



Discovering the Archaeologists Flanders 2012-2014

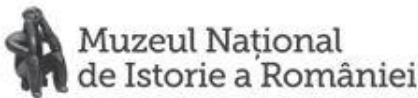
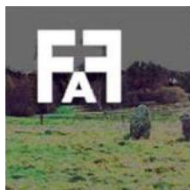
Ameels Vera

Flanders Heritage Agency

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ASSOCIAÇÃO PROFISSIONAL DE ARQUEÓLOGOS



Faculty of History and Philosophy



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Executive Summary

Project goal

This report was drawn up within the framework of the project "Discovering the Archaeologists of Europe 2012-2014". The main focus is on collecting information about the nature and scale of archaeological employment in the participating countries. The present report presents data on the labour market in Flanders.

Summary of the results

Estimated number of archaeologists in Flanders

The number of people working in the Flemish archaeological sector is estimated at 483, including 323 archaeologists.

Age, gender, nationality and physical limitations

When looking at Flanders' archaeological sector in its entirety, there is a predominance of under-40s, which is the most pronounced in the private sector.

Among the under-40s, the male archaeologists are slightly in the majority, whereas among the over-40s the female archaeologists are clearly in the minority.

Most of the employees and archaeologists are of Belgian nationality.

Insofar as this could be checked, a limited number of disabled people are employed within the archaeological sector.

Employment conditions

Archaeologists are almost always employed on a full-time basis. Part-time employment is mainly restricted to technical and administrative employees.

Most archaeologists have a contract of unlimited duration. The gross salaries of archaeologists in the private sector are substantially lower than those in the public sector.

The average salary of all archaeologists within private companies is much lower than the average for the intellectual and scientific professions of all salary earners in the Flemish Region and also lower than the average for all salary earners in Flanders.

Level of education

Two thirds of the employees in the entire archaeological sector have a degree in archaeology.

Employers clearly point out that training needs exist. These needs are usually linked to skills that are immediately applicable in the field. About half of the respondents indicate that soil science and geology skills are sufficient, and one third of the respondents want to increase the practical skills and ICT knowledge of their staff.

Growth of the sector

When looking at the job vacancies published on Archeonet for the period 2008-2013 we mainly record a peak in 2010. After that, employment has no longer grown. Especially in the public sector a falling number of vacancies can be recorded, namely from 23 in 2010 to 0 in 2013. No additional jobs are envisaged in the public sector. Some private companies expected a slight increase in late 2013.

Introduction

This report was drawn up within the framework of the project "Discovering the Archaeologists of Europe 2012-2014".

Discovering the Archaeologists in Europe started as a transnational project in 2006 and is partially financed by the European Commission. Information was collected about the archaeological labour market in twelve European countries. The objective of the first project was to promote the transnational mobility of archaeologists within Europe.

This project was repeated and extended in the period 2012-2014 as "Discovering the Archaeologists of Europe 2012-2014", and again received partial funding from the European Commission. The extended project involves 23 participating organisations from 21 EU countries, viz. Austria, Cyprus, the Czech Republic, Germany, Greece, the United Kingdom, Ireland, Spain, Italy, Latvia, Norway, Estonia, Poland, Portugal, Romania, Slovakia, Slovenia, Bosnia and Herzegovina, the Netherlands, Belgium (Flanders) and Denmark (Figure 1).



Figure 1 Map showing the European project partners¹

¹ <http://www.discovering-archaeologists.eu/>

The status of the project partners differs by participating country. The organisations conducting the survey in the different countries include public institutions and universities, as well as trade union organisations and museums. The York Archaeological Trust acts as project coordinator. The European Association for Archaeologists is co-responsible for the project valorisation and result dissemination.

Whereas the first project mainly concentrated on mobility, the second project focuses especially on gathering information about the nature and scale of archaeological employment in the various countries. The participating organisations collect and analyse data on their respective national labour markets. This change in focus is the result of a shift in priorities of the Life Long Learning Programme to the support of individuals and companies in the changed economic conditions following the great recession in 2008. Following on from that, the project 2012-2014 was designed in accordance with the guidelines of the European Commission's DG Employment, Social Affairs and Inclusion which, through the initiative "New Skills for New Jobs", wants to promote better anticipation of future skills needs, and develop better matching between skills and labour market needs. The project thus also contributes to the objectives of the Europe 2020 Strategy.

The report outlines previous research, the applied methodology and the situation in Flanders. After that, the report discusses various themes specified within the European research project.

Previous research

So far, only limited research has been conducted in Flanders into labour market indicators for archaeologists. The most important research is briefly described below.

In 2008, the survey within the framework of the "Discovering the Archaeologists of Europe" project was carried out by M. Lodewijckx from the Catholic University of Leuven (KU Leuven)². It was opted to conduct a combined survey. On the one hand, into the structure and workforce of the various services, institutes, companies and associations, and on the other hand into the employment situation and concrete complaints of individual archaeologists, specialised researchers, technicians and amateur archaeologists. Institutes, companies and associations submitted 11 Dutch-language and 7 French-language dossiers, and individual replies were also submitted by 78 Dutch speakers and 46 French speakers. 15% of the sent questionnaires were answered. This information was complemented with information on the Belgian labour market that was collected from other sources. The survey results show that 586 people were employed in the archaeological sector in Belgium. 349 of them were archaeologists and natural scientists working within the Dutch-language area. They received assistance from 67 technicians and other specialised staff. Moreover, this sector employed 97 Dutch-language administrative employees and 73 manual workers and other low-skilled personnel on a full-time basis.

Independently of the DISCO project, the non-profit organisation Forum Vlaamse Archeologie (FVA) carried out an informal member survey on the archaeological labour market in Flanders in May-June 2009. The FVA received 62 completed surveys. This survey showed that 85% was filled out by archaeologists working in the sector. 44 of them were employed in Flanders, 4 others worked for a foreign employer (but had archaeology in Flanders as their area of activity), and 6 had a job in archaeology abroad. All elements of archaeological activity were reflected in the results: 39% field archaeologists, 19% archaeologists engaged in policy and management and 17% involved in organisational implementation. Nearly half of the respondents worked for the Flemish administration and an almost equal number of people were employed within a private company. The respondents had between 2 and more than 15 years' service. It was apparent from the survey that in 2009 the respondents had a rather negative outlook on their job security. On the other hand, they were moderately positive about their salaries³.

In 2010, a survey was carried out in Belgium by the former Flemish Institute for Immovable Heritage (today's Flanders Heritage Agency) within the framework of the ACE (Archaeology in Contemporary Europe) project. This project, involving cooperation between 13 European partners, focused on various sub-themes, including the theme "archaeology as a profession". The aim was to acquire insight into how the archaeological profession was fleshed out in the different European partner countries. Within this framework a survey was also held among all institutions and organisations employing archaeologists in Belgium. The response to this survey differed greatly between the Regions. Therefore, it was opted to only further process the results for Flanders. The survey reported a large increase since

² Lodewijckx M., 2008

³ Forum Vlaamse Archeologie, 2010

2006 in the number of archaeological investigations financed by the contracting authority, mostly on rural sites. Apart from that, a growing number of operators, the development of a commercial sector and a rising employment in private companies were recorded as well over the 2006-2010 period. A remarkable finding was that the number of jobs in the sector rose, despite the economic crisis. Attention was also drawn to the changes in the employment situation (tasks and responsibilities) of archaeologists working in public institutions (from scientific research to focus on policy and management). Therefore, the survey concluded that in 2010 the archaeological sector was a rapidly changing working environment.

