



Discovering the Archaeologists of Bosnia & Herzegovina 2012-14

Andrew Lawler

Cultural Heritage without Borders

Published by Cultural Heritage without Borders 2014



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ASSOCIAÇÃO PROFISSIONAL DE ARQUEÓLOGOS



Faculty of History and Philosophy



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Author: Andrew Lawler

Publisher: The Foundation Cultural Heritage without Borders / Fondacija kulturno naslijeđe bez granica,
2014 (Radiceva 17, 71 000 Sarajevo, B&H)

Printing: Likograf (Zenički potok 4a, 71120 Sarajevo, B&H)

Circulation: 50 copies

ISBN 978-9958-1915-1-0

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

Acknowledgements

WITH THANKS TO:

Connor McDermott, University College Dublin, for the cover design and permission to reproduce it.

Mike Davies, Freelance Graphic Designer, Swansea, United Kingdom, for the design of the 'Discovering the Archaeologists of Europe' logo.

The following individuals for providing additional information on archaeology within Bosnia & Herzegovina through personal correspondence:

Senad Filipović, Archaeology student, University of Mostar

Ian Hanson, Deputy Director of Forensic Science for Archaeology and Anthropology, International Commission on Missing Persons

Halid Lepad, Intern, Cultural Heritage without Borders, Sarajevo

Ana Marić, Curator of Numismatics, National Museum, Sarajevo

Ivana Pandžić, Curator for Archaeology, Muzej Republike Srpske, Banja Luka

Ljiljana Parežanin, Senior Associate, Republican Institute for the Protection of Culturo-Historical and Natural Heritage of the Republika Srpska, Banja Luka

Bernarda Teklić, Archaeologist, Institute for Monument Protection, Federal Ministry of Culture and Sports of the Federation of Bosnia & Herzegovina

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1. Introduction

1.1. Origins of this Project

The 2006-08 project *Discovering the Archaeologists of Europe: Profiling the Profession* was undertaken in 12 EU Member States, in an attempt to assess and compare labour trends within the archaeological profession. The project was supported by the European Association of Archaeologists, and funding was obtained from the Leonardo da Vinci Funding Programme of the European Commission. These reports were compiled through the gathering of information via questionnaires specific to each participating country, and the presentation of the data collected. After completion of the reports, a Transnational Report (2009)¹, outlining key trends and differences within the profession across the EU Member States profiled, was published.

Following this, the author undertook research as part of his MA Thesis at KU Leuven, Belgium, in the 2009-10 academic year, which led to the publication of the report *Discovering the Archaeologists of Europe: Bosnia-Herzegovina*.

This report is part of the 2012-14 project *Discovering the Archaeologists of Europe 2014*, which is part-funded by the European Commission Lifelong Learning Programme.

The war of 1992-95 devastated many of Bosnia & Herzegovina's cultural and academic institutions and facilities, which are only now beginning to recover. Due to this, and its desire for EU accession, the country is undergoing rapid transformations. This report aims to profile the small archaeological community of the country in order to provide comparable data to the 2009-10 report. The changes evident will hopefully inform policy makers in regard to the directions the cultural heritage (and, more specifically, archaeological) sector in the country is heading.

It has often been mentioned that numerous political and bureaucratic factors, commonly stemming from the complex Constitution imposed on the country by the 1995 Dayton Agreement, can be seen to hinder the state's heritage sector, which has been left seriously underfunded. The 2009-10 report focused on positive signs of change; in October 2008, Bosnia & Herzegovina became a signatory to the European Convention on the Protection of the Archaeological Heritage (Valletta Treaty), although it had yet to ratify it, and in the 2008-09 academic year, Bosnia & Herzegovina opened its first dedicated archaeology department (although second undergraduate degree programme) in the Philosophy Faculty of the University of Sarajevo. Since this time, Bosnia & Herzegovina has ratified the Valletta Treaty (in October 2010), and the first generations of archaeologists have begun to enter the labour market from both Sarajevo and Mostar

¹ http://www.discovering-archaeologists.eu/DISCO_Transnational_Report.pdf

(whose course predates Sarajevo, having begun in 2004-05). However, as has been well-reported in international media²³⁴⁵, the National Museum – the country’s largest employer of archaeologists – closed in October 2012 due to legal complexities (detailed in Chapter 2.2), and will remain closed for the foreseeable future. The effect of this – particularly within the Federation of Bosnia and Herzegovina (FBiH), one of the country’s two entities – has been devastating, not only to archaeological fieldwork, research and teaching, but also to the employment prospects of the recent graduates entering the country’s archaeological labour market. The results presented in Chapter 6 and subsequent discussion will document this in further detail.

1.2. Key Differences to other DISCO 2014 partner states

There are a number of key differences between Bosnia & Herzegovina and many of the other states profiled in the *Discovering the Archaeologists of Europe 2014* project. Firstly, Bosnia & Herzegovina is not an EU Member State, or part of the European Economic Area, which limits the freedom of labour movement to and from the country in comparison to all others that are profiled. Second, the country has a relatively small population (with just under 3.8 million inhabitants, according to the preliminary results of the 2013 census⁶), and therefore has a relatively small archaeological labour market. This fact is exacerbated by the country’s excessive Civil Service sector and lack of entry of private archaeological companies into the sector. Furthermore, the wages earned within the country are considerably lower than the EU average, and even those of the lower-earning EU member states. Other key differences are expected to be revealed in later analyses, and will be published in the project’s *Transnational Report*.

² <http://www.rferl.org/content/bosnia-museum-set-to-close-doomed-by-dayton/24728638.html>

³ <http://www.theguardian.com/world/2012/oct/03/bosnia-national-museum-funding-crisis>

⁴ <http://www.balkaninsight.com/en/article/nailed-wooden-planks-close-bosnian-national-museum>

⁵ <http://www.bbc.co.uk/news/world-europe-19841477>

⁶ http://www.bhas.ba/obavjestenja/Preliminarni_rezultati_bos.pdf

2. Archaeology in Bosnia & Herzegovina

2.1. Background

Over the past century or so, Bosnia & Herzegovina has been incorporated into an empire, a kingdom, and a Socialist Federal Republic, before attaining independence after the war of 1992-95. This mixed history is reflected within the history of archaeological work undertaken in the country.

Archaeological excavations began in earnest during Austro-Hungarian rule. From this period, one of the most notable excavations was that of the locality of Butmir, on the outskirts of Sarajevo. This site was excavated from 1893-96 and became the type-site of the Neolithic Butmir Culture. Austro-Hungarian rule also saw the construction and opening of the National Museum (as the Provincial Museum in Sarajevo) in 1888, and in 1894 Sarajevo hosted an International Congress on Archaeology and Anthropology. Other excavations were also undertaken throughout the country, including the Roman sites of Mogorjelo in Herzegovina (1899-1904) and Skelani, near Srebrenica (1896-98, re-excavated from 2008, and declared a National Monument in 2011).

After the First World War, the archaeological output of Bosnia & Herzegovina floundered, as the region was considered a peripheral of the newly-formed Kingdom of Serbs, Croats and Slovenes (renamed the Kingdom of Yugoslavia in 1929). After the division of Bosnia & Herzegovina in the 1929 reorganisation of the Kingdom into a number of *banates*, the Museum of the Vrbas Banate (the present-day *Muzej Republike Srpske*) was established in 1930, in that banate's capital, Banja Luka. Whereas during Austro-Hungarian rule the Provincial Museum in Sarajevo had employed a relatively large number of both local and foreign archaeologists and scholars of related disciplines, after the First World War, the sole archaeologist employed at the museum was Mihovil Mandić until the very late 1930s (Novaković, 2011 p.405).

During Socialist Yugoslavia, the archaeological heritage of Bosnia & Herzegovina was again studied with relative intensity. The foundation of archaeology programmes in both Belgrade and Zagreb Universities in the early 1960s, combined with the freedom of movement of labour between the federated states, encouraged further archaeological investigation throughout the entirety of SFR Yugoslavia. Protective legislation was introduced by a Regional Institute for the Protection of Cultural Monuments to many sites, and the cultural heritage of Bosnia & Herzegovina was treated on parity with that of the other Yugoslav states. Whereas only two museums existed on the territory of Bosnia & Herzegovina prior to 1941, by 1965 there were 15 (Novaković, 2011 p.406). This period also saw the division of the country's archaeological heritage into periods, leading to greater levels of specialization within its archaeological staff, and also a rising interest in the medieval Kingdom of Bosnia, with sites including the Royal Church of Mile and

medieval fortresses of Kraljeva Sutjeska and Visoki being excavated and published. In 1983, *Arheološko Društvo Bosne i Hercegovine* (Archaeological Society of Bosnia & Herzegovina) began to publish its own journal, and in 1988 the National Museum published the seven-volume '*Arheološki Leksikon Bosne i Hercegovine*'; an encyclopaedic work detailing all sites recorded and excavated in Bosnia & Herzegovina to that date.

With the onset of war in 1992, the Archaeological Society effectively ceased to function, and archaeological excavations ceased to be undertaken. After the signing of the Dayton Agreement in December 1995, archaeological and cultural heritage institutions began to revive and resume their activities. As a result of the Dayton Accords⁷, it was agreed that a Commission to Preserve National Monuments, under control of the National Government and Office of the High Representative would be created, in part to ensure future cultural destruction, a common sight during the war, could not be systematically undertaken by the governments controlling the two entities. The unique political structure of the country created by this Agreement is, however, rather restrictive to the freedom of undertaking archaeological investigations, and no Governmental Ministry has jurisdiction over the granting of excavation permits to museums or academic institutions on a national level. A further post-war effect is that funding, research and international cooperation have primarily been focused upon the restoration and reconstruction of heritage sites and monuments destroyed during the 1992-95 war, with a heavy bias toward architectural ensembles and individual buildings.

2.2. The Present Day

2.2.1. Numbers of Archaeologists in Bosnia & Herzegovina

The number of archaeologists working in the country over time is relatively hard to gauge. However, estimates of the membership of *Arheološko Društvo BiH* (Archaeological Society of Bosnia & Herzegovina) prior to the war have been given as around 50 members throughout the 1980s, with a decline to approximately 30 by the outbreak of war in 1992, when the Archaeological Society ceased to function. The issues of the Slovenian archaeological journal *Arheo* for 1981 and 1989 give comprehensive lists of archaeologists employed within Bosnia & Herzegovina for these years. In 1981, 28 archaeologists are listed in the publication, of which 21 are male, and 7 female, and in 1989, 36 were listed, of which 23 were male, and 13 female. In the immediate aftermath of the 1992-95 war, there were believed to be 'less than ten' archaeologists professionally active within the country (Novaković, 2011 p.411). An estimate quoted by the Center for Investigative Reporting (CIN) in late 2005 gives the number of archaeologists working in Bosnia & Herzegovina as 15⁸. In early 2010, the National Museum stated the number of

⁷<http://www.state.gov/p/eur/rls/or/dayton/52593.htm>

⁸http://www.cin.ba/Stories/P2_Culture/?cid=260,1,1

archaeologists operating throughout the country stood at 23. However, the accuracy of this figure is contestable, as no functioning regulatory body or legal definition of 'archaeologist' existed to create or support this figure. An estimate of 25-35 archaeologists would therefore be more appropriate for this period.

Without a functioning archaeological society or institution within the country, determining the number of archaeologists is a relatively difficult task, and the number can vary hugely, depending on the way in which the phrases 'archaeologist', 'working' and 'within the country' are defined. The number of people whose job is primarily to deal with the archaeological heritage of Bosnia & Herzegovina, who are employed by an institution established and operating within the country, who are employed on full-time, part-time or contract-specific basis can be estimated at just under 60 people. As a caveat to this, a number of these people do not participate in excavations, and a number of students who have not yet completed either BA or MA level studies occasionally participate in excavations as employees (as opposed to volunteers or as a mandatory obligation as part of their studies).

2.2.2. Social and political issues in archaeology in Bosnia & Herzegovina

The current political situation in Bosnia & Herzegovina is relatively complex. The country has a national government, responsible primarily for international matters, such as trade, defence and diplomatic relations. There is no Ministry of Culture at this governmental level, and all decisions on cultural heritage fall tangibly within the jurisdiction of the Ministry for Civil Affairs. Below this are two entities, the Republika Srpska (RS) and Federation of Bosnia and Herzegovina (FBiH), plus the autonomous district of Brčko, which each have their own Ministry of Culture, responsible for a variety of functions, including budgeting for archaeological research and excavation, and the upkeep of museums and other cultural heritage institutions. There can be a huge disparity between funding allocated by the entities for archaeological research – in 2005, the budget of the Federation for archaeology was 150,000 KM whereas the Republika Srpska allocated just 10,000 KM⁹ – and the budgets of each entity can vary hugely on an annual basis¹⁰.

Below the entity level of government, the Federation is divided into 10 Cantons. Each of these has its own Ministry of Culture, and some have developed their own cultural protection laws, which can, at times, contradict those of the Federation. It is unclear which set of laws takes precedent, and Cantons have been known to take exception to the Federation granting permission to foreign institutions to undertake archaeological excavations within their jurisdiction without first consulting them, or obtaining the necessary permits and paperwork, delaying research for several seasons.

⁹ 1 KM = 0.51 Euros, pegged rate

¹⁰ Despite sending Official Requests for new figures for the funding of archaeological excavations to the Governments of both Entities, figures for more recent years could not be obtained.

This political system has created problems besides those regarding archaeological excavation. Cultural institutions on a national level, such as the National Museum, Sarajevo, are caught in the curious position of being responsible to no governmental ministry. The unresolved legal status of this and other museums has massive ramifications where obtaining funding is concerned. As the National Museum considers itself a national institution, funding should be allocated by the national government. However, as no competent ministry exists at this level, funding should, theoretically, be allocated from the budgets of the two entities. However, the Republika Srpska directs its funding towards Muzej Republike Srpske and its regional museums, and the Federation shuns its responsibilities back up to the national level, and down to the Cantonal level, to Sarajevo Canton, within which the museum is situated. Although funding for the museum was obtained from a variety of governmental levels, right down to municipal councils, and donations both from within Bosnia & Herzegovina and abroad, in October 2012 the National Museum closed its doors to the public, and has remained closed since, pending a court decision to ascertain who the legal founder (and therefore the governmental body legally obligated to fund the museum) is. Currently, although the employees of the museum are still legally employed, they do not receive their salaries, and are not allowed to undertake any work within the National Museum or upon the National Museum's behalf.

3. The Questionnaires

Two separate questionnaires were created to obtain the results in this report. The first was distributed amongst archaeological institutions and other institutions that employ archaeologists within Bosnia & Herzegovina. This was to be completed by a responsible member – or members – of staff.

The second questionnaire was intended for archaeological personnel and employees. This, as well as being sent to institutions with the instruction to forward to all relevant staff, was distributed amongst individual archaeologists whose personal contact details were obtained, with instructions to forward to their contemporaries. This methodology achieved the widest distribution of questionnaires possible

All questionnaires were sent in both English and Bosnian/Serbian/Croatian languages, to enable both local and foreign employees to complete them. The Bosnian/Serbian/Croatian version was distributed in both Latin and Cyrillic scripts.

3.1. Institutions

The questionnaire sent to institutions mainly attempted to address employment and training issues. It was divided into six sections, covering the institution's basic information, its personnel makeup, contracts, working conditions, training, and institution evolution and future prospects. Responses and results are discussed in Chapter 6.

3.2. Personnel

This questionnaire, as well as being sent to all institutions, was also sent to individual archaeological workers (both currently employed and inactive) who had worked in archaeology in Bosnia & Herzegovina in 2012-13. This questionnaire was also divided into six sections, attempting to obtain personal data, education level, employment details, work and contract conditions of the respondent, as well as their views on the international movement of archaeological workforces and opinions on ongoing training and education. The responses to this questionnaire are discussed in Chapter 6.2.

3.3. Distribution & Response

The questionnaires were distributed by email to a list of museums and heritage institutions compiled by a researcher for Cultural Heritage without Borders, with extensive cooperation from the Republican Institute for the Protection of Cultural-Historical and Natural Heritage of the Republika Srpska. In total, 31 institutions known to potentially employ archaeologists were contacted. These can be loosely broken down as follows; 6 Educational & Academic Institutions (4 established within the country, plus 2

from abroad currently undertaking intensive academic research within Bosnia & Herzegovina), 8 Governmental Bodies or Institutions, 13 Museums, and 4 'Other' organizations, including NGOs and other organizations dealing with archaeological heritage and/or employing archaeologists (2 established within the country, plus two undertaking key activities within the country). A more detailed breakdown of the types of institutions contacted can be found in Table 5-1).

Individuals were contacted either through their employers or via personal contact information obtained through current or former colleagues or associates. The contact details of recent graduates of both universities offering archaeology undergraduate and graduate courses in Bosnia & Herzegovina were obtained from their contemporaries. Copies of the 'Personal' questionnaire were emailed to those known to be currently working in, or to have recently worked in, the archaeology sector.

Questionnaires could be returned either by email or by post (to allow a greater level of anonymity) to Cultural Heritage without Borders's postal address.

4. Objectives

4.1. General Objectives

The primary objectives of this report are to investigate the archaeological labour market in Bosnia & Herzegovina, and profile the workers in terms of age, gender, education level and other demographic indicators, and to assess the workforce as a whole. Furthermore, this report will hopefully aid in identifying any deficiencies in the support, training and remunerations provided to archaeological employees by their employers. The report also aims to highlight problems faced by the institutions themselves; whether they be from a perspective of funding, equipment and infrastructure, or identifiable weaknesses within the available workforce.

