catalysed a new situation, when not only the integration of the entire archaeological profession was needed, but also a string of deliberations and concept novelties in different fields of work (also in the business area and the labour market) to suitably respond to this challenge.

For our survey the key principles, incited by the “motorway”

archaeology were the following:

- a distinct increase in the work and employment rate, actually a growth in size,
- appearance and successful application of new work tasks (i.e. work niches),
- novel forms of professional organisations (private companies, self-employed, project employment, economical behaviour of organisations).
- changed social status and appearance of archaeology; from the appearance of a “boutique and exotic” discipline, less known and less relevant for development, to a “serious”

discipline, able to manipulate substantial funds and infrastructure,

- distinct technological advances (private companies are becoming the bearers of development in field archaeology).
- employment of non-nationals.

All these changes would have come eventually, but the motorway project strongly accelerated development in this direction. The advancement of the archaeological profession was also accelerated by other fields, not only large-scale spatial investments. Slovenia is in first place among the EU members accepted to the Union after 2005 according to gross domestic product, at present it is approx. 25.000 USD (per capita), somewhere between Portugal and Greece, i.e. somewhere around 30th place in the world. A decade ago the GDP

was almost three times smaller. Such economical advancement had to also manifest itself in the development of the public sector, covering most of archaeology.

Today we could say that Slovene archaeology is in the phase of maturity and stability in the last two to three years, following the period of rapid development, appearance of new forms of work organisation and the remodelling of old ones. The motorway project, an exceptional development generator in several fields, is coming to an end and the intensity of works is diminishing. However, the spatial interventions are almost no smaller, still generating a great demand for archaeological work. Yet, this time the Slovene archaeological profession – armed with experience from the last decade – is much

better prepared and capable of negotiating as a competent partner also in the business area.

As one of the most logical directions of broadening work and development in the last years European projects (at home and abroad) can be seen. Since Slovenia has become an EU member, considerable means from European funds have become available. Currently, universities and some national organisations from the field of cultural heritage protection are most successful in this area, while private companies and a large majority of regional and local organisations have not tapped in to this resource. Reasons for this should most probably be sought in poor information, poor knowledge of practices for applying for European tenders, a weak international networking (numerous tenders demand the formation of a partnership structure

from several countries), but also the lack of knowledge how to design and place attractive programmes. In our estimate there are still more reserves in this area.

Finally, some words on another trait of professional organisations: It is characteristic of Slovene archaeology to have previously acted outwards, facing other social groups and structures, as a »guild« – researching and preserving a specific kind of cultural heritage. An important role in this »guild« identity formation is the Slovene Archaeological Association (Slovensko arheološko društvo, SAD), a non-governmental association of most professional archaeologists. In the past, approximately to the mid-1980s, the Association was only active in the field of coordinating archaeological activities, as it was the only transnational organisation combining archaeologists,

irrespective of the institution in which they were employed. Such a function of the Association was greatly contributed by the fact that there was no real specialisation, i.e. shaping of individual specialised or interest groups of archaeologists in Slovenia until the end of the 1980s, and most Slovene archaeologists actually worked in various fields of archaeology. One of the important characteristics of such a »guild« organisation and identity was the ability to rapidly mobilize people to rescue endangered archaeological heritage, where the financial viewpoints were mostly not in forefront for the participants. In many cases this was a sort of »shock working« with a lot of unpaid or poorly paid work, very poor safeguarding and protection at work, longer absences from home etc.

Today the meaning and role of the Association have diminished. The reason for this lies in the different agendas of particular institutions or institutional networks, priorities for the archaeologists employed there, which are mostly very hard to bring into line. The reason is also in the considerably diminished financial means of the Association's budget. In the 1970s and 1980s the Association was actively participating in various publishing projects, Slovene and Yugoslavian, it organised regular scientific meetings, professional and educational conferences etc., which has now almost entirely vanished and the Association is increasingly becoming a semi-formal social gathering and communication place for professional archaeologists. Such a genesis is entirely logical and SAD is more or less successfully managing this task.

Due to the »guild« nature of the outward presentation of archaeologists, it is possible that it somehow came to neglect certain other forms of organising professional archaeologists – syndicates, as opposed to employers. Several archaeologists might well be syndicate members, but these are usually very extensive syndicate networks negotiating with the government and major employers. What is lacking is a certain form of syndicate organisation inside the archaeological or at least the cultural–heritage discipline. Such ideas are arising primarily among so-called field archaeologists in recent times, who, due to difficult working conditions, relatively low income, lack of standards and rules in several areas in which they work (especially the area of providing loyal competition), wish to improve their situation. For now, the main obstacles in their way are, in our

opinion, a relative scarcity of longer-period employees and dispersion.

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The present survey of the Slovene archaeological labour market is the first such attempt of recognizing and understanding the conditions, circumstances and protagonists that shape this market. It is no coincidence that such a survey is appearing at the exact time and circumstances, when Slovene archaeology is at a transition into a modern professional discipline, when the first clear elements and relations of such a market have actually been shaped. Beforehand, such a survey would have hardly made sense. Still, there are yet more steps to be done in order to achieve a suitable environment and relations for the successful operation of the system of archaeological

profession. In the context of our survey, these are primarily the shaping of an effective quality control system and the final definition of minimal adequate conditions for work and payment in the field archaeology sphere.

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