Methodology

Because previous surveys (DISCO, 2008 and ACE, 2010) had indicated that it was very difficult to coordinate a survey for Belgium in its entirety, the Flanders Heritage Agency opted to focus this project on its own area of operation, i.e. the Flemish Region.

The present survey aims to map out the archaeological labour market on the basis of a number of questions regarding staffing (on 31 December 2013), training and expectations.

The data were collected in the period from August 2013 to March 2014.

The provincial, urban, municipal, intermunicipal archaeological services and private companies were surveyed by means of the questionnaire developed within the framework of the European project.

The workforce of the Flemish administration was screened on the basis of the survey.

The questionnaire was delivered by e-mail to the people in charge of the archaeological services and the managers of archaeological investigation bureaus.

In August 2013, the first e-mails were sent containing an appended Excel file. A first reminder e-mail was sent on 1 October 2013. Since the response after this first reminder was too low and the number of replies too few to carry out analyses, it was opted to organise a second round of reminders by telephone in January 2014, using a strongly simplified questionnaire.

This second reminder resulted in a final response rate of 67% among the private companies and 37% among the cities, municipalities, provinces and intermunicipal services.

It is apparent from the analysis of the final datasets that the item 'non-response' was high for some questions. When this survey was processed, however, it became clear that not all questions were filled out equally consistently by all the respondents. In addition, the questionnaire had been simplified to such a degree that some nuances were lost, which makes a more thorough interpretation impossible. Therefore, additional research was carried out on the basis of secondary data sources.

In the first instance, the annual accounts of 2010, 2011 and 2012 were examined, among other things, for figures and evolutions relating to the number of personnel. Nevertheless, this work method has a number of restrictions. Firstly, it turns out that not every company submits annual accounts. Secondly, the content and, in consequence, the supplied information as well strongly differ between companies. Thirdly, within a number of companies the archaeology division is merely part of a larger entity. As a result, it is impossible to establish their share in the annual accounts.

The websites of the companies and universities were consulted as well. In many cases these websites provide an overview of the workforce, from which the number of employees (often not including the project officers) and a gender division can be deduced. When combined with social media data, the age, nationality and level of education can in many cases be determined as well.

For the intermunicipal archaeological and intermunicipal immovable heritage services the annual reports were used which are annually submitted on the basis of the commitment to achieve results that was entered into with the agency.

In order to obtain a picture of the job growth over the past years, a job vacancy database was also developed in addition to the survey on the basis of the vacancy notices on Archeonet⁴. Both public authorities and private companies use this channel to publicise vacancies.

However, the following remark is to be made here. Flanders has a small private archaeological market. As a result, information about vacancies is often disseminated by word of mouth, business managers personally contact archaeologists about a new vacancy or available archaeologists are appointed following a spontaneous job application. In the public sector vacancies are usually published officially.

Whenever possible, the collected data are reflected for each organisation, followed by an abstract. However, for some questions in the survey the information is not available for all organisations. In these cases an example is each time given from the public and private sectors.

In a few cases similar research data within the Flemish Region are given to also outline the context.

⁴ This Flemish news and portal site has collected daily news reports on archaeology since 2005. The website, which is a project of heritage volunteers, independently of any government, stakeholder group or institution, is conceived as a news blog and offers both professionals and interested parties the latest news on Flemish archaeology, monuments, and landscape conservation. The content of the site is very diverse: excavation results, announcements of activities, study days, publications, press articles, vacancies, an events calendar and a page containing useful links. The policy regarding archaeology and heritage conservation can also be closely monitored through the website. Receiving around 800 visitors a day, Archeonet has developed into a frequently used instrument in the sector over the past years.

The archaeologist and the professional archaeological sector in Flanders

Given the European context in which the project was set up, the situation in Flanders will first be briefly outlined.

Flanders

Belgium is subdivided into Communities and Regions which each have their own government and parliament (Flemish Community, French Community and German-speaking Community, Flemish Region, Brussels-Capital Region and Walloon Region). Flanders is the northern part of Belgium where Dutch is the official language (Figure 2).

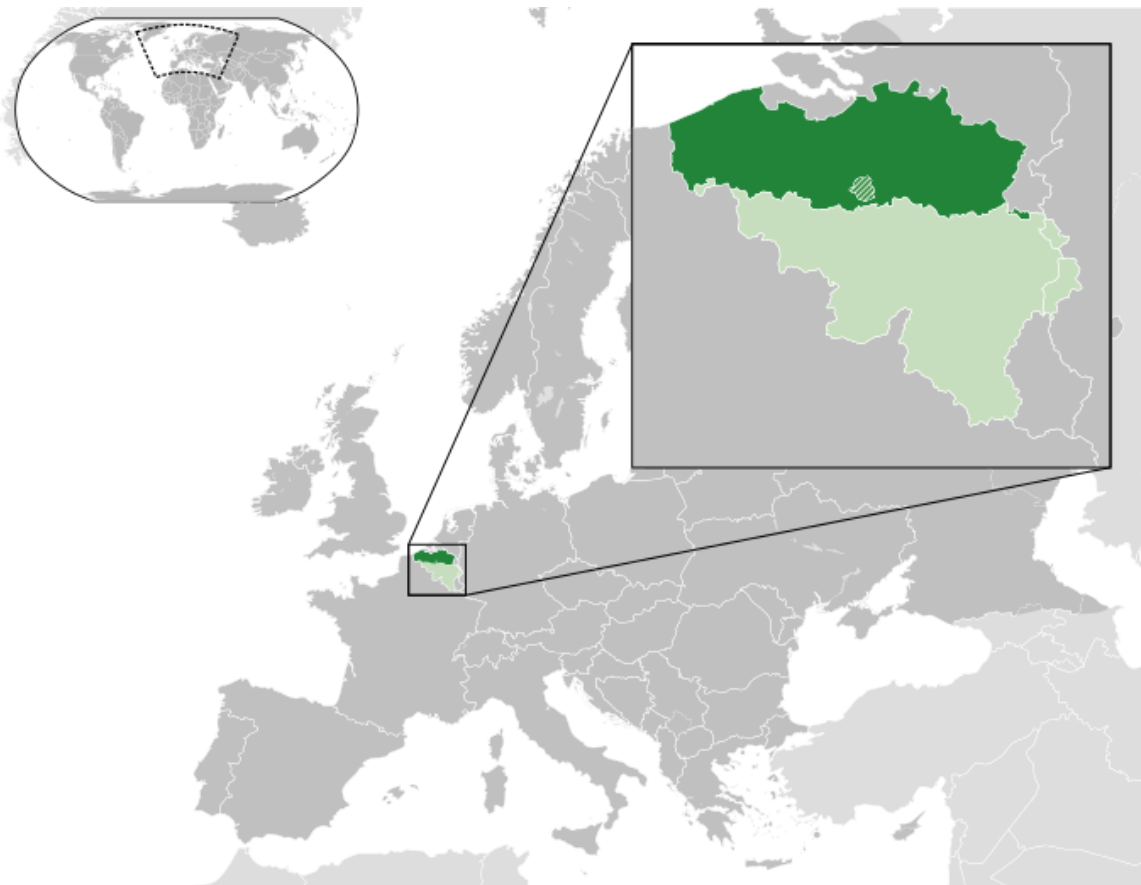


Figure 2 Situation of the Flemish Region within Belgium and Europe (in dark green colour, Brussels is cross-hatched).