The twelve key areas of data gathered by this report are as follows:

1. The number of people working within archaeology.
2. The age and gender breakdown of individuals working in archaeology.
3. The disability status of individuals working in archaeology.
4. The country of origin of individuals working in archaeology.
5. Whether individuals are employed part-time or full-time.
6. Whether more or fewer people were employed in archaeology one, three, and five years ago.
7. Whether it is believed that more or fewer people will be employed in archaeology next year and in three years time.
8. The highest qualification obtained by individuals, and where this was obtained.
9. Information on training needs and skills shortages from the point of view of employers.
10. Salaries or wages paid for archaeological work.
11. Information on the types of contracts held by employed archaeologists.
12. Data about the types of organisations operating in archaeology by activity and organisational basis.

4.2. Specific Objectives

This report also ascertains the views of Bosnia & Herzegovina's archaeological community with regard to training and continual professional development (CPD) after entering the labour market. Views of employers and employees were obtained independently from one another via the distributed questionnaires, and key results in regard to training and education are compared and contrasted in Chapter 7.

4.3. Relevance of Comparison to Existing datasets

The results obtained during this research and presented and discussed in Chapter 6 are compared, where relevant, to those of the 2009-10 *Discovering the Archaeologists of*

Europe: Bosnia-Herzegovina report. Furthermore, the DISCO 2014 *Transnational Report* will compare the data gathered in this report to that of other states participating in the project.

Although a Census was undertaken in Bosnia & Herzegovina in September 2013 (the first since 1991), the results of this will not be made available until late 2014, and therefore, unfortunately, the data obtained here cannot be compared to such a dataset. However, the series of *Labour Force Survey* reports¹¹, published by the Agency for Statistics of Bosnia & Herzegovina provide adequate internally-comparable data. The 2013 Report has been used for comparison. This survey of 3,050 randomly-selected citizens of the country throughout 2013 provides a nationwide comparison of both the education level and average number of weekly hours worked within the general labour market of Bosnia & Herzegovina.

¹¹http://www.bhas.ba/index.php?option=com_content&view=article&id=113%3Dba&Itemid&lang=en

5. Archaeological Institutions & their Responses

5.1. The definition of an ‘archaeological institution’

Due to the lack of professional independent archaeological units, a dedicated regulatory committee or institution, or a functioning archaeological society, there is no legal definition of what constitutes an archaeological institution in Bosnia & Herzegovina. Therefore, all museums, universities and governmental institutions dealing directly with the archaeological heritage of the state as part of their scope were deemed suitable for inclusion. Furthermore, there were several institutions falling outside of this definition that dealt at least in part with the nation's archaeology or employed archaeologists that were sent questionnaires. These included NGOs involved in cultural heritage that primarily focus their activities upon the country's archaeological heritage.

5.2. Academia

In recent years, two universities in Bosnia & Herzegovina have begun to offer undergraduate courses in archaeology; the University of Mostar (since 2004-05) and the Philosophy Faculty of the University of Sarajevo (from the 2008-09 academic year). Since the 2009-10 study, a significant number of students have graduated from these universities, either at Bachelor (BA) or Master (MA) level, and potentially entered the archaeological labour market. The academic make-up of the two courses is somewhat different; whereas Mostar's is largely dependent on visiting staff coming from universities in Croatia with established archaeology degree programmes, with a small number of assistant staff and one permanent Professor, the staff in Sarajevo are largely derived from the faculty's history department (some with higher degrees in archaeology from institutions abroad) and permanently based there, with a small number of guest lecturers coming from other Former Yugoslav countries. It must also be noted that the History degree course of the Philosophy Faculty of Banja Luka has begun to incorporate aspects of archaeology (including participation in a field school) into its teaching since the 2012-13 academic year. Furthermore, in 2010 the private American University in Bosnia and Herzegovina opened a ‘Center for Archaeology’. However, it must be noted that this Centre has as yet not performed any research or teaching activities, and apparently exists solely as a single webpage on the university's website¹². Outside of university education, the Academy of Sciences and Arts of Bosnia and Herzegovina has several archaeologists amongst its membership.

¹² http://aubih.edu/en/institute/center_for_archaeology.php

5.3. Museums

Research determined that a number of museums in Bosnia & Herzegovina employ dedicated archaeologists. Furthermore, the multi-departmental museums Muzej Republike Srpske, Banja Luka, and the (currently closed) National Museum of Bosnia & Herzegovina, in Sarajevo, have dedicated archaeological departments, employing several archaeologists. Museums that do not employ archaeologists in the Federation are often included as collaborators in excavation reports, due to the regulations involved in acquiring excavation permits from the individual Cantons (Lawler, 2012). At present, 13 museums (including the closed National Museum) employ dedicated archaeologists, archaeological specialists, or archaeology graduates within Bosnia & Herzegovina.

5.4. Government Institutions

The process of granting excavation permits in Bosnia & Herzegovina is overseen by departments of two entirely separate Ministries of Culture; the Institute for the Protection of Monuments and the Republican Institute for the Protection of Culturo-Historical and Natural Heritage, in the Federation of Bosnia & Herzegovina and Republika Srpska respectively. Each political entity has its own Ministry responsible for its territory, and there is no Ministry of Culture within the national government. Furthermore, in the Cantonal system of the Federation, each of the 10 Cantons has its own Ministry of Culture, whose permission it is also theoretically necessary to obtain in order to undertake excavations within a particular Canton. Although some Cantons employ archaeologists within their museum systems, many do not. For these Cantons, archaeological work was normally overseen by the National Museum (located in Sarajevo Canton), until its 2012 closure. As well as these two political entities, Brčko autonomous district also has its own Ministry of Education & Culture. In total, this means that – theoretically, at least – there are a total of 13 ministries with the authority to grant excavation permits within Bosnia & Herzegovina; 11 within the Federation, 1 in the Republika Srpska, and 1 in Brčko District.

The only governmental institution dealing with the country's cultural heritage on a national scale is the Commission to Preserve National Monuments (formerly known as the *Annexe 8 Commission*), which was established by the Dayton Agreement of 1995 and is responsible for attributing National Monument status to monuments and sites throughout Bosnia & Herzegovina that fulfill a number of criteria¹³. The Commission consists of a board of five specialists (one from each of the three Constituent Peoples of Bosnia & Herzegovina, and two foreign Commissioners), plus a number of associates and administrative and support staff responsible for undertaking assessments and appraisals of sites under petition for the designation of status as National Monuments, as well as

¹³http://kons.gov.ba/main.php?id_struct=88&lang=4

recommending procedures for emergency conservation measures. Currently, the Commission employs at least 2 archaeology graduates within its associate-level staff, plus one further employee who is responsible for registering and protecting the country's archaeological heritage, although none of the current Commissioners has a background in archaeology.

As well as the above-mentioned national and entity-level governmental institutions, a number of institutes exist on the Cantonal level to protect cultural and natural heritage. At least three of these employ archaeologists or archaeology graduates. In recent years, municipal governments, particularly in municipalities largely reliant upon, or hoping to attract, tourism have established heritage offices. Although only a very small number of these exist throughout Bosnia & Herzegovina, at least two employ archaeology graduates to promote, interpret and occasionally excavate and conserve archaeological sites.

5.5. Public Foundations, Charities & NGOs

The scope of activity of public foundations, charities and NGOs in Bosnia & Herzegovina with regard to the country's archaeological heritage is somewhat confined. Many such organisations focus their efforts almost entirely upon the nation's built and ethnological heritage, and do not employ or consult archaeologists. Although a number of these claim to include archaeology in their sphere of research, promotion and education, only three could be found to be actively engaged with the discipline.

An Italian-registered research group primarily undertakes research and runs field schools in Bosnia & Herzegovina. It has established a field school for both local and international archaeology (and related discipline) undergraduates and recent graduates to assist them in obtaining affordable field experience in various aspects of archaeological work, including surveying, fieldwalking, basic laboratory analysis and heritage site curation. One foundation is registered primarily as an archaeological organization in Bosnia & Herzegovina. However, its focus is mainly towards tourism and (self-) promotion. Throughout its existence, it appears to have only sporadically employed professional archaeologists, although it has an organized volunteering programme, upon which it claims in promotional literature that many archaeologists, both professional and amateur, have participated, and continue to do so. Finally, an NGO was established, following the closure of the National Museum, to allow archaeologists to undertake fieldwork, research and excavations independently of their employers for paying clients. This institution could possibly hint at the first steps toward commercial archaeology within the country.

5.6. Other Institutions involved with Archaeology, or Employing Archaeologists

One other institution was identified as being involved in archaeological employment in Bosnia & Herzegovina. The categories above were not deemed relevant to this institution, and it is therefore categorised separately. The International Commission on Missing Persons (ICMP) is an international non-governmental institution dedicated to excavating and identifying human remains from recent conflicts and natural disasters, whose international headquarters are located in Sarajevo. This organisation employs approximately 140 people worldwide in a variety of roles, ranging from administration to laboratory analysis and skeletal identification. Several members of staff based in Bosnia & Herzegovina are primarily employed to undertake fieldwork and exhumations.

5.7. Foreign Institutions involved with Archaeology in Bosnia & Herzegovina

A number of academic institutions and research projects based abroad are currently actively engaged in archaeological research within the country. In recent years, a number of long-term research projects have been conducted in the country by foreign universities¹⁴, and three major projects (two from individual universities, plus one from an umbrella group of local, Former Yugoslav and other European universities¹⁵) continue to be so. The two institutions performing independently-led projects were included in this survey, although the umbrella project, to avoid any duplication of results, was excluded. Foreign universities have also held short-term projects and field schools within Bosnia & Herzegovina in recent years¹⁶

5.8. Responses of Organisation Types

In total, 31 organisations were identified as employing archaeologists (or people who primarily deal with the country's archaeological heritage) within Bosnia & Herzegovina. All of these were contacted by email, and of the 31, 13 returned completed questionnaires. The table below shows the responses gathered from institution types.

¹⁴ See, for instance, the University of Kiel's research project at Okolište, near Visoko (<http://www.okoliste.uni-kiel.de/>)

¹⁵ <http://tempusbiherit.ba>

¹⁶ http://www.uni-kiel.de/landscapes/allgemein/news_detail/20111012-gs_in_bosnia.shtml

Institution Type	Number Contacted	Completed Questionnaires	Percentage Participated
Academia	4	0	0
Museum	13	7	54%
Government Institution	8	3	37.50%
Public Foundation	3	1	33%
Other	1	1	100%
Foreign	2	1	50%
Total	31	13	42%

TABLE 1 – INSTITUTIONAL RESPONSES

6. Results

6.1. Institutions

Of the 31 institutions contacted, 13 returned completed questionnaires (see Table 5-1). It must be noted that one responding institution is based abroad, and is therefore excluded from some parts of the analysis. Furthermore, a second institution operates both within Bosnia & Herzegovina and an EU Member State. Where necessary, this has also been excluded from analysis.

6.1.1. Basic Data

INSTITUTION TYPE

The types of institutions, and the administrative bodies they are responsible to are detailed in the tables below.

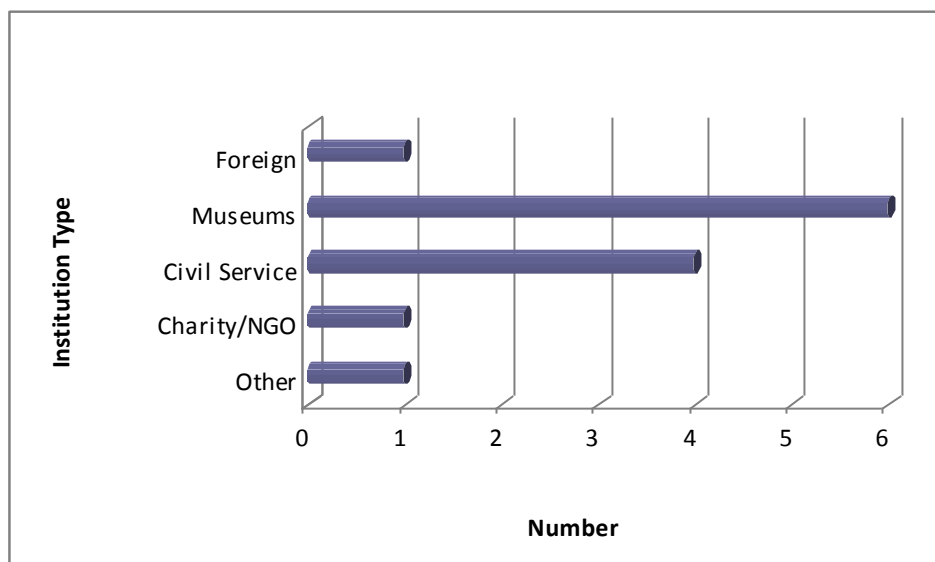


FIGURE 1 – INSTITUTIONAL TYPE

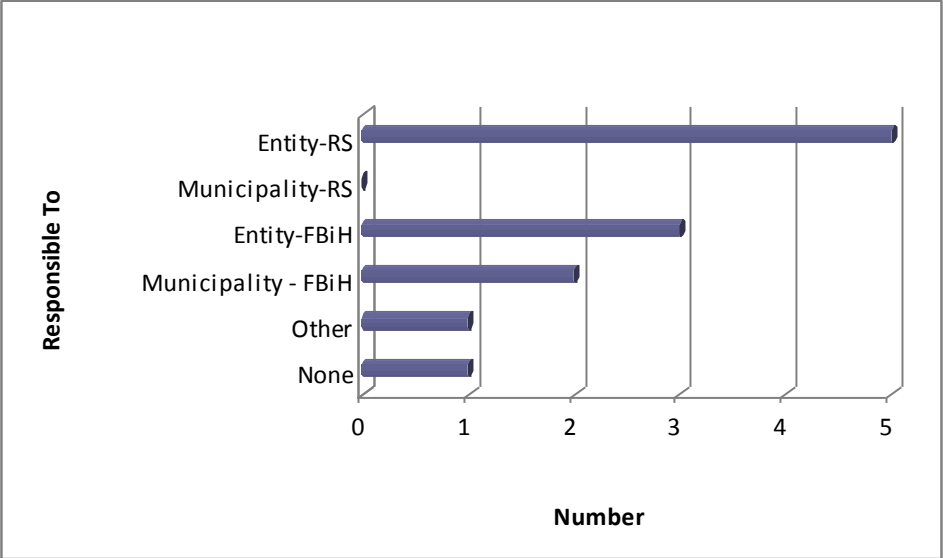


FIGURE 2 – WHO ARE INSTITUTIONS RESPONSIBLE TO?

It must be noted that some institutions are responsible to more than one governmental administrative body. One intergovernmental organization was responsible to both the governments of the Federation and the Republika Srpska, while one NGO that was accountable to the Federation was also accountable to the government of another country. At the same time, one institution is currently in the complex position of having no legally-defined founder, and is therefore technically responsible to no governmental level as of publication of this report.

Although generally speaking institutions were largely accountable to the Entity level, a significant number were more limited in their operations, with 5 limited to a single municipality, one (which described itself as a ‘complex of museums’) to a group of 6 municipalities (classed as ‘municipality’ in the table below), and one to one Canton within the Federation. The breakdown of areas within which institutions operate is shown in the table below.

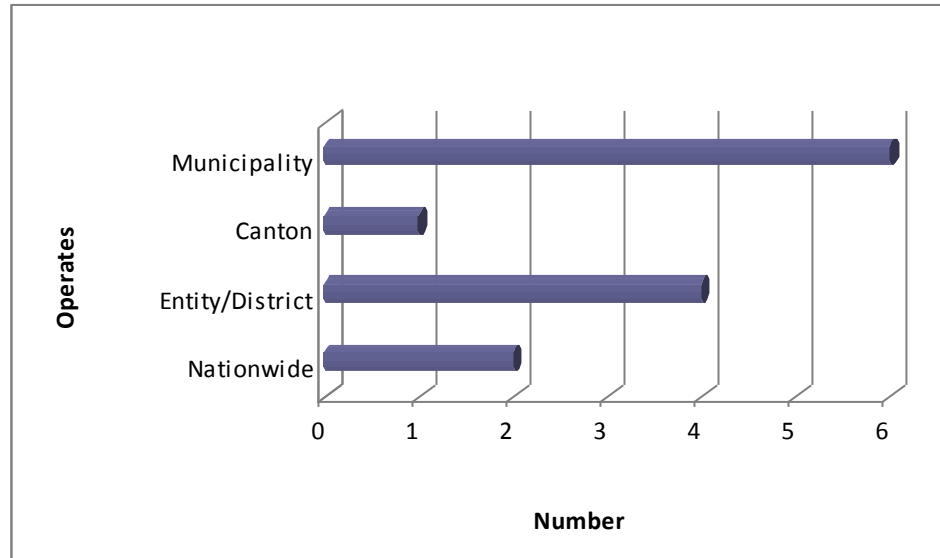


FIGURE 3 – INSTITUTIONAL JURISDICTION

MAIN TASKS OF INSTITUTION

Institutions were questioned as to their primary institutional tasks and responsibilities. It is first necessary to summarise the primary roles of various institution types within Bosnia & Herzegovina. Excavations are undertaken by museums and (increasingly) public foundations, and, to a lesser extent, NGOs (often in agreement with local museums). Foreign institutions must enter into some form of written agreement of cooperation with a Bosnia & Herzegovina-based organization (and to possess relevant governmental authorization) to undertake work within the country.