The Flemish Community has competence for person-related matters within the Dutch-speaking community of Belgium; the Flemish Region for territorial matters on the territory of Flanders. In Flanders, archaeology is a regional matter, a competence of the Flemish Region and the Flemish Minister responsible for immovable heritage. The institutions of the Flemish Region (including for economy, employment, public works, agriculture and archaeology, monuments and landscapes) and of the Flemish Community (including for culture, education and welfare) were amalgamated into one single Flemish authority, consisting of the Flemish Parliament and the Government of Flanders. Although the Flemish Parliament and the Government of Flanders are located in Brussels, Flanders only has community competences in the Brussels-Capital Region.

The Flemish Region encompasses 5 provinces (East Flanders, West Flanders, Flemish Brabant, Limburg and Antwerp) and 308 municipalities.

Flanders is one of the most urbanised and densely-populated areas in the European Union. The Flemish Region has a surface area of 13,521 square kilometres and had 6,381,859 inhabitants (49.38% men - 50.62% women) on 1 January 2013, which comes down to a population density of 471.95 inhabitants per square kilometre ⁵.

Each inhabitant needs space to live, work, relax and move. To this end, the available space is being built on or surfaced. In Flanders, the built-up area amounts to over 25%, which makes it one of the absolute front runners in Europe. Each day, around 6 ha of space is taken up by functions that require at least partial surfacing.⁶ This puts a great burden on the archaeological heritage.

The legislative framework

The current Flemish Parliament Acts, laws and regulations regarding immovable heritage were created organically. This resulted in several Flemish Parliament Acts for each discipline (architectural, landscape, archaeological, maritime and heraldic). The Flemish Parliament Act of 30 June 1993 on the protection of archaeological heritage (Belgian Official Journal of 15 September 1993) governs the protection, preservation, conservation, restoration and management of archaeological heritage, as well as the organisation and regulation of archaeological excavations.

Over the past years a new legislation has been worked out which pursues a more holistic approach to immovable heritage. The new Flemish Parliament Act on Immoveable Heritage of 12 July 2013 and the Immoveable Heritage Decree of 16 May 2014 will be effective from 2015⁷.

⁵ Data ADSEI (Algemene dienst Statistiek en Economische Informatie, currently Algemene Directie Statistiek - Statistics Belgium)

⁶ L. Poelmans & G. Engelen, 2014

⁷ Flemish Parliament Act of 12 July 2013 on Immoveable Heritage, modified by the Flemish Parliament Act of 4 April 2014 (Belgian Official Journal of 17 October 2013 and 15 April 2014) and Government of Flanders Decree on the implementation of the Flemish Parliament Act on Immoveable Heritage of 12 July 2013 (16 May 2014).

The concept of archaeologist

The current Flemish Parliament Act⁸ governs the archaeological practice in Flanders. The concept of archaeologist has not been defined in this Flemish Parliament Act.

This legislation does specify, however, what is to be understood by archaeological excavations⁹ and archaeological prospecting¹⁰, and who is authorised to carry out these activities.

Article 12 of the Government of Flanders Decree implementing the Flemish Parliament Act of 30 June 1993 on the protection of archaeological heritage governs the qualification criteria for anyone conducting archaeological excavations and archaeological prospecting involving soil disturbance. These are as follows:

“In order to obtain a permit for conducting archaeological excavations or archaeological prospecting involving soil disturbance, one must:

1° be a holder of one of the following degrees:

a) a master's or doctoral degree in history with specialisation in archaeology;

b) a master's or doctoral degree in ancient studies and art history with specialisation in archaeology;

c) a master's or doctoral degree in archaeology and art sciences with specialisation in archaeology;

d) a master or doctoral degree in archaeology;

e) a degree or certificate which, by (virtue of) an Act, Flemish Parliament Act, European regulation or international agreement is recognised as equivalent to one of the degrees mentioned in a) through d);

2° have received training in excavation techniques and methods;

3° have at least 6 months of archaeological excavation experience;

4° have the required knowledge and experience in the period(s) which the monument concerned dates from.”

Article 13 of that same Decree governs the possibilities of derogation. Following a thorough check, the Agency may grant a permit to people who do not hold a degree to carry out archaeological excavations or conduct archaeological prospecting involving soil disturbance. These persons must:

1° through self-instruction or training have acquired the necessary expertise in excavation techniques and methods;

2° have at least 6 months of archaeological excavation experience;

3° have the required knowledge and experience in the period(s) which the monument concerned dates from. To that end they must be able to present the necessary supporting documents, like publications.¹¹

⁸ Flemish Parliament Act on the protection of archaeological heritage of 30 June 1993

⁹ Flemish Parliament Act of 30 June 1993, Art. 6 §1

¹⁰ Flemish Parliament Act of 30 June 1993, Art. 6 §2

¹¹ Government of Flanders Decree implementing the Flemish Parliament Act of 30 June 1993 on the protection of archaeological heritage, Article 13

In the new Flemish Parliament Act on Immovable Heritage of 12 July 2013 the concept of archaeologist was defined in Art. 2.1.: *An archaeologist is a natural person or legal person conducting preliminary archaeological surveys or archaeological excavations.* This definition does not take the implementation of other archaeological research, such as syntheses, into consideration. This by no means implies a narrowing down of the concept of archaeologist in the Flemish context, but only serves to clarify the concept within the context of the new regulation.

In the text below the concept of archaeologist is used in the sense of an individual who holds a master's degree in archaeology and is employed in the Flemish archaeological sector. This thus includes all archaeologists, irrespective of whether they are field archaeologists, policy archaeologists, management archaeologists, researchers or academics. People who hold a master's degree in archaeology and work in a different sector (education, banking, culture, etc.), as well as volunteers or amateur archaeologists are not included in the survey.

In addition, many other people are employed in the Flemish archaeological sector who do not hold a degree in archaeology. These include employees who hold a university degree (geologists, anthropologists, archaeozoologists, etc.) and people who hold a degree of higher or secondary education (field technicians, repository officers, personnel of archaeological museums, administrative personnel).

The professional archaeological sector

The Flemish professional archaeological sector encompasses both the public and private sectors. Archaeologists are employed, among other things, within local and regional authorities, private companies, museums and universities. Below, a brief overview is given of the different sectors employing archaeologists.

Flemish public administration

The Flemish public administration has been composed of 13 policy areas since 2006. These policy areas consist of a whole array of coherent responsibilities or policy fields. Two of the thirteen policy areas have been assigned responsibilities and duties for policy development and implementation relating to archaeological heritage and archaeological research. Within the Spatial Planning, Housing Policy and Immovable Heritage policy area, the Flanders Heritage Agency is competent for developing and implementing policy on archaeological heritage. In the Environment, Nature and Energy policy area, the Flemish Land Agency carries out archaeological research for its own planning projects.

Flanders Heritage Agency

The Flanders Heritage Agency was established by Government of Flanders Decree of 10 June 2011¹². It is an internally autonomous agency (IAA) without legal personality within the Spatial Planning, Housing Policy and Immovable Heritage policy area. Through the modification Decree for the integration of policy implementation tasks into the Flanders Heritage Agency, the policy support tasks were integrated into the Agency as well in 2012.¹³ The Flanders Heritage Agency supports the Flemish Minister competent for immovable heritage in the preparation, monitoring, follow-up and evaluation of immovable heritage policy, and effects this policy through policy preparation, policy implementation and monitoring and policy evaluation.

The general management of the Agency is in the hands of the Administrator- General. She is supported in her daily duties by a staff service and a secretariat, and by 4 Divisions, each of which is led by a Head of Division. The Agency has headquarters in Brussels, as well as 5 provincial offices and archaeological repositories in 5 locations. In 2014, the available budget amounts to around EUR 19.4 million of operating funds and around EUR 86 million of policy resources.

The Heritage Policy Division prepares the immovable heritage policy and evaluates it. It formulates policy recommendations and prepares new legislation (Flemish Parliament Acts

¹² Government of Flanders Decree modifying the Government of Flanders Decree of 14 May 2004 establishing the internally autonomous agency without legal personality "Flemish Institute for Immovable Heritage" with regard to the tasks, delegation and introduction of the name "Flanders Heritage", 10 June 2011

¹³ Government of Flanders Decree modifying several decrees concerning the integration of policy support duties regarding immovable heritage into the Flanders Heritage Agency, 22 June 2012.

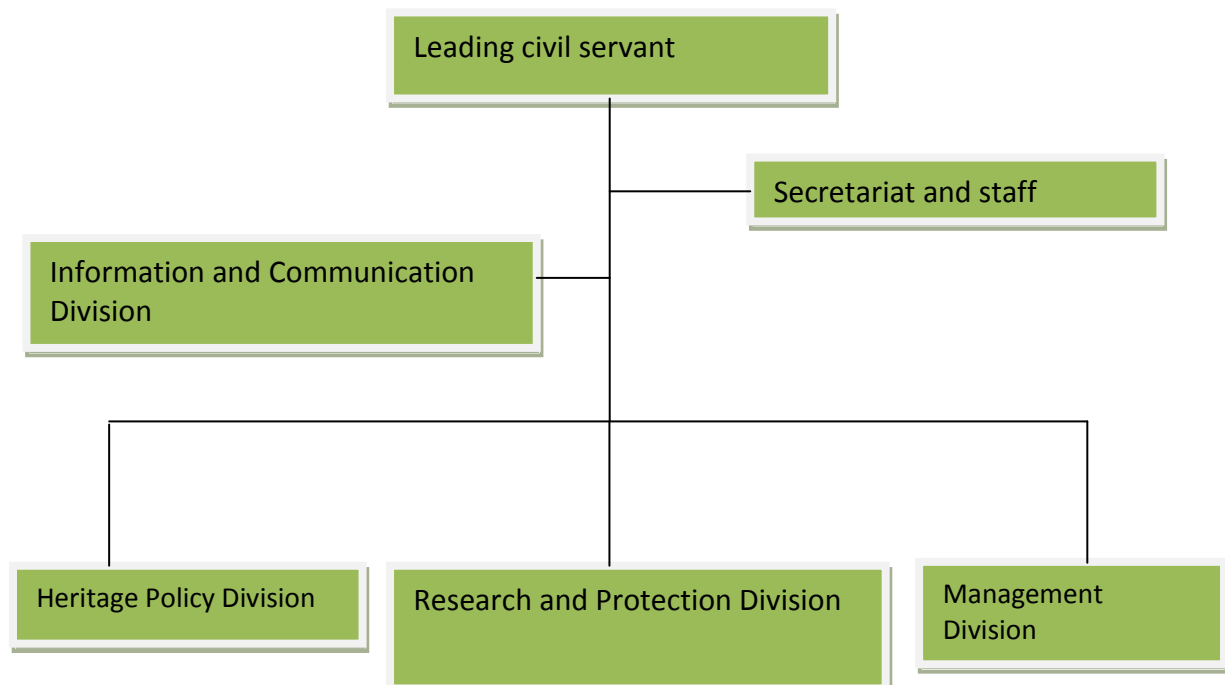
and implementing orders). Its remit also includes policy development research, more specifically impact analyses, research into public support and benchmarking.

The Research and Protection Division outlines the heritage values by drawing up the landscape atlas and inventories of architectural heritage, wooden heritage, archaeological zones, and historical parks and gardens. Through protection decrees, policy proposals are formulated on how to safeguard heritage values. This Division also carries out research into the management of immovable heritage and carries out archaeological field work when findings are reported. The Repository Team also belongs to this Division.

The Management Division supports the management of immovable heritage through premiums and advisory opinions. Each year, more than 12,000 advisory opinions are issued by the heritage consultants within the provincial services. In addition, this Division concludes agreements with several partners (like intermunicipal archaeological and immovable heritage services, Herita, etc.) and allocates grants (around EUR 6.5 million).

The Information and Communication Division conducts a target group-oriented communication strategy focused on increasing the public support for immovable heritage and extends the Agency's library (almost 100,000 books and magazines) and archives. Apart from that, this Division supports the Agency's activities by developing ICT systems.

The Agency is organised as follows:



The Agency is in charge of developing and implementing the policy regarding immovable heritage, including archaeology. As a result, it is also responsible for drawing up legislation on archaeology.

The implementation of activities specifically for archaeology is concentrated in the Research and Protection and Management Divisions.

The Flemish Land Agency

As an externally autonomous agency (EAA) the Flemish Land Agency comes under the Environment, Nature and Energy policy area of the Flemish public administration. The Flemish Land Agency has competence for the organisation of the rural zone, rural development, Flemish rural policy, the Flemish Land Database and complementary measures in large-scale strategic projects and international cooperation.

During the past ten years growing attention is paid to heritage and archaeology in land use and nature planning projects and land consolidation projects, among other things through preliminary archaeological surveys and a revaluation of heritage elements in land use and nature planning.

The provinces

Flanders is composed of five provinces (Figure 3), four of which employ one or more archaeologists, viz. the provinces of Antwerp, Limburg, East Flanders and Flemish Brabant. The province of West Flanders does not employ any archaeologists, but nevertheless supports the archaeological activities in the province.

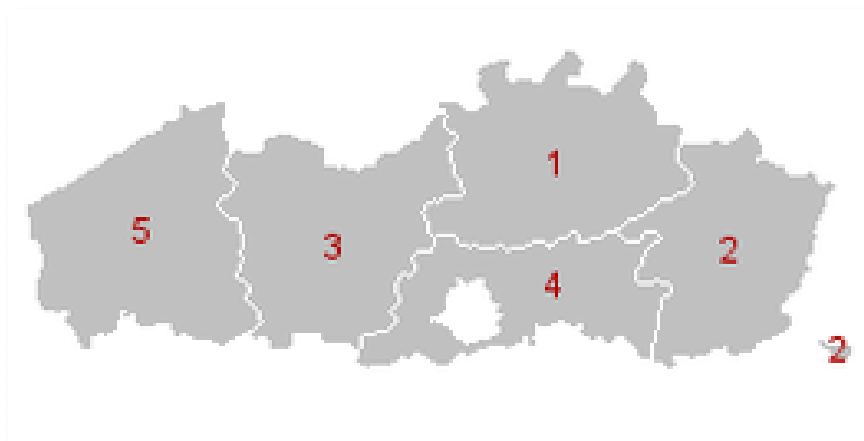


Figure 3 The provinces 1. Antwerp 2. Limburg 3. East Flanders 4. Flemish Brabant 5. West Flanders

The archaeologists in the provinces mainly act as one-stop shops for the archaeological heritage sector in the provinces. They answer any questions about the application of archaeological legislation, preservation and management, conservation and restoration,

exhibitions and projects. If necessary, they make a referral to Flemish or local authorities, universities, museums or other specialists.

They also give advice on provincial and municipal spatial structure and implementation plans. They do so within the framework of the integration of archaeology into spatial planning during the planning and implementation phases. The advisory opinions are based on the analysis and evaluation of available information and are possibly complemented with an on-site visit during which a field survey and investigation is carried out or a site inspection is performed.

If the provincial authority itself is the contracting authority, the investigation can be carried out by the provincial archaeologist.