Excavations are ordered by the Civil Service, and also 'supervised' by them (meaning paperwork and reports must be submitted to them for scrutiny, rather than them maintaining a presence at excavations). In the Republika Srpska, this is undertaken by Associates from the main office of the Entity's Republican Institute for Protection of Cultural, Historical and Natural Heritage in Banja Luka, or the field office in Trebinje. In the Federation, supervision is performed by Cantonal authorities, or, if there is no established Cantonal authority, by the Federation authorities, based in Sarajevo. The authorities of the Federation also coordinate inter-Cantonal excavations, such as rescue archaeology in major infrastructural projects.

Academic institutions generally do not carry out excavations, with the exception of training digs for university students. Students are, however, occasionally sub-contracted to work on excavations as extra man-power, often with the university's agreement.

There is no coherent system in the country for conservation or restoration, which are often undertaken on an *ad hoc* basis by museum workers with limited training. However,

some museum workers have received conservation training outside the country. There is an art restoration institute in Sarajevo, which occasionally provides token consultancy advice, but this is often irrelevant to the items in question. Likewise, there is no regulation of scientific analysis, and there is even little-to-no awareness among archaeologists of the facilities available within the country from other disciplines that could benefit their research.

Teaching and research are undertaken by all organisation types, although obviously this is a primary aim of academic institutions. The research output of museums varies hugely, and, is independent of the size of the institution. NGOs active within the field of within heritage in Bosnia & Herzegovina also place a heavy focus on teaching and training.

Exhibitions are primarily curated and hosted by museums, although branches of the Civil Service, Public Foundations, NGOs and student groups (independently of their universities) have all been responsible for creating temporary exhibitions in recent years.

The publication output in regard to archaeology within Bosnia & Herzegovina is, on the whole, very low and, although institutions occasionally publish monographs and proceedings, funding for these is generally too low for publishing to be considered a major concern of many archaeological institutions within Bosnia & Herzegovina. It is often the case that excavation reports and other papers are published within publications in neighbouring countries, and, unfortunately, there is little awareness of these publications amongst students as a resource on Bosnia & Herzegovina's archaeological heritage.

Cultural Heritage Protection is generally viewed as the responsibility of the Civil Service, although Public Institutions and NGOs play a significant role in the maintenance of protected historic sites.

12 of the 13 responding institutions participated in the coordination and undertaking of archaeological fieldwork in Bosnia & Herzegovina. Three also undertook aspects of teaching and research. Of interest is the fact that only 5 responding institutions claimed to be involved in the organization and curation of exhibitions, whereas 6 museum institutions responded to the questionnaire. The full range of duties undertaken, and the number of institutions claiming to perform such activities are shown in the graph below.

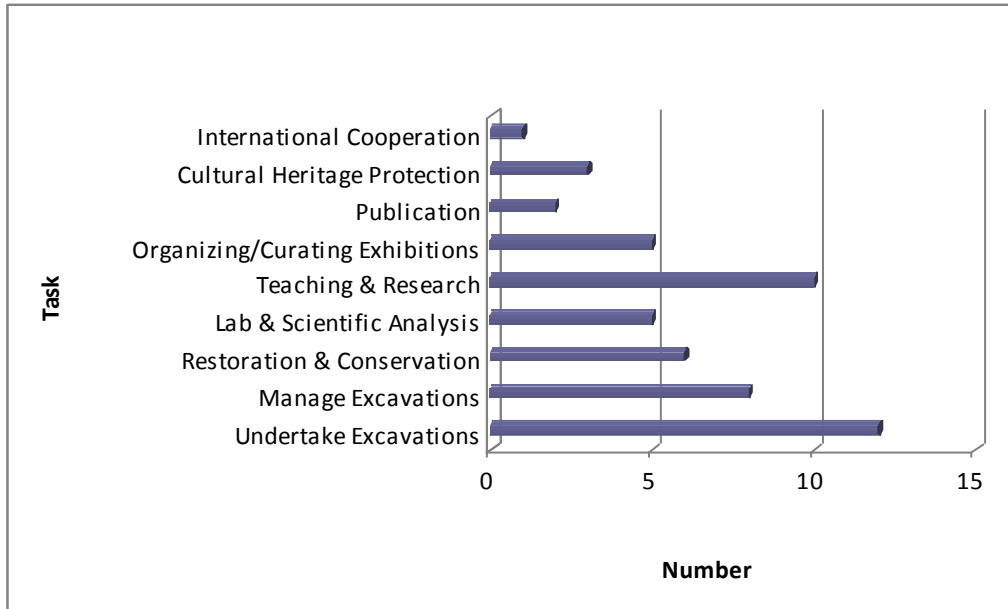


FIGURE 4 – INSTITUTIONS’ PRIMARY TASKS

6.1.2. Personnel Makeup

NUMBER OF EMPLOYEES

Institutions were asked to list the number of personnel they employed according to categories of gender, contract type, and number of both archaeology and non-archaeology graduates. Only 6 of the 12 Institutions employing staff within Bosnia & Herzegovina provided complete breakdowns, with another 5 providing partial breakdowns. The largest employer had 17 full-time employees (5 male, 12 female) plus 1 volunteer, while the smallest only had 1 full-time employee and 1 volunteer.

Breakdowns of total numbers of employees (full time, part time & volunteer), plus graduate employees are shown in the table below.

Full Time	Male	31
	Female	46
Part Time	Male	0
	Female	2
Volunteer	Male	1
	Female	4
Archaeology Graduates	Male	7
	Female	5
Other Graduates	Male	3
	Female	8

TABLE 2 – STAFF NUMBERS

It must be noted that one Institution recorded a very high number of volunteer workers. It is believed that these are occasional volunteers, and they have therefore been excluded from the data.

Institutions were asked the question *“Do you believe the archaeology graduates are sufficiently trained in university to undertake their jobs?”* All 13 respondents answered this question, with 9 saying they believed they were, and 3 saying they were not. The final respondent stated

“It depends on their interest in, and commitment to, their studies.”

One respondent that stated they were generally satisfied said that graduates lacked sufficient training in archaeological documentation. One further respondent stated that, although they were satisfied, they believed there was a lack of affordable fieldwork experience for students, which limited the capacity of many to progress through the profession. One institution said that recent graduates did not have a fully-enough developed skillset to be considered for even entry-level employment with them. This was the case for both students from Bosnia & Herzegovina and other countries. Finally, one respondent dissatisfied with the competencies of archaeological graduates listed the following reasons:

“[There is a] lack of good teachers, an inappropriate education system, a lack of field training, and more [problems with the university education in archaeology here]”

FOREIGN EMPLOYEES

Only one non-international organization claimed to employ foreign workers; 2 on a part-time basis. The intergovernmental organization employed a relatively strong quota of non-Bosnia & Herzegovina nationals, and the NGO also employed foreign workers.

The questionnaire also asked which factors affected an institution's decision as to whether to employ archaeologists from abroad or not. A variety of reasons were given which influenced decisions on this. Those that employed (or would consider employing) foreign citizens were largely influenced by education and experience factors (3 institutions), and the fact that employing foreign workers would potentially improve the institution's collaboration in international projects (2 institutions). Factors deterring institutions from employing archaeologists from abroad were the complexities surrounding obtaining work permits and visas, and the lack of sufficient finances. Two institutions also believed that there were enough sufficiently-trained people in Bosnia & Herzegovina to fill any potential vacancies. It must be noted that to be employed by the National or Entity-level Civil Service, you must be a citizen of the country. This was further clarified by one respondent:

“Since our Institute is an administrative body, recruitment is carried out in accordance with the general and specific requirements for employment of Civil Servants. One general condition, amongst others, is that the candidate possesses citizenship of [the Entity] and/or Bosnia & Herzegovina.”

DISABLED EMPLOYEES

Of the 12 institutions employing workers within Bosnia & Herzegovina, 10 answered this question. Nine did not currently employ disabled workers, while one stated that it did, but declined to provide employment statistics on the number, sex or contract type of employees with disabilities.

6.1.3. Work Contracts

4 institutions claimed to occasionally offer excavation-specific contracts, with 5 also employing workers for specific contracts. 2 employers stated they neither employed workers on excavation or project-specific contracts, and 3 declined to answer the question. All 8 institutions that answered the question *“Do you try to offer your archaeological employees permanent/ongoing contracts wherever possible?”* stated that they did.

The working week as defined by Bosnia & Herzegovina's Labour Laws is 40 hours¹⁷¹⁸. All organizations registered within the country based their contracts on this. However, typical working hours for employees commonly deviated from this, with 7 of the 9 Institutions registered within Bosnia & Herzegovina that responded stating that their archaeological workers generally worked longer than their contracted hours. Two stated employees worked up to 60 hours. From the 9 respondents, the mean number of weekly working hours for archaeological employees was 47.75 hours. This figure includes the time taken travelling between the employee's registered place of work (or accommodation for longer-term excavations) and archaeological locations.

8 of the 12 institutions that employ local staff answered the question on flexible working hours, with 5 stating that they offered employees flexible working times, and 3 stating that they did not. One stated that they were not able to offer this, as their work hours were dictated externally. One required prior arrangement with the director, and one stated that this was dependent on group consensus for field teams with regard to extending or shortening work hours on a daily basis. Three said flexibility was dictated by working conditions, with one stating that workers often worked on both Saturdays and Sundays when excavations were pressed for time.

Generally, the permitted amount of annual holiday leave increases with the length of time employed by an institution. The base holiday allowance is 18 days, which can rise to a maximum of 30 days per annum. 11 of the 12 Institutions employing workers within Bosnia & Herzegovina answered this question; all gave holiday days per year rates within this range.

6.1.4. Labour Conditions

WAGES

5 institutions established within the country provided information on average salaries per worker. These are as follows:

¹⁷Labour Law of the Federation of Bosnia-Herzegovina, Article 29 (Official Gazette of the Federation of Bosnia-Herzegovina, issue 43/99)

¹⁸Labour Law of Republika Srpska – refined text, Article 40 (Official Gazette of Republika Srpska, issue 55/2007)

Employee type	Average salary
Technician/Conservator	€ 4,660
Administrative Worker	€ 4,712
Field Archaeologist	€ 6,506
Senior Staff/Director	€ 8,206

TABLE 3 – AVERAGE SALARIES

It must be noted that the annual salary of a technician or conservator is based on 4 responses, as one institution that responded to this question did not employ people in this category. There is a mean deviation of 11.4% from the mean wage within each category.

BENEFITS

Of the 12 institutions that employ workers within Bosnia & Herzegovina, 11 answered the question on additional contractual benefits provided to employees. The chart below shows the benefits available, and the number of employers providing them.

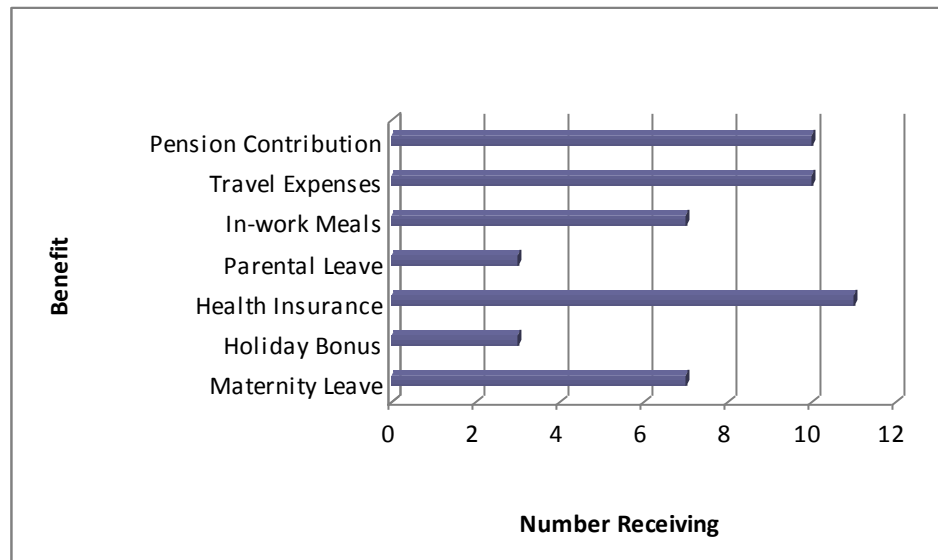


FIGURE 5 – BENEFITS AVAILABLE TO EMPLOYEES

6.1.5. Training

TRAINING OF NEW EMPLOYEES

Institutions generally claimed to be satisfied with the education level and training of their staff upon starting their employment. The table below shows which the frequencies of satisfaction with entry-level staff.

Employee type	Yes	No
Fieldwork Staff	8	2
Technician/Conservationist/Librarian	7	1
Admin	6.5	1.5
Senior Staff	8.5	0.5
General Labourers	9	0

TABLE 4 – SATISFACTION WITH ENTRY-LEVEL STAFF

Of the 12 institutions employing local workers, 6 offer in-house training schemes for new employees, 1 occasionally offers them, and 4 do not. The final respondent failed to provide information on this. The schemes would appear to vary widely; the institution that occasionally offers a training scheme focuses its attention on computer literacy skills, and one institution stated it implemented a “2-day pre-project lab & field workshop”. Others failed to provide information on the contents of their training or induction schemes.

Only 5 employers stated that they found new staff lacking sufficient understanding and/or training in particular areas of the job. The frequencies for each area of work are shown in the table below.

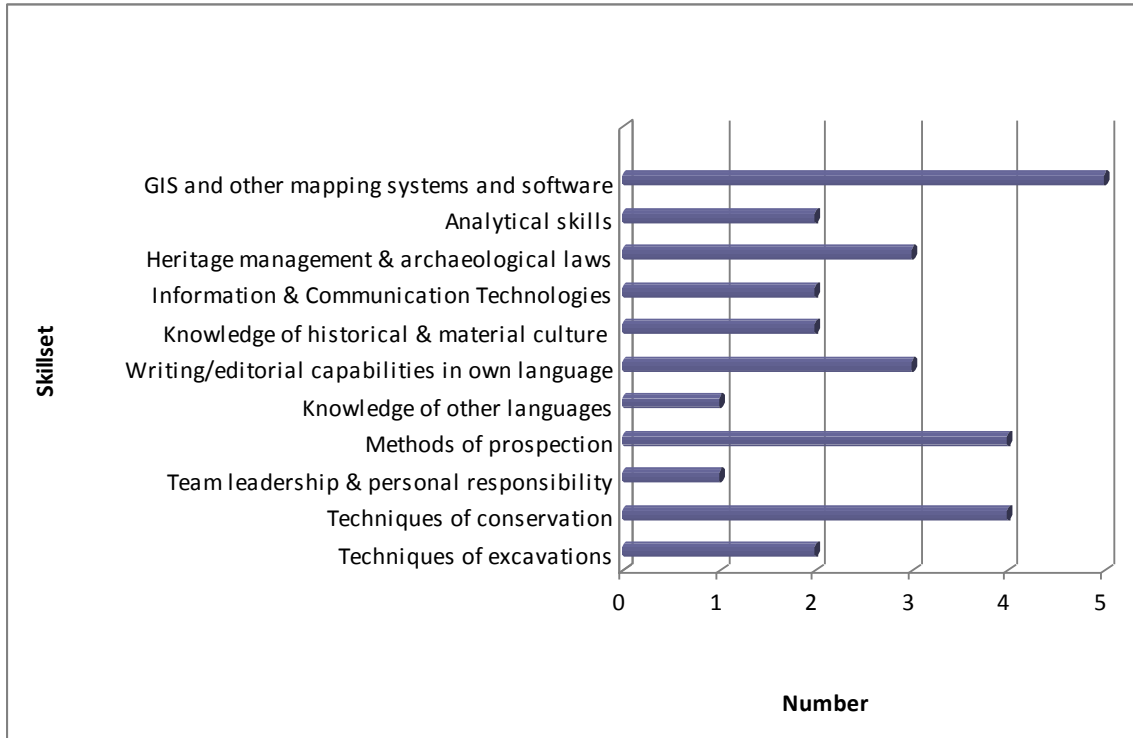


FIGURE 6 – SKILLSETS LACKING

It is not possible to determine whether the remaining respondents have failed to identify any deficiencies in staff entering the workforce, or if they instead declined to answer the question. However, the results above are telling; all that identified a weakness noted a problem with knowledge of GIS and other mapping technologies and software. This was highlighted as a potential future problem by one institution in the 2009-10 survey, and it seems now, with Bosnia & Herzegovina beginning to acquire the equipment to undertake research using such technology, there is inadequate training within the archaeological community to fully utilise it. Deficiencies were also noted by 4 respondents in regard to methods of prospection and techniques of conservation – the latter of which has been noted throughout the heritage sciences within the country, as, historically, the focus of conservation has been placed upon artworks, rather than archaeological materials and/or museum artefacts.

CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

4 of the 12 institutions employing workers in Bosnia & Herzegovina have in-house assessment and CPD programmes, while 4 do not. Of the other 4, one does not assess employees itself, but they are assessed by another branch of the Civil Service, another two arrange employee-funded external training, and another is currently in the process of developing a CPD programme.

The 4 institutions that implement assessment and CPD programmes provided information on how they do so. One only provided training on historical, cultural & local material culture knowledge (through seminars & lectures) and foreign languages (through externally-organized courses). The others arranged all aspects of training internally, although local language training for foreign workers within one institution appears to be arranged informally in cooperation with local staff.