A number of provinces also work on the development of a provincial archaeological repository. The provincial archaeological and emergency repository in Flemish Brabant, for instance, is responsible for the registration of archaeological findings together with the relevant documentation on the findings and research. In 2011, the province of East Flanders started the trial project for an archaeology repository at the Provincial Heritage Centre in Ename. Here, archaeological and cultural heritage from East Flanders is collected and processed. The province of Antwerp as well is developing a provincial archaeological repository.

The province of Limburg manages the Provincial Gallo-Roman Museum. The province of East Flanders has the provincial archaeological museum with branches at Ename (**pam** Ename) and Velzeke (**pam** Velzeke). In the province of West Flanders Anno 1465 (Walraversijde) is one of the three museums on Raversyde. Apart from organising permanent and temporary exhibitions, the museums also have a scientific remit. Scientific research constitutes the basis of their public outreach activities.

In addition, the province of Flemish Brabant allocates grants for archaeological projects, like excavations, prospecting, publications, exhibitions, educational projects and cultural-tourism access to archaeological sites to local authorities, associations, organisations, private law or natural persons who are responsible for and cover the costs of projects taking place on the territory of Flemish Brabant.

Two provincial services responded to the survey. The answers show that they mainly focus on policy preparation, policy implementation, restoration and conservation (Table 1). One of the respondents also conducts prospecting with/without soil disturbance and is in charge of repository activities. One respondent indicates that it contracts out prospecting involving soil disturbance, materials processing, natural science research, restoration and conservation and repository activities (Table 2). None of the respondents contracts out excavations. Insofar as this is representative, it can be deduced from this that the provincial services mainly concentrate on the preliminary and subsequent stages and not so much on the field research itself.

Provinces	2 respondents	Comments
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Which activity does your service carry out?		
Policy preparation	2	
Policy implementation	2	
Prospecting without soil disturbance (desk research and coring survey)	1	Occasionally
Prospecting with soil disturbance	1	Very rarely
Excavation	0	
Materials processing	1	
Natural science research	0	
Restoration and conservation	2	Just started, restoration is contracted out
Repository activities	1	
Synthesis	2	
Public outreach activities	2	
Other:		
Advice on spatial planning	1	
Trajectory guidance	1	
Repository networking	1	

Table 1 Overview of the results on the basis of the survey carried out among provincial services with regard to their in-house activities

Provinces	2 respondents
Which activities are contracted out to other players within the archaeological sector?	
Prospecting without soil disturbance	0
Prospecting with soil disturbance	1
Excavation	0
Materials processing	1
Natural science research	1
Restoration and conservation	1
Repository activities	1
Public outreach activities	0

Table 2 Overview of the results of the survey carried out among provincial services with regard to their in-house activities

Monumentenwacht (Monument Watch Flanders)

Monumentenwacht is a group of five provincial non-profit organisations and one umbrella organisation set up with the (financial) support and participation of the five Flemish provinces and the Government of Flanders. Monumentenwacht advises owners on the conservation and management of valuable heritage in Flanders. This heritage may be legally protected under the applicable legislation. However, this is not a prerequisite. The provided services are part of an integrated approach to heritage. The emphasis is on promoting the regular maintenance of valuable heritage. For this purpose, preventative initiatives are developed for user members, such as periodical inspections combined with status reports containing recommendations for conservation and management. This includes support in the maintenance of buildings, as well as inspections and advice on valuable interiors and movable, maritime and archaeological heritage.

The Archaeology Division of Monumentenwacht was established in 2009.

This Division contributes to the *in-situ* conservation of valuable archaeological heritage in Flanders. Owners, managers or contracting authorities are encouraged to actively maintain this heritage through periodical field inspections and related status reports containing preventative recommendations for conservation and management. During the field inspections the current status and threats (conservation risks) of the archaeological sites are mapped out and assessed.

The idea behind this service provision is to offer support to owners/managers in the management and on-site conservation of valuable archaeological heritage. This also facilitates integrated heritage inspections, combining architectural and archaeological expertise. These integrated inspections are used for architectural heritage, like abbey and castle domains, where aboveground or underground archaeological traces from the past have been preserved, or for archaeological ruins and "parks". However, the Archaeology Division of Monumentenwacht does not conduct any excavations or scientific research, and does not inventory, value or protect archaeological sites, nor does it give any advice on permit applications. On the other hand, the Division mainly supports the active conservation of archaeological heritage by carrying out periodical field inspections, drawing up status reports and giving additional customised advice.

Cities and municipalities

Flanders has 308 cities and municipalities. Seven of them (2%), viz. Antwerp, Ghent, Koksijde, Maaseik, Mechelen, Oudenburg and Tongeren, have their own (city or municipal) archaeological service. Its size ranges from an extensive and diverse archaeological team to a limited number of employees within a museum or heritage service.

In Antwerp, the city's archaeology division is part of the Urban Development Operational Unit and is responsible for the management of archaeological heritage on the territory of the city of Antwerp. The main task of the Archaeology Division is to give advice on all types of construction and infrastructural works. In addition, the city's Archaeology Division has a research remit. On the basis of the archaeological advisory opinions, sites are explored and excavated and works are monitored. The Archaeology Division of the city of Antwerp has its own archaeological workshop which is in charge of the initial processing of all the different types of archaeological material. Public outreach activities are also a distinct part of the remit of an archaeological service.

The City Archaeology and Archives Service of the city of Ghent is responsible for managing all movable and immovable archaeological heritage in the city of Ghent. To that end, it closely monitors any building activities that are carried out in the city, whether in the context of public projects or private initiatives. This City Service focuses on policy preparation and policy implementation (at city level), prospecting both with and without soil disturbance, excavations, materials processing, repository activities, synthesis and public outreach activities.

The Archaeology Service of the city of Mechelen is mainly in charge of preserving and managing the city's archaeological heritage and making it accessible to the general public.

Its duties include archaeological advice on interventions in the Mechelen soil, preliminary archaeological surveys, excavations and the related processing activities, as well as publicising the results of the archaeological research by means of newsletters, reports and other city publications.

In 2005, the city of Oudenburg appointed a city archaeologist to make sure that archaeological soil interventions are carried out as smoothly as possible and to act as the first point of contact for anything to do with archaeology on the territory of the city of Oudenburg. The archaeologist mainly focuses on policy implementation, prospecting with or without soil disturbance, materials processing, repository activities, synthesis and public outreach activities. The excavations are mainly contracted out to private companies. He also provides scientific support to the Roman Archaeological Museum (RAM).

The municipality of Koksijde has employed a management archaeologist since 1 October 2010. He works within the organisation of the Ten Duinen abbey museum.

In the city of Tongeren, the Monuments Conservation and Archaeology Service comes under the archives service.

The city of Maaseik has an archaeological team which is employed at the archaeological museum.

On the basis of the excavation permits granted by the Flanders Heritage Agency, it was concluded that in 2013 only the 3 large city archaeological services of Antwerp, Ghent and Mechelen carried out their own archaeological field surveys¹⁴. The smaller services mainly limited themselves to giving advice on municipal dossiers, providing guidance on archaeological research by private companies and carrying out scientific activities and public outreach activities.

The results of the present survey show that cities and municipalities mainly focus on policy preparation and policy implementation at municipal or city level. In addition, these services mainly concentrate on repository activities, public outreach activities and synthesis (Table 3). Prospecting and excavations are conducted by in-house services, as well as contracted out to private companies. Restoration, conservation and natural science research are contracted out by all respondents (Table 4).

Which activity does your service carry out? Cities and municipalities	4 respondents	Comments
Policy preparation	3	At municipal level
Policy implementation	4	At municipal level
Prospecting without soil disturbance (desk research and coring survey)	4	Partly contracted out to private sector

¹⁴ Permit applications granted by Flanders Heritage Agency in 2013

Prospecting with soil disturbance	4	Partly contracted out to private sector
Excavation	3	
Materials processing	4	
Natural science research	0	
Restoration and conservation	0	
Repository activities	4	
Synthesis	4	
Public outreach activities	4	
Other:		

Table 3 Overview of survey results: activities under in-house management of cities and municipalities

Cities and municipalities Which activities are contracted out to other players within the archaeological sector?	4 respondents	Comments
Prospecting without soil disturbance	4	Partly conducted by the municipality itself, when the municipality is not the contracting authority or the implementation exceeds its capacities
Prospecting with soil disturbance	4	Partly conducted by the municipality itself, when the municipality is not the contracting authority or the implementation exceeds its capacities
Excavation	4	
Materials processing	3	Partly conducted by the municipality itself, for certain aspects depending on the speciality of the researchers
Natural science research	4	
Restoration and conservation	4	
Repository activities	0	
Public outreach activities	2	

Table 4 Overview of survey results: activities contracted out by cities and municipalities

Intermunicipal archaeological and immovable heritage services

An intermunicipal archaeological or immovable heritage service is an intermunicipal partnership in which two or more municipalities organise themselves to work together around archaeology and/or heritage (Figure 4). They act as one-stop shops for archaeology in the region, both for the authorities concerned and for citizens.

In order to translate the vision regarding the integrated immovable heritage policy into a full-fledged local policy, it subsidises intermunicipal archaeological and immovable heritage services.

Apart from the archaeological service Waasland and Raakvlak, the activities of the intermunicipal archaeological services have all been developed over the past decade. Most intermunicipal archaeological services were established in the period 2003-2006. Since 2009, intermunicipal immovable heritage services could be subsidised as well and 2 intermunicipal archaeological services extended into an intermunicipal immovable heritage service.

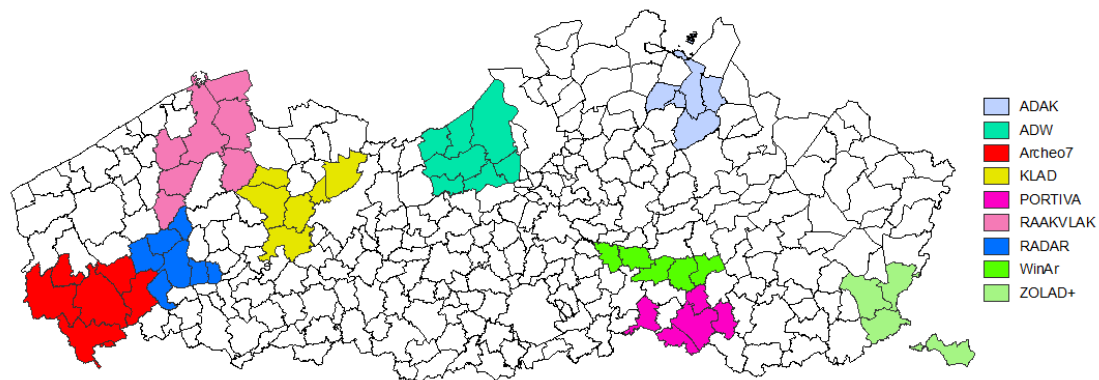


Figure 4 Overview of the intermunicipal archaeological and immovable heritage services

Intermunicipal archaeological services

Seven such services are in charge of the conservation of archaeological heritage within the participating municipalities.

The Archaeological Service for the Antwerp Campine Region, established in 2003, and shortened to Adak, is responsible for preserving, managing and researching the archaeological heritage in Baarle-Hertog, Kasterlee, Vosselaar, Beerse, Turnhout and Oud-Turnhout. Since 2008, Adak and the Erfgoedcel Noorderkempen have together formed the project association Erfgoed Noorderkempen.

The project association Cultuuroverleg 7, abbreviated as CO7, was established in 2005 as an intermunicipal partnership for culture, heritage and archaeology. To realise this, CO7 has 3 services: Cultuurdienst CO7 (culture), Erfgoedcel CO7 (heritage) and Archeo 7 (archaeology). The latter was set up as an intermunicipal archaeological service in 2006 and is active in Heuvelland, Ieper, Langemark-Poelkapelle, Mesen, Poperinge, Vleteren and Zonnebeke. It is responsible for developing and implementing an archaeological policy in the region of the Southern Westhoek by providing archaeological advice on the one hand and assisting in and/or conducting archaeological research on the other.

PORTIVA, set up in 2006, stands for Plaatselijk Overleg Regio Tienen Intergemeentelijk Archaeologisch Samenwerkingsverband, or in English, Local Consultation Tienen Region Intermunicipal Archaeological Partnership. The city of Tienen acts as managing municipality. It recruits the personnel and provides accommodation and logistic support to the archaeologist. Apart from Tienen, Linter, Glabbeek, Hoegaarden and Bierbeek are members as well. The main focus is on harmonising management and research in the municipalities concerned and on increasing social support for archaeology.

The Archeologische Dienst Waasland (ADW) is an intermunicipal archaeological service established as an autonomous organisation in 1987 for the conservation of archaeological heritage in the Waasland. This Service encompasses 7 municipalities, viz. Beveren, Kruibeke, Sint-Gillis, Sint-Niklaas, Stekene, Temse and Waasmunster. The main task of ADW is to manage the archaeological heritage in the Waasland. This management is subdivided into 4 large sets of responsibilities: spatial planning, field work, the management and treatment of collections, and improved access and public outreach activities. The ADW is composed of a Management and Improved Access Unit and a Research Unit. Its Research Unit carries out research projects for private developers.

The Kale-Leie Archeologische Dienst (KLAD) is an intermunicipal project association, established in 2003 in the Kale-Leie region in East Flanders. This Service is responsible for the conservation, management and research of the archaeological heritage on the territory of the member municipalities of Aalter, Deinze, Evergem, Knesselare, Lovendegem and Nevele.

In 2004, the city of Bruges converted its entire archaeological service, including personnel, accommodation and operating resources, to an intermunicipal archaeological service. Since

then, the city of Bruges has acted as managing municipality for Raakvlak, the intermunicipal service for Archaeology in Bruges and Ommeland. Its operating area encompasses Beernem, Bruges, Damme, Jabbeke, Knokke-Heist, Torhout and Zedelgem. Raakvlak offers advice in construction projects, aims to preserve archaeological heritage and conducts excavations itself, whenever necessary. In addition, this Service is in charge of processing the data resulting from an excavation and publicises the results through exhibitions, presentations and publications.

WinAr - Wingense Archaeologische Dienst, established in 2008, works for the municipalities of Tielt-Winge, Rotselaar, Holsbeek, Bekkevoort and Haacht. WinAr is working on an archaeological policy at the local level. Its remit includes monitoring the progress of all construction projects (with a municipal authorisation of permit obligation) that may have archaeological implications and offering advice to the municipal authorities concerned. The emphasis is on a preventative approach (field survey, trial trenching and/or coring to evaluate the archaeological value of the site and possibly conduct excavations before starting the works) and an active prevention policy (advise measures in order to prevent archaeological field work).

Intermunicipal Immovable Heritage Services

The Intermunicipal Immovable Heritage Services originate from the Intermunicipal Archaeological Services, with the conservation of immovable heritage as main focus. The priority is to develop and promote a sustainable, high-quality and integrated immovable heritage policy at the local level. The archaeological activities are framed within the broader heritage activity.