TRAINING FACILITIES

Organisation type	Number
Separate government-controlled institution	3
Resource centre attached to University	6
Resource centre attached to Museum	1
Private organisation regulated by National Government	1
Private organisation regulated on Entity level	2
Private organisation regulated by international institution	0
Contracted specialists and consultants	2

TABLE 5 – DESIRED TRAINING FACILITIES

Currently, there is no dedicated training institution or archaeological resource centre within Bosnia & Herzegovina. When asked *“In your opinion, should there be a central organisation responsible for providing further archaeological training in Bosnia & Herzegovina?”* 11 respondents answered, with 8 believing there should be, and 3 believing there should not. Various ways in which such an institute (or group of institutes) could be established were listed, and the chart below shows the frequencies of approval for each. Respondents could select multiple choices.

6.1.6. Institution Development & Prospects

STAFFING FLUCTUATIONS

The questionnaire asked the institutions to list staff numbers at regular intervals since July 2008. The dates used were as follows; July 2008, July 2010 & July 2012. One institution was established in the period between July 2010 and July 2012, and a further one was established after July 2012. Including these 2 institutions, 10 gave details on the number of archaeology graduates employed for these three points in time. The numbers of full-time and part-time employees with degrees in archaeology at these 10 institutions over time is shown in the graph below.

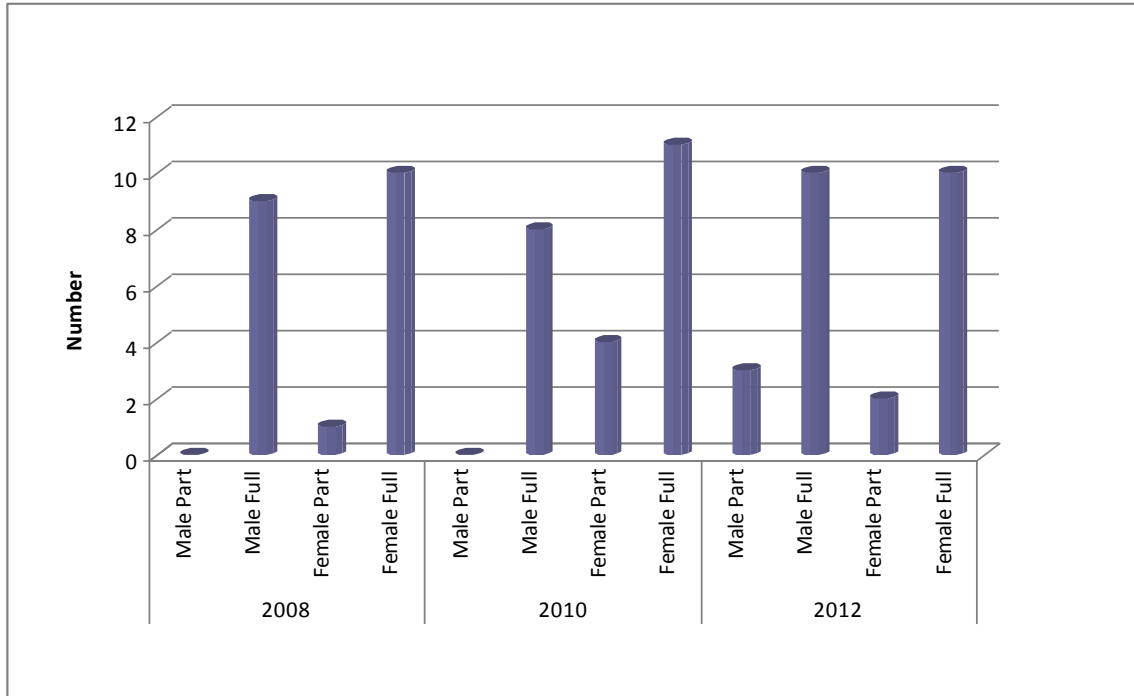


FIGURE 7- STAFFING FLUCTUATIONS 2008-2012

Information was also requested on total staff numbers for these periods, but data was supplied by too few institutions to undertake any analyses with statistical significance as to archaeologists as a proportion of institutions' workforces or overall fluctuations in staffing.

PEAK EMPLOYMENT

Only 5 institutions provided information on the period of peak employment. For one of these, it is at present. Another stated their peak employment was in 2012, while another stated 2008-2011. One responding institution, due to the implementation of a large project, temporarily employed a large number of volunteers (largely students and recent graduates of archaeology, both from within Bosnia & Herzegovina and other countries) in summer 2013, and therefore considered this to be its peak period of employment. A final respondent gave the full details of the employment history of their institution:

At our Institution, we are limited to 3 work positions for archaeologists (2 in our headquarters, and one in a regional office). As one retired and another left their position, for a period of time there was just one archaeologist. In 2010, due to an increase in workload, one of the vacant positions was filled by an intern, who was promoted to full-time employee in March 2013. Currently there are 2 archaeologists working at the Institution's headquarters, both in the position of Senior Associate for Cultural Heritage.

However, it is unclear whether the period during which 3 archaeologists were employed was before 2008 or not from this response.

REASONS FOR STAFFING FLUCTUATIONS

8 institutions employing archaeological workers within Bosnia & Herzegovina answered the question “*What have been the main reasons for fluctuations in staff numbers*”. While 3 stated there had been no fluctuation, 1 of these also stated that there had been fluctuation due to changes in funding. The fact that 6 respondents – by far and away the largest number – stated that this was a major influence on staffing fluctuations, while none were influenced by pressures from the construction industry, is testament to the fact that archaeology is a nationalised industry, and a private sector is yet to develop within the country. The table below shows the factors influencing staffing fluctuations.

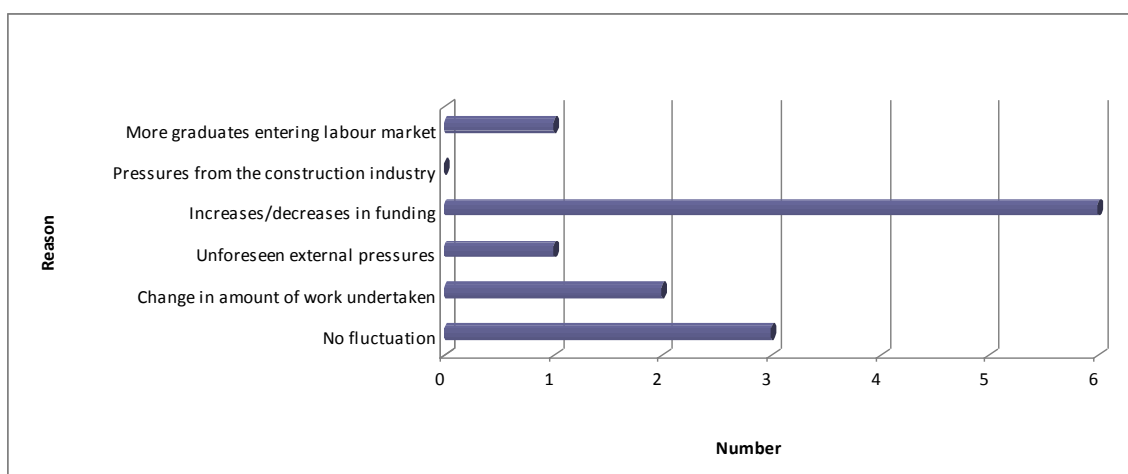


FIGURE 8 – REASONS FOR STAFFING FLUCTUATIONS

FUTURE PROSPECTS

Institutions were asked whether they expected their employment capacity to fluctuate in the short term (12 months). 4 said they expected no change, 5 either expected or hoped for an increase, and 1 believed the number of employees would decrease. When questioned as to reasons for changes, and the type of staff affected, 3 expecting an increase said that field staff numbers would hopefully increase (with one also hoping to employ more archivists and curators). 1 institution claimed that there would be an increase if necessary funding was found to comply with all rules and regulations regarding staffing. Conversely, the institution expecting a decrease in staff numbers said the employees affected would most likely be manual labourers and archaeology graduates, hinting toward a decrease in field staff numbers, and therefore potentially the institution’s capacity to undertake archaeological excavations. 1 of the institutions that

did not expect its staffing numbers to change said that this was due to the difficult current economic climate. Finally, 1 institution hoped the number of employees would increase as part of a strategy to increase tourism to the area in which the institution operates.

For the mid-to-long term (36 months) future, results were slightly more optimistic. Of the 8 responses, 6 institutions predicted an increase in employment, while 2 predicted no change. Only 1 institution offered a reason for this expectation, stating that they believed they would employ more staff educated and trained within Bosnia & Herzegovina.

SATISFACTION WITH ARCHAEOLOGICAL WORK AND RESEARCH

Mixed views were given as to the level of satisfaction with the progress of archaeological work and research within Bosnia & Herzegovina in recent years. Of the 11 institutions that commented upon this, 7 were generally satisfied (with caveats) and 4 unsatisfied. Due to the open-ended nature of the question posed, answers are listed below:

Satisfied:

"Taking into account the financial capacity of institutions dealing with archeology, we are satisfied."

"We have had good collaborations and have been able to get on with productive field survey and test excavation projects."

"We are satisfied. At several sites we have carried out archaeological excavations in collaboration with experts from other countries."

"We are very pleased with the progress of archeology, in particular in [the municipality in which the institution operates]"

"Generally, we are satisfied. We have noticed an interest [in our work] from the public and institutions. The main problem remains, however, the funding issue."

"Everything is relative. Compared to the number of employees, we have made real progress. The greatest progress has been made thanks to cooperation with European universities."

"In general, we are very satisfied because, although the institutions in Sarajevo give little or no support to archaeological excavations here, especially systematic ones, we have still managed to resolve financial issues through different ways."

Dissatisfied:

“We are not at all satisfied”

“We are not satisfied. There is no long-term plan with respect to protected archaeological sites.”

“We are unsatisfied. Archaeological excavations have never been lower financed, and when assets are received, they are insufficient to complete the research, conservation and restoration, as well as any required analysis. The ratio of local institutions to archaeological research has backtracked.”

“There is a fundamental lack of practical archaeological ability from graduates coming from universities to our institution. This appears to be due to a lack of fieldwork training.”

6.2. Individuals

Approximately 110 individuals were initially contacted with regard to participating in this labour market survey. After receiving further insight into the type of work and primary locations of operations, this was reduced down to 57 individuals directly contacted, plus an unknown number through their institutions. Those directly contacted can be broken down into the following categories:

Organisation type	Number
Academia	10
Civil Service	11
Foreign	5
International Organization	1
Museum	25
NGO	4
Self-employed	5

TABLE 6 – EMPLOYEES’ INSTITUTION TYPE

Definitions for the above categories must be expanded: ‘Academia’ describes those whose primary employment is within a university; ‘Civil Service’ includes those employed by governmental administration (including heritage protection agencies, but not government-run museums) at National, Entity, Cantonal (within the Federation) and Municipal level; ‘Foreign’ denotes employees of institutions based abroad who undertake significant research within Bosnia & Herzegovina; the sole ‘International Organisation’ is an institution employing archaeologists that operates internationally, with headquarters in Bosnia & Herzegovina; ‘Museum’ denotes all museum employees dealing with archaeological collections; ‘NGO’ employees are those who work for non-governmental

organizations dealing primarily with archaeological research; finally, the category ‘Self-employed’ includes archaeologists who are currently out of work, or undertake most of their archaeological work on short-term contracts.

It must also be noted that there are overlaps between several categories; two museum employees also work for an archaeological non-governmental organization, while one foreign NGO employee operates almost exclusively within Bosnia & Herzegovina, and is therefore included in both categories. Finally, one person who is employed full-time within academia also holds the directorship of a museum, and is included in both of these categories. Hence, the table above includes 61 employment positions.

Although these figures would suggest that a minimum of 57 archaeologists are employed within the country, these figures are better defined as for those that are employed ‘to deal with Bosnia & Herzegovina’s archaeological heritage’. Many of these people (particularly in the ‘Academia’ and ‘Civil Service’ categories) have zero involvement in archaeological excavations, and a number do not have qualifications in archaeology, but instead in a related discipline, such as history or art history. A truer breakdown of *field archaeologists* working in Bosnia & Herzegovina could be given as follows:

Employee Type	Male	Female
Civil Service Employees	4	6
Field Archaeologists/Museum Curators	14	10
Museum Support Staff/Technicians	2	3
Academics	6	3
Total	48	

TABLE 7 – FIELD ARCHAEOLOGISTS IN B&H

These figures only include permanently employed individuals, and not those working on short-term contracts or undertaking periodic employment.

A total of 29 questionnaires were returned; 28 by email, and one in person. Some respondents declined to answer certain questions. Furthermore, four of the responses were from people employed by foreign institutions (one of these being a BiH national, and another primarily working within the country). Where relevant, these results have been excluded from analysis. In such instances, this has been clearly stated within the text.

6.2.1. Personal Data

SEX

Of the 25 responses to this question, 14 were male, and 11 female. This bears a close correlation to actual proportions determined above in Table 6-14. Immediately prior to the 1992-95 hostilities that devastated the country's archaeological workforce, there appears to have been an approximate 55%-45% split, with the majority of workers being male. This balance appears to have been re-established, and estimates for students studying archaeology in the two universities offering the subject within the country appear to mirror the proportions of males and females in the workforce.

AGE PROFILES

Only data on the year of birth of respondents was collected. Therefore, ages are expressed as of 31st December 2013. Of the 25 respondents based within Bosnia & Herzegovina, 23 answered this question. The age category breakdown is shown in the graph below:

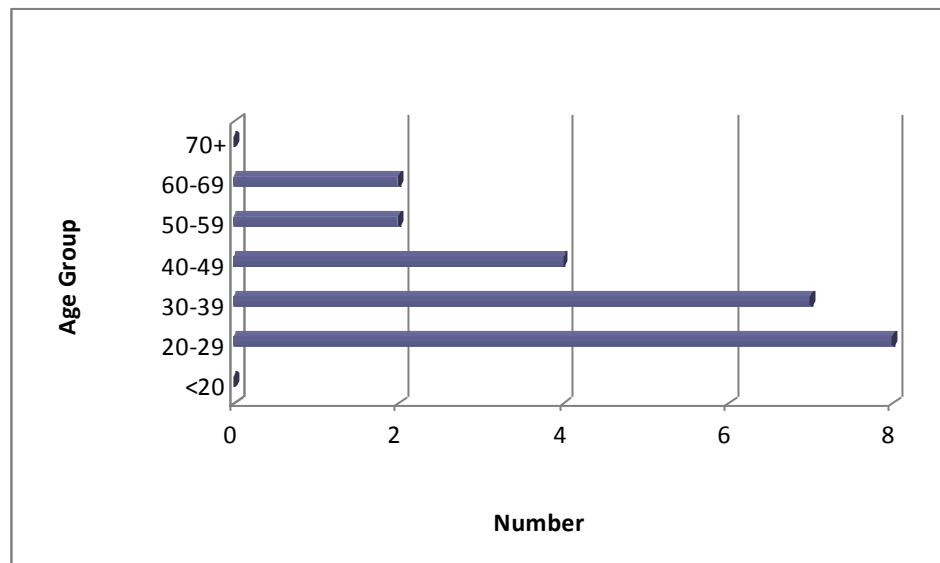


FIGURE 9 – AGE GROUPS OF INDIVIDUALS

The age range of the individuals is heavily skewed towards younger employees. Of the 23 respondents, 8 were under 30 years of age, and 15 in total under 40. The mean age of respondents was 37.7 years, the modal age was 29 (with 5 respondents), and the median was 31.

Responses of individuals by sex and age (where both questions were answered) are as follows:

Age	Gender	
	Male	Female
70+	0	0
60-69	2	0
50-59	0	2
40-49	2	2
30-39	0	6
20-29	5	1
Under 20	0	0

TABLE 8 – AGE VS. GENDER BREAKDOWN

Preliminary research for the project suggests 26 males and 22 females work as field archaeologists within the country. From the preliminary research and responses recorded here, it seems that the results may bear an under-representation of males in the 30-39, 40-49 and 50-59 categories.