Currently, two Intermunicipal Immovable Heritage Services are operational. They have a very diverse set of responsibilities. They advise the member municipalities in any concrete dossiers regarding immovable heritage, but also ensure the integration of immovable heritage conservation into spatial planning. Also, they inventory the immovable heritage within their operating area. Finally, they organise initiatives to foster the visibility and recognisability of local immovable heritage among the general public.

In September 2009, the Zuid-Oost-Limburgse Archaeologische Dienst (ZOLAD) was transformed into the first intermunicipal project association for immovable heritage in Flanders. This Service coordinates and supports archaeological projects and dossiers regarding architectural heritage in the member municipalities of Bilzen, Lanaken, Riemst and Voeren. Zolad+ is the local one-stop-shop on immovable heritage for architects, contracting authorities, project developers, owners of monuments and interested parties.

RADAR is in charge of coordinating and supporting anything that has to do with archaeology and architectural heritage in the *region of* Hooglede, Ingelmunster, Izegem, Lichtervelde, Moorslede, Roeselare and Staden, which is monitored by the BIE heritage unit. Furthermore, they focus on public outreach activities by guiding visitors and schools during site visits and by providing educational kits.

At the end of 2013, a total of 43 municipalities were affiliated to an Intermunicipal Archaeological Service and 11 municipalities to an Intermunicipal Immovable Heritage

Service. This means that 18% of the Flemish municipalities have joined an intermunicipal archaeological or immovable heritage service. The number of member municipalities per intermunicipal archaeological and immovable heritage service varies between 4 and 7. On the basis of the excavation permits granted by the Flanders Heritage Agency, it could be concluded that 4 of these services carried out their own field research in 2013. On the basis of the screening of the annual reports it could be concluded that the other 5 mainly focus on the integration into spatial planning, the provision of advice, prospecting without soil disturbance and increased social support through public outreach activities.

Intermunicipal association

An intermunicipal association is an association of two or more municipalities whose responsibility is to realise duties of general interest, mainly in the field of public utilities, domestic waste processing, social housing and regional development.

The intermunicipal association SOLVA is the intermunicipal partnership for spatial planning and socio-economic expansion for Aalst, Brakel, Denderleeuw, Erpe-Mere, Geraardsbergen, Haaltert, Herzele, Horebeke, Kluisbergen, Kruishoutem, Lede, Lierde, Maarkedal, Ninove, Oosterzele, Oudenaarde, Ronse, Sint-Lievens-Houtem, Wortegem-Petegem, Zingem, Zottegem and Zwalm.

This intermunicipal association also has an archaeological service which conducts research (desk research and field research) within the framework of its own development projects (construction of industrial estates, subdivisions, etc.) and on the authority of the 22 member municipalities. Although this intermunicipal service was not established for the purpose of archaeological activities, it does offer these services to the member municipalities. For a fee, they can call on the services of SOLVA's archaeological division to conduct archaeological research during city or municipal projects¹⁵.

Private companies

The first archaeological private company was established in Flanders in 2000.

On 31 December 2013, a total of 23 operational archaeological companies or companies with an archaeological division were identified in Flanders. These include both self-employed persons and companies with several staff members. Most companies are established as limited liability companies.

They are independent archaeological companies or archaeological divisions of companies in the restoration or demining sector or university spin-offs.

The companies are mainly active in the field of preliminary surveys and archaeological field work.

Some smaller companies indicate on their website that, in case of larger projects, they can hire temporary staff in addition to their limited permanent staff or can enter into a partnership with another company.

¹⁵ This organisation is counted among the private companies further on in the present survey.

In 2013, 20 companies, including 19 located in Flanders and 1 in the Netherlands, applied for an excavation permit with the Flanders Heritage Agency.

The umbrella organisation Vlaamse ondernemers in Archeologie (VONA) was established in the spring of 2008 to defend the joint interests and tackle the joint problems of archaeological entrepreneurs. The membership list of VONA counted 26 members on 31 December 2013. These members mainly include private archaeological consultancy bureaus next to the research and restoration unit of the Archeologische Dienst Waasland.

The survey results show that private companies mainly focus on prospecting with soil disturbance and on excavations (Table 5). Repository activities, synthesis and public outreach activities are mentioned only occasionally.

Private companies Which activity does your service carry out?	4 respondents	Average % of turnover
Prospecting without soil disturbance (desk research and coring survey)	4	8.6 %
Prospecting with soil disturbance	4	32.6 %
Excavation	4	47.6 %
Materials processing	4	
Natural science research	0	
Restoration and conservation	0	
Repository activities	1	
Synthesis	1	
Public outreach activities	1	

Table 5 Overview of survey results: activities implemented by private companies under in-house management

Which activities are contracted out to other players within the archaeological sector?	
Prospecting without soil disturbance	0
Prospecting with soil disturbance	1
Excavation	0
Materials processing	0
Natural science research	2
Restoration and conservation	2
Repository activities	0
Public outreach activities	0

Table 6 Overview of survey results: activities contracted out by private companies

Universities

In Flanders, the studies in archaeology are organised by three universities, viz. Universiteit Gent (Ghent University), Katholieke Universiteit Leuven (Catholic University of Leuven) and Vrije Universiteit Brussel.

Universiteit Gent

The Department of Archaeology of Ghent University has existed since January 2010 and is composed of 5 different research units, namely Prehistory and Protohistory, Classical Archaeology, Historical Archaeology, Near Eastern Archaeology, and Archaeometry and Natural Sciences. The Department actively engages in scientific research in the different research domains. Research is started either within the framework of a doctorate or autonomously and is carried out by scientific staff and professors.

Katholieke Universiteit Leuven

The Katholieke Universiteit Leuven works on 3 disciplines: Prehistory and Protohistory, Egyptology and Ancient Near East, and Historical Archaeology. Despite the theme-based disciplines, the programme of study provides students with a solid interdisciplinary basis, through the contribution from other humanities (such as history, art science, anthropology, sociology) and exact sciences (such as geography, environmental and nature sciences, pedology and statistics).

Vrije Universiteit Brussel

At the Vrije Universiteit Brussel Art Science and Archaeology are taught in combination. The course components of the generic programme include introductions, overviews and methodological course components, as well as tutorials and exercises. In the third year, course components are also programmed during which specific research techniques are taught. The programme of the Master of Arts in Art Science and Archaeology consists of two parts. The general, compulsory component, including the master's thesis, and the optional subjects and a work placement.

Summary....the professional archaeological sector in Flanders

The table below summarises (Table 7) previous results, based on the survey and examination of the available documents. The policy on archaeology in Flanders is defined by the Government of Flanders. Apart from that, several levels of government carry out responsibilities regarding archaeology. Research shows that archaeologists working for a government are mainly in charge of policy and management tasks at the Flemish, provincial, municipal or city level, as well as within intermunicipal archaeological and immovable heritage services. Private companies, on the other hand, are mainly active in the field of preliminary surveys and excavations. Universities focus on training and scientific research.