NATIONALITY

This question was asked in two parts: ‘Nationality by Birth’ and ‘Nationalities Possessed’. 28 of the 29 respondents answered the first part. The results are detailed below:

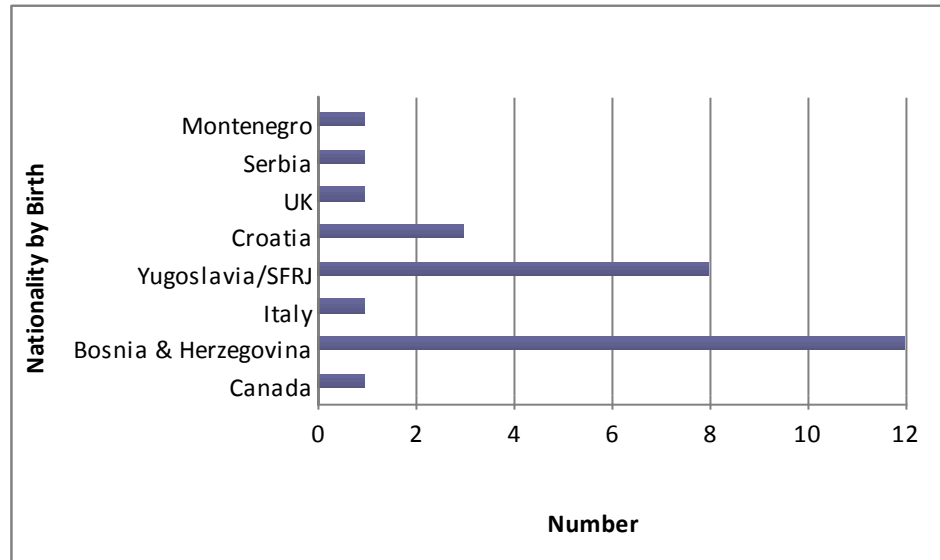


FIGURE 10 – NATIONALITY BY BIRTH

It must be noted that one of these respondents put their ‘Nationality by Birth’ as ‘Republika Srpska’. However, as this respondent is in the ‘30-39’ age category, and the Republika Srpska was not self-declared until 1992, this person has been included in the ‘Bosnia & Herzegovina’ category. 27 respondents answered the second part of this

question. Of note is the fact that fifteen respondents had dual nationality, with 12 of these having the nationality of 2 different Former Yugoslav states. Six respondents who listed at least one of their nationalities as ‘Bosnia & Herzegovina’ also added the nationality of ‘Republika Srpska’, one of the two entities that make up the country. No respondents listed the Federation (the other Entity in the country) as their nationality. The full breakdown of nationalities claimed by respondents in this part of the question is shown in the table below:

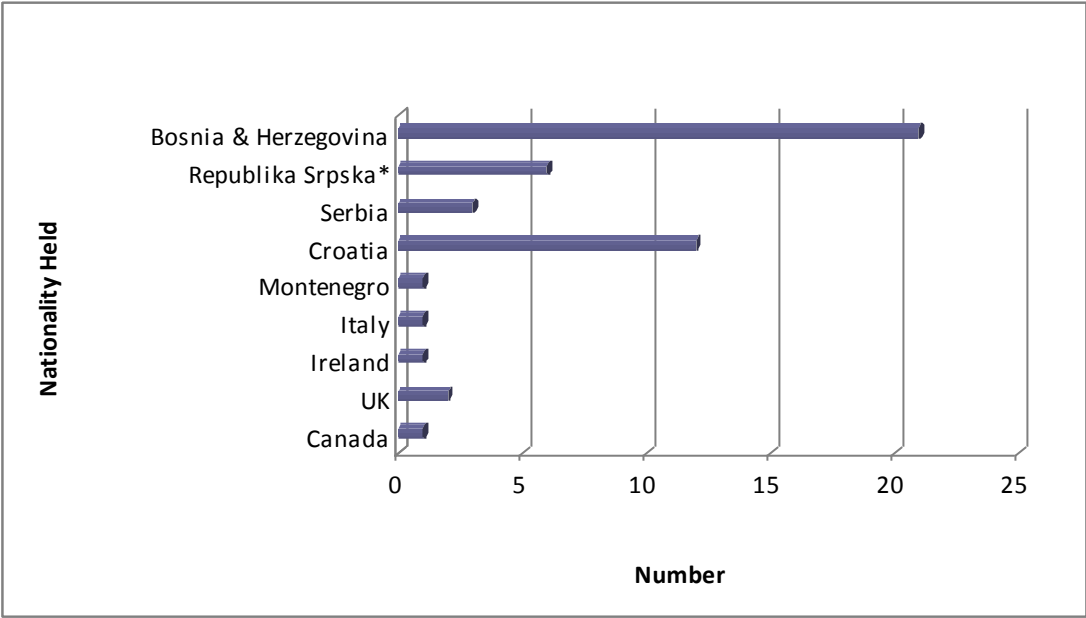


FIGURE 11 – NATIONALITY HELD

ETHNICITY

Despite being a relatively contentious topic, 23 respondents answered the question “*What ethnicity do you consider yourself?*”. Of the Constituent Peoples of Bosnia & Herzegovina, as defined by the country’s Constitution, nine considered themselves to be Serbs, two Bosniaks, and eight Croats. Other responses given included ‘Bosnian’ (devoid of ethnic connotation), ‘White Western’ and ‘Bosnian Croat’. The full breakdown of answers is given in the table below.

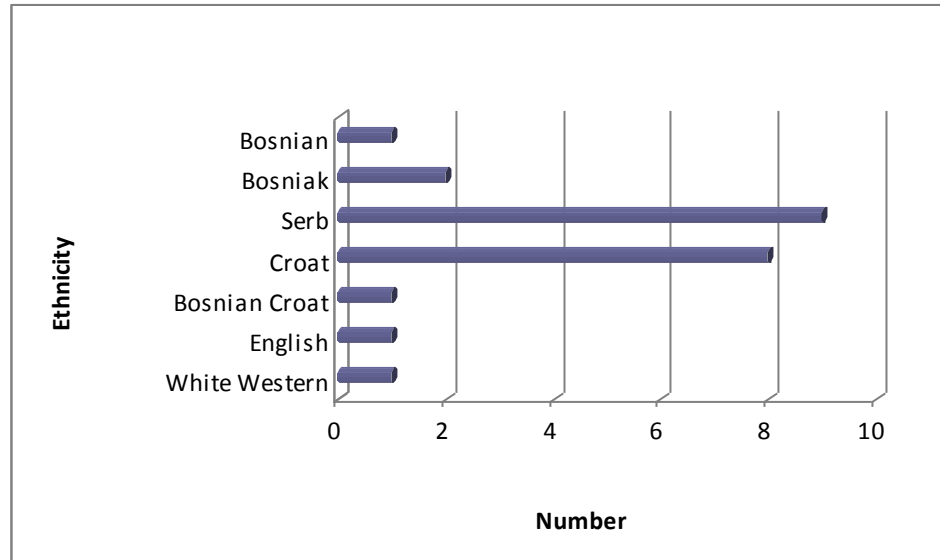


FIGURE 12 - ETHNICITY

PHYSICAL DISABILITIES

Again, this question was asked in two parts. The first asked *“Do you consider yourself to have a physical disability”*, and the second *“Are you considered by any governmental department to have a physical disability?”*. Nobody answered ‘Yes’ to either question, with 24 responding ‘No’, and 5 declining to respond each time. It must be noted, however, that the 5 that did not respond to the first and second part of the questionnaire were not the same; only 3 did not respond to either part of the question.

It must be noted that, although Bosnia & Herzegovina conducted a national Census in 2013, the results are not available as of publication. Therefore, the most recent Census statistics for the country date from 1991, so accurate statistics with regard to disabilities are impossible to obtain with regards to the overall population. However, a USAid report from 2009¹⁹ suggests that 6.5% of the country's population consider themselves to have a disability of some type. As this report covers both mental and physical impairments, no useful conclusions can be drawn from a comparison of results, as this study focused exclusively on physical disabilities. Although the government prohibits discrimination upon the grounds of disability, a 2008 Human Rights Report by the US Department of State²⁰ implied that such laws were regularly ignored in regard to employment. Although

¹⁹*The Prevalence of Disability in Europe and Eurasia* Page vii

²⁰<http://www.state.gov/j/drl/rls/hrrpt/2008/eur/119071.htm> Section 5

research was undertaken into women with disabilities within Bosnia & Herzegovina for a 2012 report, these results were never finalised²¹.

INSTITUTION TYPE OF CURRENT EMPLOYER

Of those whose primary work is undertaken in Bosnia & Herzegovina (25 locally-based, plus one internationally-based archaeological worker), 24 answered this question. 1 worker listed more than one employer (working in both a museum and a university). Although names of institution types were relatively diverse, they have been grouped into categories in the graph shown below.

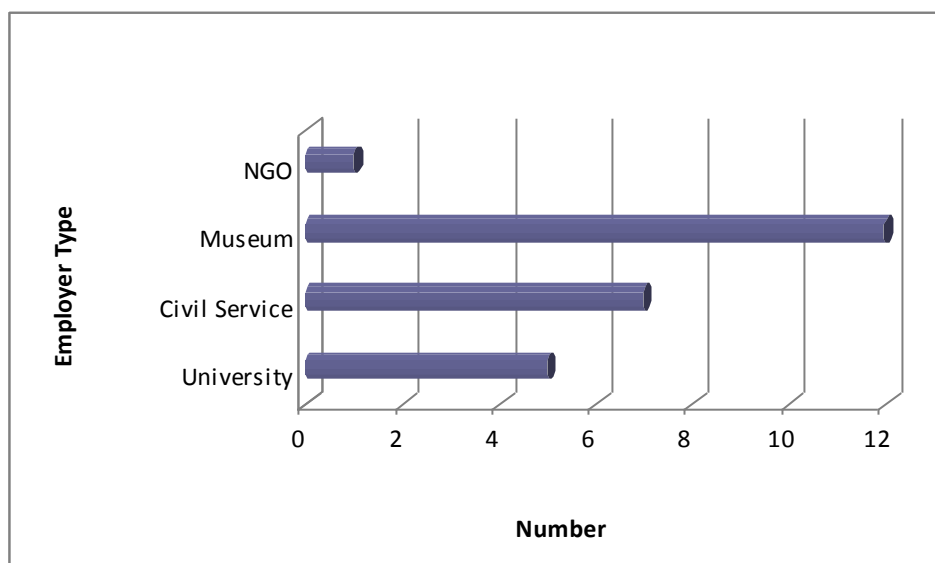


FIGURE 13 – EMPLOYER TYPE

A large proportion of respondents (50%) work within museums. This is no surprise, as most archaeological work in the country is organised and undertaken by museums, hypothetically responsible to the various governmental levels (national, entity, cantonal and municipal). 7 of the 24 respondents (29%) are employed within some form of governmental administration. Again, this is reflective of the oversized public sector of the country, due to its complicated administrative setup, which according to sources²², exceeds 180,000 employees at National, Entity & District, and Cantonal level combined.

²¹USAid, *Women with Disabilities in the Europe & Eurasia Region* (2012, p.3)

²²<http://www.rts.rs/page/stories/sr/story/11/Region/1496491/BiH,+najvi%C5%A1e+ministara+po+glavi+stanovnika.html>

6.2.2. Educational Background

LEVEL OF HIGHEST EDUCATION

All 29 respondents answered this question. Of those, 27 had completed at least an undergraduate degree. All of these were in archaeology, a joint honours degree in archaeology and another discipline, or in a closely related (archaeological conservation) or further-specialised (Near Eastern archaeology) discipline. The majority (19 of 29 respondents) had attained at least a Master-level qualification, with three of these having gained Doctoral-level qualifications. It must be noted that at least 3 of those with a Master-level qualification are currently nearing completion of doctoral studies. The 4 respondents who live abroad but work in archaeology in Bosnia & Herzegovina account for two Master-level qualifications (one of whom is nearing completion of Doctoral studies), one Doctorate and one Habilitation.

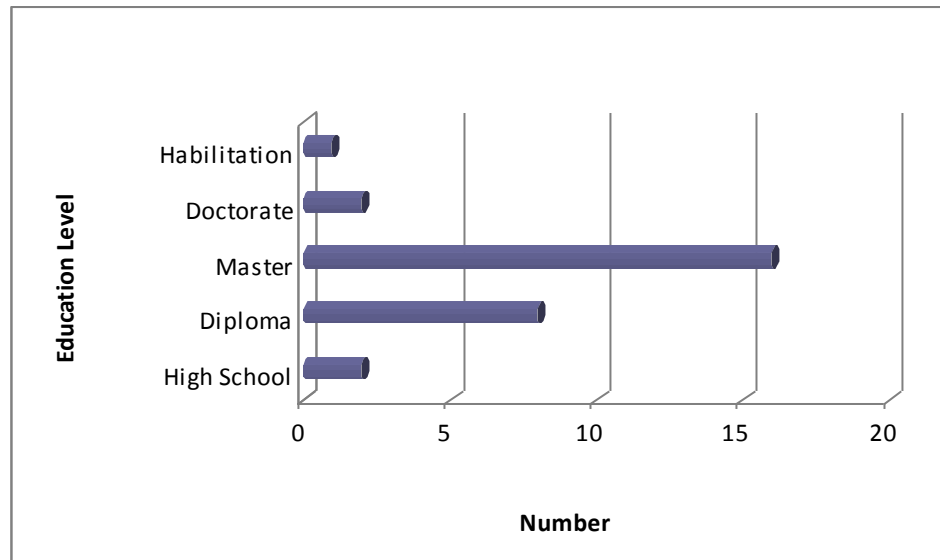


FIGURE 14 – EDUCATIONAL LEVEL

People had undertaken their university education in various countries. Of the 26 respondents originating from Former Yugoslav states, 25 responded. One of these stated that they had studied at two institutions. All are listed in the table below:

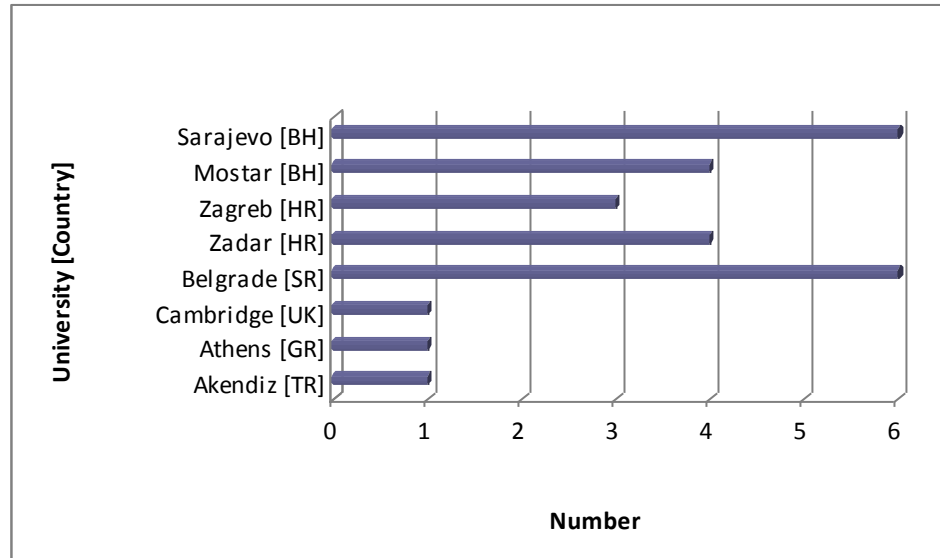


FIGURE 15 – UNIVERSITIES STUDIED AT

Of the 4 participants who attained their degree prior to the breakup of Yugoslavia, three graduated from Belgrade's Philosophy Faculty, and one from Zagreb's. Of surprise is the fact that 10 respondents have completed at least a part of their higher education in Bosnia & Herzegovina, with 9 of them having graduated since 2008. This suggests that graduates from the two archaeology courses within the country have a relatively strong potential to enter the archaeological labour market of Bosnia & Herzegovina.

The reasons stated for studying outside respondents' countries/Federal Republics of origin focus primarily on the fact that there was no archaeology course (or only those that the respondent believed to be of an insufficient standard) available within Bosnia & Herzegovina when they began their studies for older archaeologists, and the fact that they received a scholarship to study abroad for younger ones.

ADDITIONAL QUALIFICATIONS

Only three of the Bosnia& Herzegovina-based respondents claimed to have additional qualifications. One has a Specialization (a pre-Bologna qualification which they stated allowed them to be employed as a High School teacher) in Art History, one had a qualification in Classical Philology (although the level of this qualification was not stated), and one had studied preventive conservation at Serbia's Central Institute of Conservation, although again the level of qualification was not given.

The low levels of additional qualifications is of interest here. There is an abundance of training and workshops hosted by NGOs and similar organizations throughout the country, which are well attended by archaeological professionals and students. It may

simply be that the certification provided as proof of attendance at such courses is not viewed as a 'qualification' *per se* by either the employee or their employer, and may just be viewed as an activity within the realm of Continuing Professional Development. It is possible that more relevant insights would have been gained were a question asked on certified courses and training attended.

LANGUAGES WITHIN THE ARCHAEOLOGICAL COMMUNITY

The Personnel questionnaire asked both which languages respondents felt were necessary for undertaking archaeological work and research in Bosnia & Herzegovina, and in which non-local languages they would describe themselves as proficient. The most commonly-spoken language was English, with 19 respondents describing themselves as proficient in this language. 20 of the 25 respondents who currently live and work in Bosnia & Herzegovina considered themselves to be proficient in at least one language other than their native language. In total, 8 non-local languages are represented amongst respondents, hinting to the linguistic diversity of the archaeological community of Bosnia & Herzegovina. However, it must be noted that two of the respondents were native English speakers, and one a native Italian speaker. These are included in the results below:

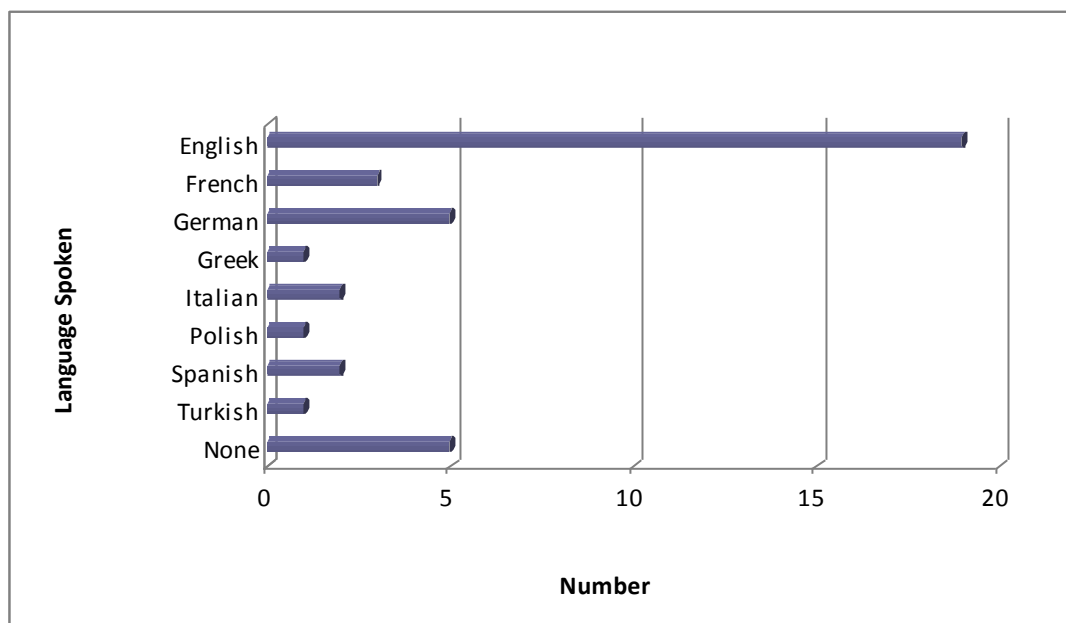


FIGURE 16 – LANGUAGES SPOKEN

The languages considered relevant for archaeological work and research in Bosnia & Herzegovina bear a relatively weak correlation to those actually spoken, with the notable exception of English. English (15) and German (14) were the two most commonly cited languages of relevance. Of surprise was the fact that one respondent considered Russian

to be important, in spite of the fact that none of the respondents described themselves as proficient in this language.

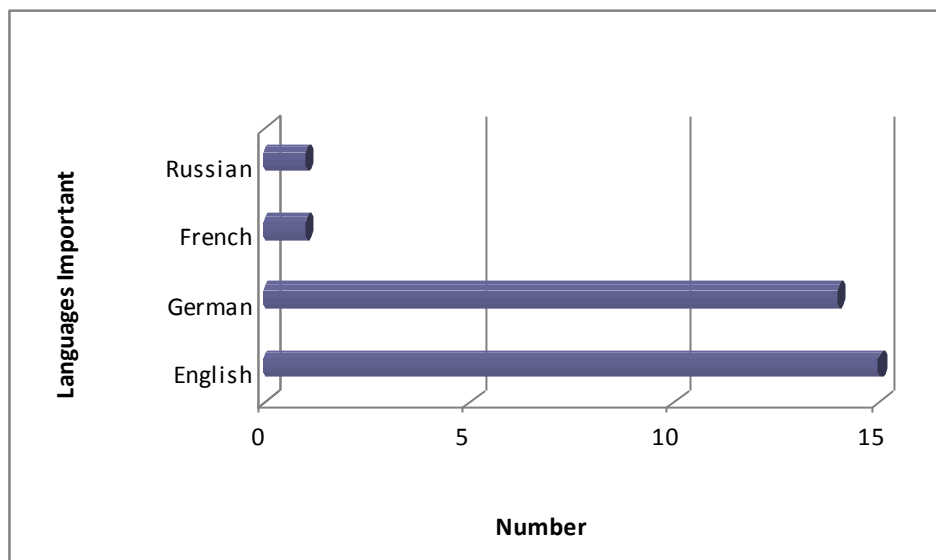


FIGURE 17 – LANGUAGES IMPORTANT FOR ARCHAEOLOGICAL WORK

Some respondents offered justifications for their choices. All responses centred around increasing international cooperation and collaboration. One respondent answered that ‘All major European languages’ are important for international cooperation. Due to the unquantifiable nature of this answer, it has not been included in the results presented above.

6.2.3. Career & Current Employment

RECENT EMPLOYMENT

The questionnaire asked how many months within the previous five years respondents had worked within the archaeological sector within Bosnia & Herzegovina. Of the 25 respondents employed within Bosnia & Herzegovina, 21 answered this question. Their answers are shown in the graph below.

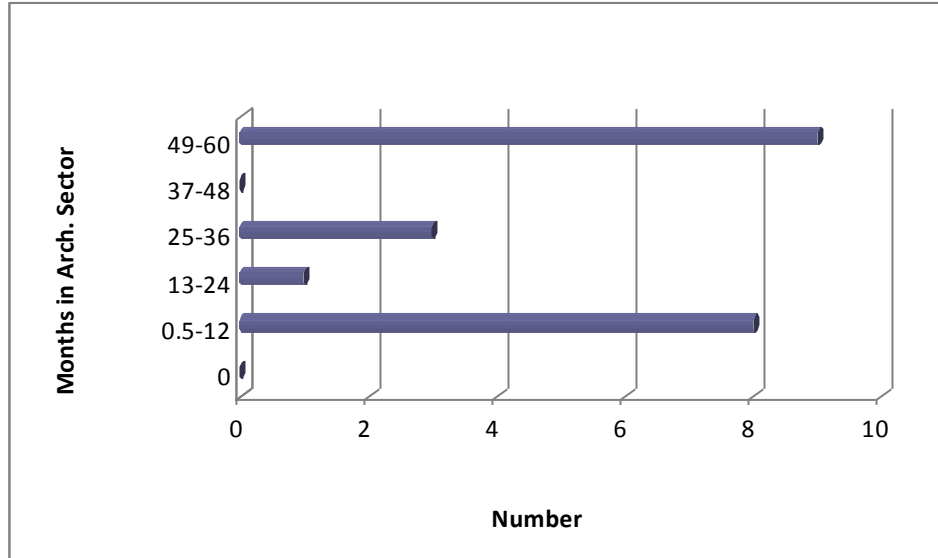


FIGURE 18 – MONTHS EMPLOYED IN THE ARCHAEOLOGICAL SECTOR

This distribution is of interest: almost 40% of respondents to this question have spent less than one year working in the archaeological sector out of the last five. This could suggest two things; either archaeological work is hard to come by, and people either commonly work on short contractual basis, or leave archaeology for extended periods of time, or that a large number of people have recently entered the profession within Bosnia & Herzegovina. Given the previous estimates for numbers of archaeologists operating within the country stated in this report, the relatively high proportion of archaeology graduates having completed their studies within the past five years (14 of the 24 respondents employed within the country), and the fact that a greater number of people have been employed for over four of the last five years, the latter scenario is the more probable of the two explanations for this distribution.

All four employees of non-Bosnia & Herzegovinian institutions also answered this question: their answers ranged from 2 to 12 months.

CURRENT EMPLOYMENT

Of the 27 respondents that answered the question “*Are you currently employed within archaeology or a related sector?*” 26 stated that they were (including all four employed by non-BiH-based institutions). Only 1 respondent was not currently employed within archaeology, stating their current employment as a tourist guide. This respondent has been excluded from questions on Current Employment for the remainder of this section. One further respondent stated that although they were employed within archaeology, this was not a full-time profession, and that they also worked as an English as a Second Language teacher at two schools.

A further respondent, who worked for the currently-closed National Museum further clarified their situation, stating:

“There is a particular situation in the National Museum whereby I am still an employee, but have not received a salary for 26 months.”

CONTRACT TYPE

All 24 respondents currently employed by archaeological institutions within Bosnia & Herzegovina answered the question on the type of employment contract they had. The overwhelming majority are currently employed on permanent contracts; a common situation within both the civil service and museums within Bosnia & Herzegovina. The breakdown of contract types is shown in the table below.

Contract Type	Number
Permanent	18
24 months +	1
12 to 24 months	0
6 to 12 months	4
3 to 6 months	1
Less than 3 months	0

TABLE 9 – CONTRACT TYPE

No part-time employees of institutions within Bosnia & Herzegovina are represented within the survey. This is of little surprise considering the setup of the archaeological labour market. One of the employees of a non-local organization claimed to work part-time.

In regard to work hours, all 19 of the 20 respondents currently employed by archaeological institutions within Bosnia & Herzegovina that answered the question were contracted for 40 hours. The final respondent was contracted for 12 hours of archaeological work, plus additional activities that totalled up to around 50 work hours per week. Many respondents claimed to work more than their contract-stipulated number of hours, with five claiming to work 45-50 hours, and one claiming to work 60 hours per week.

JOB TITLE

A wide range of job titles were evident amongst respondents to the questionnaire. A number of respondents held more than one job title. Between the 21 persons employed by institutions within Bosnia & Herzegovina that responded to this question, a total of 28 job titles were recorded, with one respondent possessing three separate job titles. Of the

job titles represented, only 'Department Secretary' (2), 'Archaeological Curator' (5), 'Curator' (2) and 'Archaeologist' (2) were held by more than one respondent, with many others showing relatively minor variations.

In the table below, the job titles are categorised into groups, with their frequencies shown:

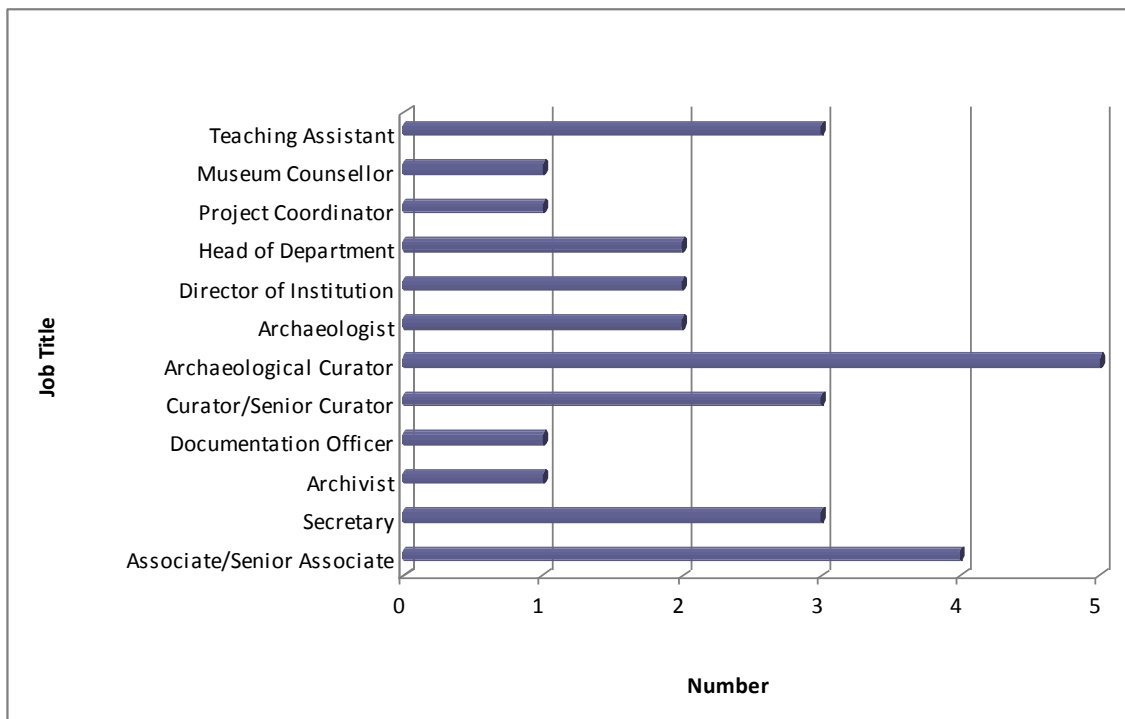


FIGURE 19 – JOB TITLE

RECENT EMPLOYMENT MOBILITY

Respondents were questioned on their job mobility within the past 5 years. Of the 20 respondents employed by Bosnia & Herzegovinian institutions who supplied an answer, over half (12) had worked for more than one employer. Unfortunately, the questionnaire did not further investigate whether those who had worked for multiple employers had done so on short-term contracts, or had moved between long-term, and more secure, jobs. The number of archaeological employers that respondents had worked for is shown in the table below. It must be noted that one respondent simply answered 'several', which, due to its unquantifiability, has been excluded from the table.

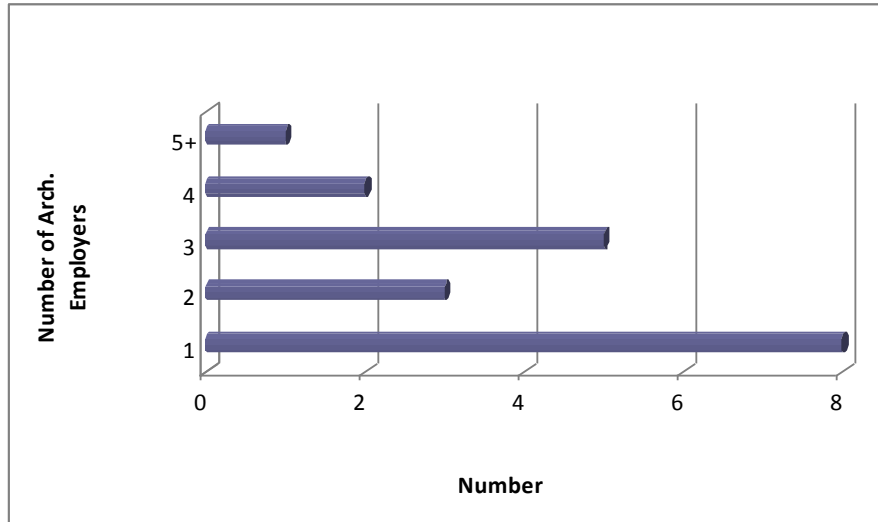


FIGURE 20 – NUMBER OF ARCHAEOLOGICAL EMPLOYERS

23 respondents employed by institutions within Bosnia & Herzegovina responded to the question on whether they had worked abroad within the past 5 years, with 11 stating that they had. A large range of countries were represented amongst the answers, with all but two archaeologists having worked in Croatia, and all but one having worked in another Former Yugoslav state. One respondent had worked in 12 different countries; the second most mobile respondent had worked in 3. Frequencies for different countries are shown in the graph below.

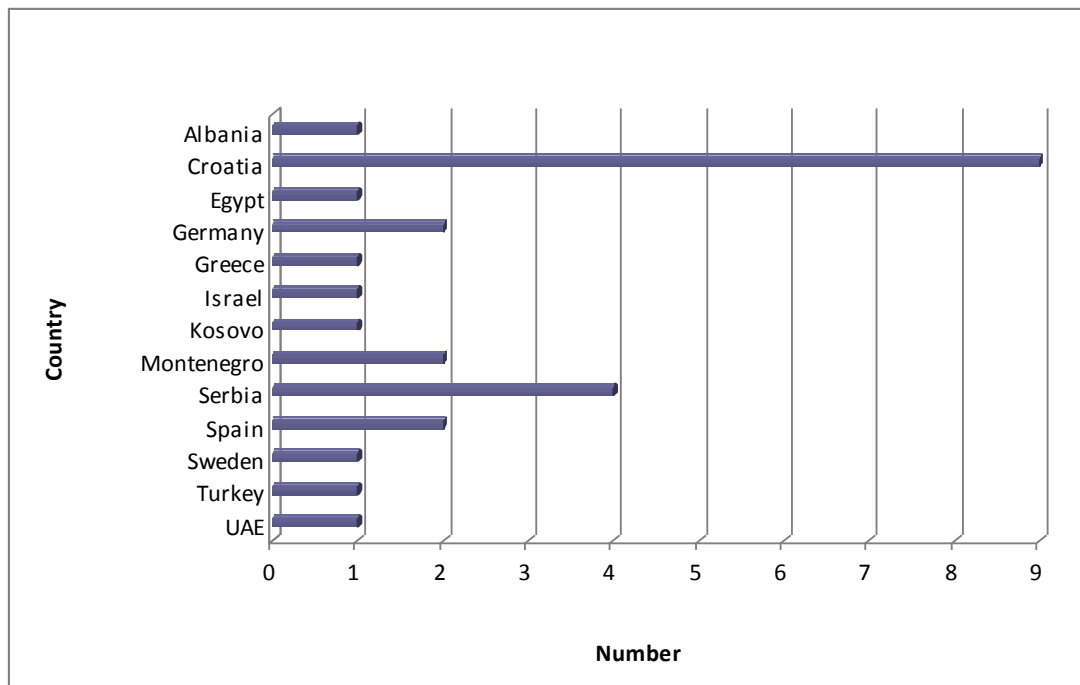


FIGURE 21 – COUNTRIES WORKED IN

Although respondents were asked to give details on length of employment in archaeology in other countries, not enough information was gathered to make valid conclusions.

MAIN DUTIES IN EMPLOYMENT ROLE

26 of the 29 respondents gave information on their main duties within their job. The most common roles were within the areas of archaeological planning and coordination, and excavation itself. A significant number of respondents were also actively involved in research and teaching. Frequencies for all types of work are shown in the graph below.

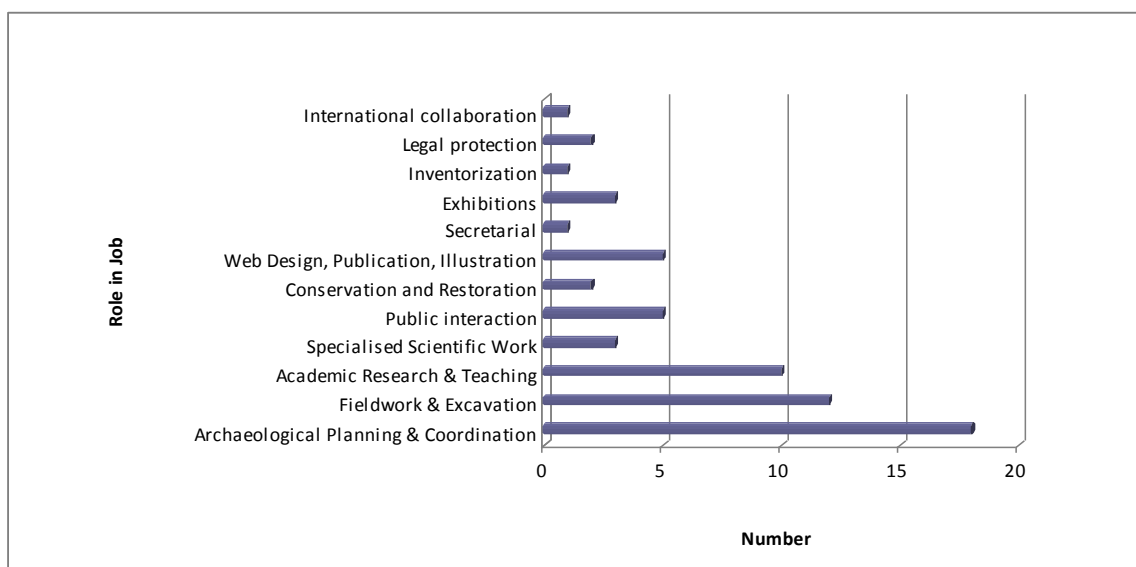


FIGURE 22 – ROLES IN CURRENT POSITION

VIEWS ON EMPLOYER

Of the 22 respondents employed by institutions within Bosnia & Herzegovina who answered the question 'As an employee, do you feel you receive sufficient support from your employer?' 18 stated that they believed they did, while four believed they did not. However, when asked whether there were any areas in which they believed their employers should improve their performance, only 18 replied, with 10 stating they believed their employer should improve their performance, and 8 stating they should not. A variety of additional comments supporting these stances were offered, focusing on a number of key themes. Of the nine respondents who offered comments, four highlighted the need for greater cooperation with other institutions, both domestically and internationally. One believed that the knock-on effect of this would be a more secure influx of funding. Four also stated that their institutions should improve their public outreach through educational activities (both for the general public, and for experts and academics). Two believed the academic output (scientific literature) of their institutions

should be increased. Two said their institution should promote itself and its work more heavily to tourists. Three stated that the overall management structure of their institutions should be improved. One stated that the level of fieldwork undertaken by their institution could be improved, although it was unclear whether this answer was directed toward the quality or the quantity of excavations. Finally, one respondent stated “All areas falling under the jurisdiction of [the Institution] (could be improved)”.

One respondent employed by a non Bosnia & Herzegovinian institution also offered comments regarding this question, stating that, from their experience, there is a need for a greater number of conservation specialists within the archaeological community.

JOB SATISFACTION

Overall, respondents are generally satisfied with their current employment. Of the 23 responses from individuals employed within Bosnia & Herzegovina, 16 described themselves as either ‘satisfied’ or ‘very satisfied’. Three, however, described themselves as ‘very dissatisfied’. In the 2009-10 Report, a Satisfaction Index of 4.33 was derived from responses (on a scale from 1.00 to 5.00) (Lawler, 2010 p.29). For 2012-14, this Index had fallen to 3.87, as shown below.

However, only two respondents claimed to have searched for other employment, within the archaeological and heritage sectors within the past six months. One of these had also searched for other employment outside archaeology.

Satisfaction Level	Very Dissatisfied	Dissatisfied	Neither	Satisfied	Very Satisfied	Mean
Satisfaction Index	1	2	3	4	5	
Number	3	0	4	6	10	3.87

TABLE 10 – LEVEL OF JOB SATISFACTION

6.2.4. Working Conditions

PAYMENT

Wages within the archaeological sector vary somewhat within Bosnia & Herzegovina. Responses to this section were rather low, with only 14 respondents providing data on their monthly salary. The lowest monthly wage recorded in the survey was 650 KM per month (for an archivist), and the highest 1,880 KM (for the director of a public institution). Although the mean wage from respondents was 1,071.5 KM, this figure has

relatively little statistical value. More importantly, the median monthly wage of respondents was 1,025 KM, and of the 14 respondents who gave information on their wage, 9 fell between 950 and 1,200 KM per month, with 2 above this range and 3 below²³.

In comparison, the average monthly wage across Bosnia & Herzegovina throughout 2013 ranged between 815 and 838 KM, according to the Agency for Statistics²⁴. In 2013, the minimum wage in Bosnia & Herzegovina was 370 KM per month in the Republika Srpska, and 343 KM in the Federation²⁵, net. 19 respondents answered the question “Are you paid according to the level of your highest qualification in comparison with other job sectors in Bosnia & Herzegovina?”. Only 1 respondent believed that they were, with 6 stating they believed they were not, and 12 stating that they were unsure.

HOLIDAYS

Again, a wide variation was observed in the amount of paid holidays per annum employees received. 16 of the 25 respondents employed within Bosnia & Herzegovina gave accurate figures, ranging from 18 (6 respondents) to 40 (1 respondent) days, with an additional respondent claiming they did not know their annual holiday entitlement. The mean number of paid holiday days for archaeological workers in Bosnia & Herzegovina was 23.5. The graph below shows the distribution of annual days leave amongst respondents.

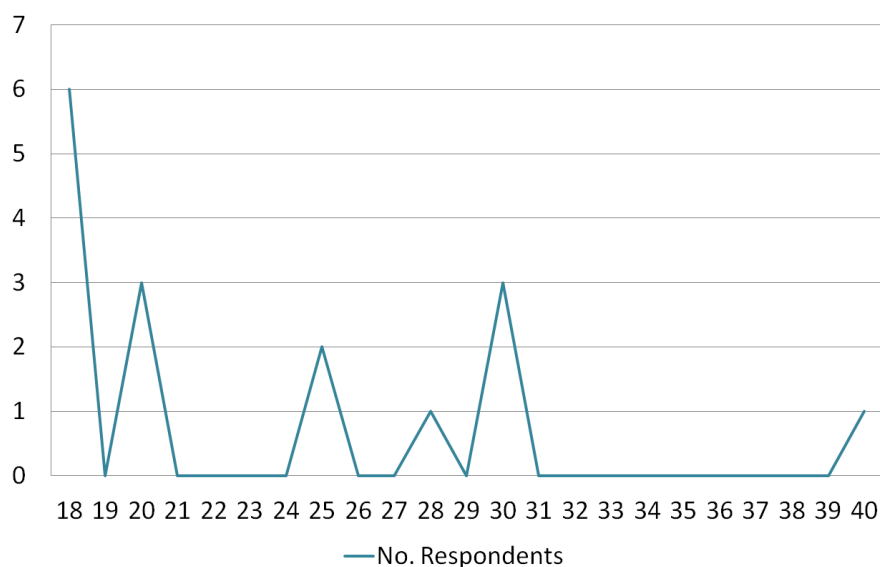


FIGURE 23 – HOLIDAY DAYS PER ANNUM

²³1KM = €0.5113, pegged rate

²⁴Net Wages 2000 – 2013, available at: <http://www.bhas.ba/index.php?lang=en>

²⁵<http://www.state.gov/j/drl/rls/hrrpt/2011/eur/186336.htm> Section 7d

CONTRACTUAL BENEFITS

As a generalisation, work contracts include relatively uniform benefits within Bosnia & Herzegovina. As the graph below shows, all 20 respondents who stated they had additional contractual benefits received both paid sick leave and pension contributions from their employer. Four respondents claimed to receive end-of-year bonuses. Curiously, only two of these worked in senior positions, and all worked in a diversity of sectors (two in museums, one in an academic institution, and one in the Civil Service at municipal level). Although only 11 respondents claimed to have maternity or pregnancy leave included as a contractual benefit, these results bear a very strong correlation to the sex of the respondent, with almost all who stated that they were a contractual benefit being females. The full breakdown of contractual benefits available to respondents is shown in the table below.

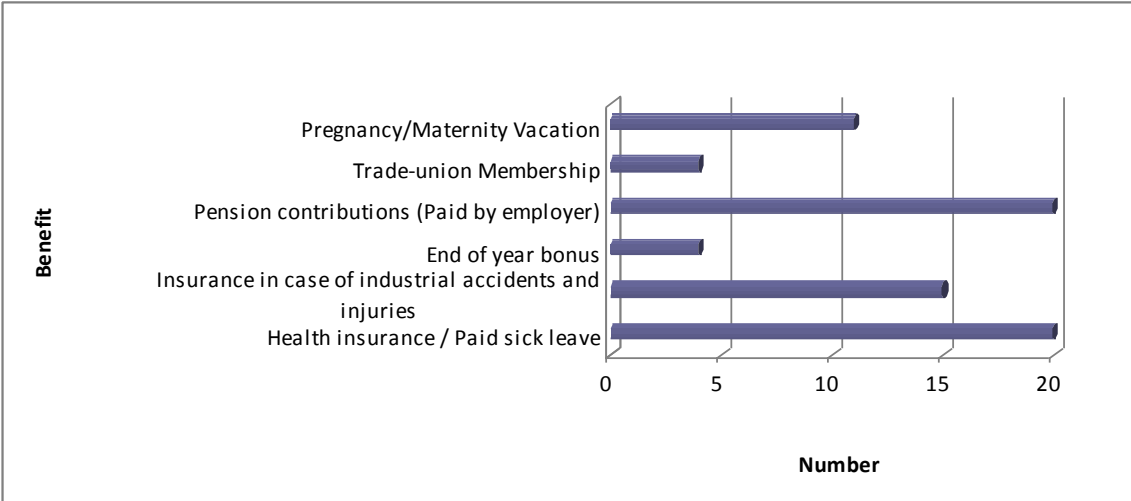


FIGURE 24 – IN-CONTRACT BENEFITS

IN-WORK BENEFITS

As well as contractual benefits, employers often provided, or reimbursed, other in-work expenses. 21 respondents claimed to receive at least one form of remuneration. These are shown in the graph below.

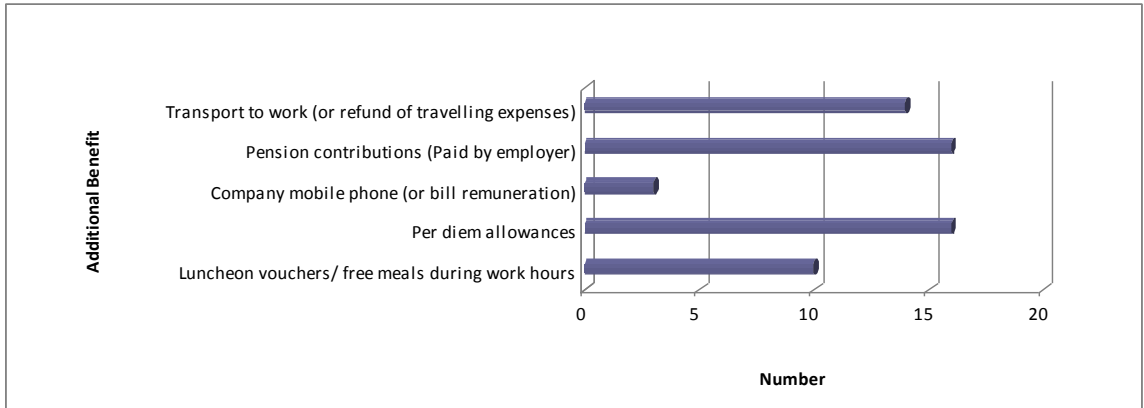


FIGURE 25 – IN-WORK BENEFITS

When questioned as to the total financial value of these additional benefits, only 10 respondents replied. Again, these varied widely, from 50 KM per month, to ‘up to 500 KM’ per month. The mean sum total of these benefits is 195 KM, with the median being 200 KM. The distribution is strongly bimodal, with 3 respondents receiving 50 KM worth of extra remuneration per month, and another 3 receiving 300 KM per month. Only one person claimed to have additional benefits amounting to a value over 300 KM per month. Furthermore, one respondent claimed to be unsure as to the total value of their additional contractual in-work benefits. If the mean amount of total benefits were extrapolated across the archaeological community, it would account for an additional 18.2% of the mean salary reported above; a significant amount of additional remuneration.

14 of the 25 respondents employed by institutions within Bosnia & Herzegovina answered the question “*Are you satisfied with the additional benefits you receive from your employer?*” with 9 stating that they were, and 5 stating they were not.

6.2.5. Ongoing Training & Education

There appears to be a strong desire for further training and education within the archaeological community of Bosnia & Herzegovina after the completion of formalised education and entry into the labour market.

Of the 29 respondents, 26 answered the question “*Do you feel that the archaeology & heritage sectors need further possibilities of continuing education?*”, with 25 believing that they do, and 1 being unsure. Respondents stated that they wished further training to be available in a wide range of areas, with the most common desire being for training in using GIS and mapping software, with 21 of the 25 who stated they wished certain types of training to be available stating that they would like training in this area. This was closely followed by conservation and restoration skills, with 20 respondents desiring further training to acquire such skills. Other popular training types were as follows;

Historical, cultural & local material culture knowledge, Heritage management & associated laws, and ICT, all with 17 responses. Frequencies for all training types are shown in the table below.

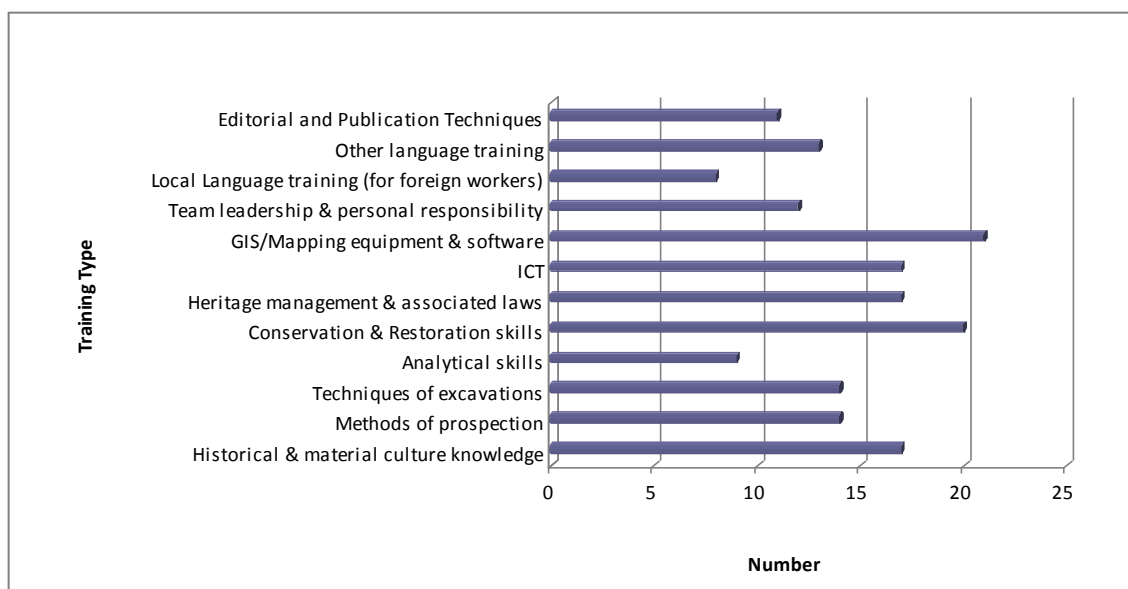


FIGURE 26 – TRAINING TYPES WANTED

23 of the 25 respondents employed by an institution within Bosnia & Herzegovina gave their views on who should be responsible for organising and providing continuing education and training. Most commonly, respondents believed that training should be provided by a separate government-controlled institution (10), and little confidence was shown in the potential capabilities of a private organisation, regulated either at national or international level, with only two respondents believing that such an organization should organise and provide training (Table 6-35). One respondent offered further insight as to their views upon this, stating:

“I think that all of the above mentioned institutions could provide training in some areas. It would be wise to organize the training in such a manner that the institution which has the most/best trained people and resources in a particular area also offers further training to individuals who are interested.”

Training Provider	Number
My Employer	8
Separate government-controlled institution	10
Resource centre attached to University	8
Resource centre attached to Regional or National Museum	7
Private organisation, regulated by government/international institution	2
Contracted specialists and consultants	8

TABLE 11 – DESIRED TRAINING FACILITIES

Views were split as to whether continuing education and training should be undertaken during work hours and paid for by an employer, with 10 of the 24 BiH archaeologists that responded to this question stating that it should be, 5 stating it should not, and a further 9 stating that they were unsure. Respondents overwhelmingly suggested that they would be willing to self-fund further training that provided them with accredited certification, with 19 stating they would, 4 being unsure, and only 1 stating that they would not be willing to do so.

Finally, views were mixed regarding whether the respondents' employers made them fully aware of all of the training possibilities available to archaeologists within Bosnia & Herzegovina. The results show an almost even breakdown, with 7 of the 23 respondents answering 'Yes', 8 'No' and 8 stating they were 'Unsure'.

6.2.6. Internationalisation of archaeology

INTERNATIONAL MOVEMENT OF ARCHAEOLOGISTS

26 of 27 respondents, when asked *“Do you feel that freedom of international movement and international research cooperation within archaeology is a good thing?”* answered that they did. One further respondent was 'Unsure', and 2 declined to answer. However, when asked whether they believed foreign archaeologist should be allowed to work easily within Bosnia & Herzegovina, the answers were far less positive. Of the 26 archaeologists who answered, only 12 said 'Yes' (with one stipulating that before any works start they must agree to abide by all applicable cultural heritage laws). 7 were uncertain, and 7 answered 'No', with 1 who responded negatively justifying their answer by stating:

“This question is impossible to answer with a ‘Yes’, ‘No’, or ‘Unsure’: I am not against it, but it depends on the conditions and responsibilities for both sides.”

This is a noticeable contrast in opinions (although less so than in the 2009-10 report, see Lawler 2010, p.32), and such a one-sided view of labour movement needs to be addressed, and possibly improved by greater cooperation with, and inclusion of Bosnia & Herzegovina's archaeologists within the wider European archaeological community. In personal correspondence with archaeologists and archaeology students, the author has commonly seen a disgruntlement with the lack of opportunities for local (Bosnian & Herzegovinian) archaeologists to become involved in excavations and to undertake post-excavational analysis.

Respondents were questioned as to how they believed foreign archaeologists could be included in archaeological research in Bosnia & Herzegovina. 24 respondents answered this question. By far the most common answer was through increased cooperation within international research projects, possibly hinting at archaeologists' disappointment with the engagement between the country and other nations in regard to archaeological research. Frequencies are shown in the table below.

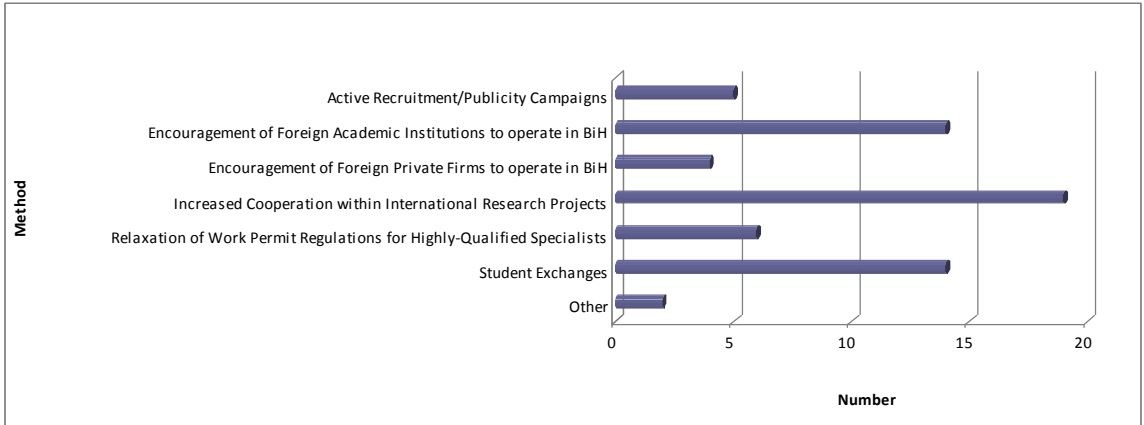


FIGURE 27 – METHOD OF INCLUSION OF FOREIGN ARCHAEOLOGISTS

Although two people selected ‘Other’ for this question, only one provided an explanation for their choice:

International research projects [need to be developed], where local archaeologists and students must be included and offered an opportunity for better training and/or specialization.

When asked whether they would consider moving abroad for archaeological work, 23 respondents working within Bosnia & Herzegovina answered. 8 said they would, 6 said they would not, and 9 were unsure. When asked as to whether they would consider leaving the country permanently for archaeological work, these proportions changed slightly, with 8 stating they would, 7 being unsure, and 8 stating they would not. This slight shift of people from the ‘Unsure’ to ‘No’ category may suggest that people in the ‘Unsure’ category would be willing to work on short-term, highly-paid contracts abroad to boost their annual income.

The most desirable destination to move to appears to be European Union Member States in general, with 7 respondents stating they would move to EU States to work as archaeologists. One would willingly work in other Former Yugoslav States in general, and one specifically stated that they would like to work in Slovenia. A final respondent refused to specify a country or region, instead stating that they would be willing to relocate anywhere with good career opportunities.

A wide variety of factors would influence people to move abroad. Common themes amongst those who would consider moving abroad seem to be more closely linked with an archaeological career in particular, as opposed to general social or economic factors. The chart below shows the reasons people would consider moving abroad, and their respective frequencies.

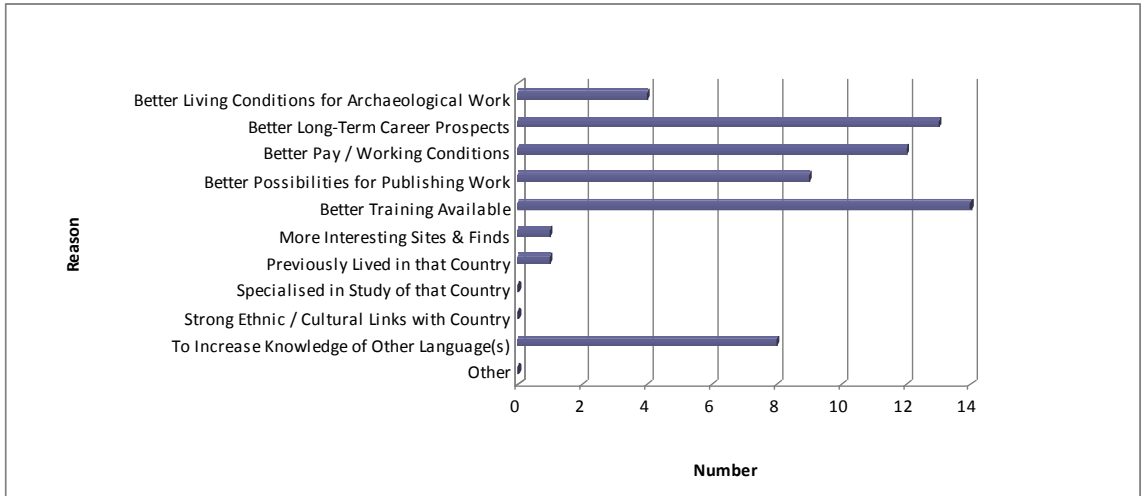


FIGURE 28 – REASONS TO MOVE ABROAD TO FURTHER CAREER

Of the 22 Bosnia & Herzegovina-based archaeologists who responded to the question “Do you feel that there are enough opportunities within Bosnia & Herzegovina to build a successful archaeological career?”, only 7 responded they did, while 10 felt there were not, and 5 were unsure. This response rate hints toward a relatively high rate of dissatisfaction within the country’s archaeological workforce in regard to the progress of archaeological research within the country.

7. Contrasts between Employers' and Employees' views on Education & Training

The responses analysed in Chapter 6 show a number of differing opinions between the institutions and personnel that returned completed questionnaires on the subject of continuing education and training while in employment. These are discussed in this chapter.

7.1. Training wanted vs. training needed

Personnel were asked *'In which areas would you appreciate further training to be made available?'*, while Institutions were asked *'Are there any areas of archaeological understanding and training that you have identified new staff as generally lacking?'*. The results for both are shown in the table below.

Skillset	Personnel Want	Weakness Identified
i) Historical, cultural & local material culture knowledge	17	2
ii) Methods of prospection	14	4
iii) Techniques of excavations	14	2
iv) Analytical skills	9	2
v) Conservation & Restoration skills	20	4
vi) Heritage management, and associated laws	17	3
vii) ICT	17	2
viii) GIS/Mapping equipment & software	21	5
ix) Team leadership and personal responsibility	12	1
x) Local Language training (for foreign workers)	8	3
xi) Other language training	13	1
xii) Editorial and Publication Techniques	11	3

TABLE 12 – TRAINING WANTED VS. TRAINING NEEDED

Proportionally, there are 5.4 times more responses from Personnel than from Institutions. Considering replies in proportional terms, the biggest discrepancies are in the categories of *Local Language training (for foreign workers)*, *Methods of prospection* and *Editorial and Publication Techniques*, where Personnel found little need for training in comparison to their employers, and *Team leadership and personal responsibility* and *Other language training*, where employees desired training skills far more than their employers deemed necessary. It must be noted here that *Local Language training (for foreign workers)* and *Editorial and Publication Techniques* were classed as the same category in the Institutions' questionnaire, which may have led to them being overstated as weaknesses in this questionnaire, slightly affecting the above results. The calculations showing the proportional discrepancies are shown in the table below.

Skillset	Personnel Want	Weakness Identified	Weakness Proportional	Wanted/Weakness
i	17	2	10.8	1.57
ii	14	4	21.6	0.65
iii	14	2	10.8	1.3
iv	9	2	10.8	0.83
v	20	4	21.6	0.93
vi	17	3	16.2	1.05
vii	17	2	10.8	1.57
viii	21	5	27	0.78
ix	12	1	5.4	2.22
x	8	3	16.2	0.49
xi	13	1	5.4	2.41
xii	11	3	16.2	0.68

TABLE 13 – TRAINING WANTED VS. TRAINING NEEDED (WEIGHTED)

It must be noted, however, that while the Personnel questionnaire posed this question on the skillsets for which training was desired to all staff, the Institutions questionnaire asked its question specifically in regard to new staff. This may account for a certain degree of discrepancy between the results.

7.2. Potential training providers

As there is no body or organisation to regulate the quality or standards of archaeological excavations or the competencies of field archaeologists in Bosnia & Herzegovina, both institutions and individuals were asked as to their beliefs on what form of institution would theoretically be responsible for providing post-formal education training within the country.

The questions from which this data has been obtained were posed slightly differently to Institutions and Personnel: Institutions were asked *“In your opinion, should there be a central organisation responsible for providing further archaeological training in Bosnia-Herzegovina?”* first, and those that responded ‘Yes’ were then asked what form such an organization should take, and to whom it would be responsible. Personnel, on the other hand, were questioned on the areas in which they would appreciate further training to be available, and then asked *“Who do you think should be responsible for organising and providing this training?”*. Results for both Institutions and Personnel are shown in the table below.

Institution Type	Institutions	Personnel
Separate government-controlled institution	3	10
Resource centre attached to University	6	8
Resource centre attached to Museum	1	7
Private organisation regulated by National Government	1	2
Private organisation regulated on Entity level	2	
Private organisation regulated by international institution	0	
Contracted specialists and consultants	2	8

TABLE 14 – TRAINING INSTITUTION TYPE WANTED

Personnel were not questioned as to the level at which they would want a private institution to be regulated, unlike Institutions. Furthermore, the option of ‘My Employer’ was offered to personnel, which 8 respondents opted to select. Due to the setup of data storage, which prioritised the anonymity of results, it is impossible to determine within which categories these responses should be included, if any.

Proportionally, there are 2.33 times more responses from Personnel than from Institutions. Considering replies in proportional terms, the biggest discrepancies are in the categories of *‘Resource Centre attached to a Museum’*, with 3 times as many Personnel in favour of such an institution as Institutions, and Private Organizations, the idea of which was 3.5 times more well-received by Institutions than by Personnel.

8. Comparison to existing data

The 2010 report *Discovering the Archaeologists of Europe: Bosnia-Herzegovina* provided figures for the archaeological workforce of Bosnia & Herzegovina during 2009. Despite being collected from a far smaller sample (4 Institutions & 10 Personnel responses were received and analysed), some results show marked changes in both labour market trends and attitudes toward training and employment. The 2013 *Labour Force Survey*, published by the Agency for Statistics of Bosnia and Herzegovina in early 2014 provides some comparable statistics for the overall labour market of Bosnia & Herzegovina. In this chapter, relevant results obtained in this survey are compared to those contained within these 2 reports. Additionally, results from this report will be compared to those from other countries participating in the DISCO 2014 project in the forthcoming *Transnational Report*.

8.1. Numbers working in archaeology

TOTAL NUMBERS

As stated in Chapters 2.2.2 and 6.2, the number of archaeologists (or ‘people working with the archaeological heritage of Bosnia & Herzegovina’) is on the increase, with graduates from both universities in the country that offer archaeology undergraduate degrees (and from degree courses in other Former Yugoslav States and further afield) having entered the archaeological labour workforce of Bosnia & Herzegovina and successfully found employment in recent years. In 2009, it was found that at least 29 individuals were participating in archaeological work of some description in Bosnia & Herzegovina, and permanently, or primarily, based within the country. As stated in Chapter 6.2, the absolute number of people employed ‘to deal with Bosnia & Herzegovina’s archaeological heritage’ can be accurately estimated as over 57 (most likely between this number and 65), while the *field archaeologists* working in Bosnia & Herzegovina could be given as 48.

ARCHAEOLOGISTS AS A PROPORTION OF THE WORKFORCE

The *Labour Force Survey 2013* report, published by the Agency for Statistics of Bosnia and Herzegovina states that 31.6% of people of working age (defined as 15-64 years old) are in employment, and 68.2% of the population fall into this category. Using the population figure given in the preliminary results of the 2013 Census of 3,791,662, this would mean that approximately 2,585,913 people are of working age, and the country's labour force is 817,148. The proportion of the labour force employed to work with the country's archaeological heritage is around 0.007%, and those employed (wholly or in part) as field archaeologists constitute 0.0059% of the country's workforce; considerably lower than the European average of 0.02% given in the DISCO 2008 Transnational report, although a

fair increase on the 0.0034% reported for Bosnia & Herzegovina for 2009 (Lawler, 2010 p.40).

8.2. Disability Status of Archaeologists

No archaeological workers who responded to the questionnaire claimed to have a physical disability, and although 1 institution claimed to employ persons with physical disabilities, they declined to provide further information. In 2009, no institutions claimed to employ persons with disabilities, nor did any workers claim to have physical disabilities.

Aitchison (2009) reported similar trends throughout Europe, with a prevalence of disabilities within the archaeological labour market in 12 EU Member States being just 1.5%. It is therefore unsurprising that a small archaeological workforce such as that of Bosnia & Herzegovina has very few (if any) disabled workers employed.

8.3. University Education amongst Archaeological workers

As shown by the 2010 publication, the proportion of archaeological workers within Bosnia & Herzegovina possessing at least an undergraduate degree is high, with 85% or more of workers having such a qualification. This proportion was again shown in this report, as evidenced by the figures in Chapter 6.2.2.

In comparison to the overall workforce of Bosnia & Herzegovina, the archaeological workforce has a far higher proportion of people having received a university education. According to *Labour Force Survey 2013*, only 18.7% of persons in employment in Bosnia & Herzegovina have a university degree of some form, compared to 27 of the 29 archaeological workers for whom data was obtained in this report.

8.4. Salaries in archaeology

The average salary in Bosnia & Herzegovina for 2013 was 9,924 KM, or €5,074. From the data available, the salaries of the country's archaeological labour force range between 7,800 KM (79% of the mean national salary) and 22,560 KM (227% of the mean national salary). The median annual salary of an archaeological worker was 12,300 KM, which is 124% of the mean national salary; a comparable figure to the 128% derived from the limited data collected from respondents in the 2010 Report.

9. Summary & Evaluation

9.1. Summary

This report has provided a basic outline of the archaeological labour market of Bosnia & Herzegovina. Although different opinions are professed by individuals in many areas investigated by the questionnaire, a general consensus is shown in others, namely the need for a dedicated institution to provide further training, equipment and resources for archaeological professionals. Overall, a strong desire to integrate within a wider European community is shown, and many archaeologists wish to increase both their personal and the state's academic output. These findings are in line with the 2010 Report, although it must be noted that since that time a number of programmes and projects have been implemented to improve training opportunities for archaeological students and recent graduates within the country, and also a number of internally-educated archaeologists have entered Bosnia & Herzegovina's archaeological labour market.

Although the salaries of Bosnia & Herzegovina's professional archaeologists are relatively low in comparison to those for other countries, they are generally higher than the national average. Alongside their wage, archaeological employees generally receive a wide range of remunerations from their employers. These remunerations account for a significant financial benefit on top of net salaries.

As predicted in the 2010 Report, the age profile of the archaeological workforce has begun to show signs of skewness toward younger professionals, as graduates have begun to enter the workforce from university programmes within the country and older archaeologists that remained within Bosnia & Herzegovina's workforce after the dissolution of Yugoslavia and the 1992-95 war have begun to retire.

9.2. Recommendations

Without some form of official organization or Archaeological Society, it is currently difficult for qualified archaeologists to find employment, for institutions to find staff, and for training programmes to be efficiently developed and implemented. Although this situation was noted in the 2010 Report, it was stated at that time that employees of the National Museum hoped to rectify this by reinstating *Arheološko Društvo Bosne i Hercegovine* as a functioning organisation. Unfortunately, this aim still remains unrealized, and with the October 2012 closure of the National Museum, it seems unlikely that further steps toward creating a functioning archaeological body within Bosnia & Herzegovina will be taken in the foreseeable future.

9.3. Evaluation

The sample of 29 individuals and 13 institutions that responded to the questionnaires is sufficient to give a broad overview of the conditions of the archaeological labour market, being roughly 40% of Institutions and 50% of Personnel known to operate within Bosnia & Herzegovina. The questionnaire was initially distributed from September 2013, with the eventual cut-off date for responses being late January 2014. This extensive period allowed a maximum number of responses to be received.

Overall the responses obtained, presented, and analysed provide a reliable overview of the state of the archaeological profession in Bosnia & Herzegovina, and help in identifying several shortcomings in the services available to professional archaeologists and archaeological institutions operating in the country, as well as creating a basic profile of the profession. The previous results of the 2010 Report have proven invaluable as a measure-point to which the results presented here can be compared and contrasted, in order to plot the development of the archaeological labour market within Bosnia & Herzegovina.

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CIP - Katalogizacija u publikaciji

Nacionalna i univerzitetska biblioteka

Bosne i Hercegovine, Sarajevo

902(497.6)(047)

LAWLER, Andrew

Discovering the archaeologists of Bosnia &

Herzegovina 2012-14 / Andrew Lawler. - Sarajevo :

Foundation Cultural Heritage without Borders, 2014. - 72 str.

: graf. prikazi ; 23 cm

Bibliografija: str. 70-72.

ISBN 978-9958-1915-1-0

COBISS.BH-ID 21473286