Government of Flanders	Flanders Heritage Agency VLM (Flemish Land Agency)
Provincial authorities Provincial archaeologists and provincial museums	Province of East Flanders Province of Limburg Province of Antwerp Province of Flemish Brabant Province of West Flanders
Monumentenwacht (Monument Watch Flanders)	Archaeology
City and municipal authorities (Cities and municipalities)	City archaeological services and museums <ul style="list-style-type: none"> - Antwerp - Ghent - Mechelen - Oudenburg - Koksijde - Maaseik - Tongeren
Intermunicipal archaeological and immovable heritage services	Intermunicipal archaeological services <ul style="list-style-type: none"> - Adak - Archeo7 - ADW - KLAD - PORTIVA - Raakvlak - WinAr Intermunicipal immovable heritage services <ul style="list-style-type: none"> - BIE Heritage Unit - ZOLAD
Intermunicipal association	SOLVA
Private companies	
Universities	Universiteit Gent KU Leuven Vrije Universiteit Brussel

Table 7 Overview of archaeological players in Flanders (31/12/2013)

Survey results

Employment in the archaeological sector

Archaeological staff within the Flemish public administration

Archaeological staff within the Flanders Heritage Agency

As indicated earlier, the archaeological staff of the Flanders Heritage Agency can mainly be situated within the Research and Protection Division and the Management Division.¹⁶

A total of 17 archaeologists are employed in the Archaeology Team and the Heritage Management Research Team of the Research and Protection Division. In addition, 6 natural scientists work within this Division, viz. 2 archaeozoologists, 2 archaeobotanists, 1 dendrochronologist, as well as 1 anthropologist, and three people providing technical support.

The Repository Team is part of the Research and Protection Division and employs 31 people. As a result, the Research and Protection Division has the highest number of archaeological staff (Figure 6).

Within the Management Division 15 archaeological heritage consultants are in charge of issuing permits and advisory opinions regarding archaeology.

Apart from that, 6 archaeologists have been employed on a project basis to work on the projects Aalter-Woestijne, Kogge, basiliek Tongeren and IWT (maritime archaeology).

The Staff and Secretariat, Heritage Policy and Communication and Information Divisions mainly provide support for the archaeological activities. These divisions as well employ a number of people who hold a degree in archaeology. However, since they focus on immovable heritage policy and not just on archaeology in particular, they are not included in the count.

On the basis of the personnel data as at 20 February 2014 we notice that a total of 78 people, i.e. 22% of the Agency's staff, are directly involved in the Agency's archaeological activities on a daily basis (Figure 5). About half of them have a degree in archaeology (Figure 7).

¹⁶ The figures are based on the available personnel data from 20 February 2014.

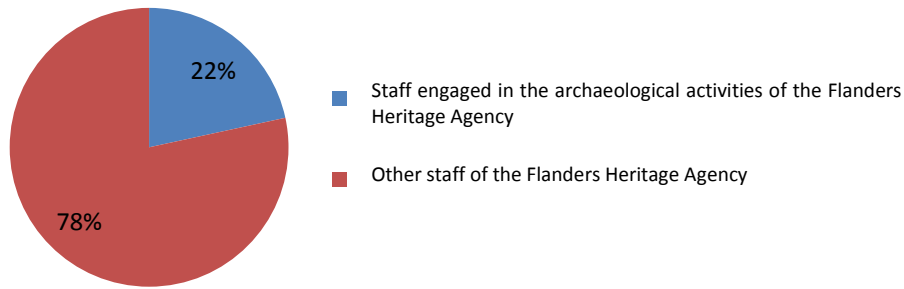


Figure 5 Percentage ratio of the number of archaeological staff compared to the total number of staff of the Flanders Heritage Agency (Source: personnel data of the Flanders Heritage Agency, (20/02/2014))



Figure 6 Percentage ratio of the number of archaeological staff divided by team within the Flanders Heritage Agency (Source: personnel data of the Flanders Heritage Agency, (20/02/2014))

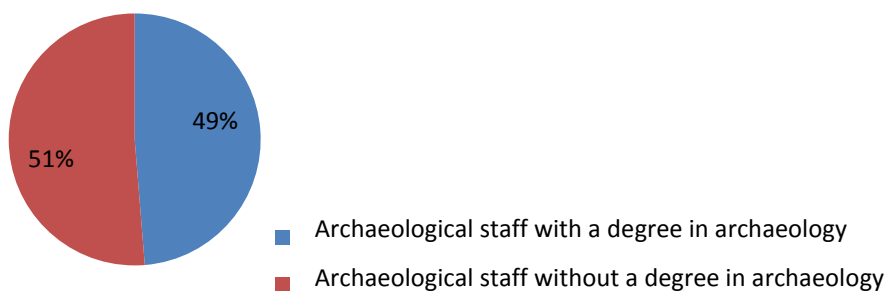


Figure 7 Percentage ratio of the number of archaeological staff with and without a degree in archaeology of the Flanders Heritage Agency

Archaeological staff within the Flemish Land Agency

For its archaeological activities the Flemish Land Agency employs three archaeologists.

Archaeological staff within the provinces

Provincial services and archaeological museums

The archaeological activities within the provinces are organised by both the provincial archaeological services and the provincial archaeological museums. The respective provincial authorities employ a total of 74 staff for this purpose, of which 15 have a degree in archaeology. These are mainly provincial archaeologists who carry out duties regarding policy and management and curators and scientific employees of the archaeological museums. The other employees are employed as educational staff, repository staff, museum wardens or maintenance personnel in the different museums.

Monumentenwacht (Monument Watch Flanders)

Monumentenwacht offers services focused on buildings, interiors including cultural property, heritage fleet and archaeological heritage. For an integrated and interdisciplinary approach Monumentenwacht employs some sixty people, including one adviser within the umbrella organisation who is responsible for the conservation and management of archaeological heritage.

Archaeological staff within cities and municipalities

The seven cities and municipalities that have their own archaeological service together employ 38 people. Fifteen of them have a degree in archaeology. Some cities and municipalities, i.e. mainly those that carry out their own field interventions, also employ a number of archaeological draughtsmen (illustrators) and manual workers in addition to the city archaeologists.

Archaeological staff within intermunicipal archaeological and immovable heritage services

The intermunicipal archaeological services and immovable heritage services employ 31 people, including 19 archaeologists (63%). Just like in the cities and municipalities, the other staff members are administrative personnel and technical staff (draughtsmen/illustrators and manual workers).

Archaeological staff within private companies

We have knowledge of 23 private companies. The data of 20 of them are public. Together they employ 161 people. 90% (145 archaeologists) of them work as an archaeologist and

have a degree in archaeology. The number of staff per company varies between 1 and 23. 70% of the companies employ 10 people at the most (Table 8).

Number of staff per company	Number of companies
5 or less	9
6 through 10	5
11 through 15	4
More than 15	2

Table 8 Overview of the number of staff per company

The number of archaeologists per company varies between 1 and 22. 3/4 of the companies employ a maximum of 10 archaeologists (Table 9).

Number of archaeologists per company	Number of companies
5 or less	11
6 through 10	4
11 through 15	4
More than 15	1

Table 9 Overview of the number of archaeologists per company

These figures show that the archaeological private sector in Flanders is mainly composed of small companies. There are hardly any to no large companies.

In fact, when considering this within the European context where large companies generally have more than 250 employees and a company with 10 employees is defined as a micro-business, we can even state that most of the archaeological companies are micro-businesses.

All the companies have a very large share of archaeologists compared to the total number of employees.

Archaeological staff within universities

The workforce in the Flemish universities is listed on the basis of the presentation of the departments on the different websites.

The Vrije Universiteit Brussel has 31 professors, assistants and researchers for Art Science and Archaeology. The Katholieke Universiteit Leuven has 32 employees within the

Archaeology Research Group. These include independent academic staff, assisting academic staff and lecturing staff and contract-based researchers (19), administrative and technical personnel and contract employees (2), and other personnel (5).

The archaeology department of Ghent University mentions 57 employees, including independent academic personnel (8), guest professors (4), assisting academic staff (9), scientific staff (10), doctoral students and post-doctoral staff (12), administrative and technical personnel (3) and voluntary employees (11).

Some professors lecture at more than one university. Others only lecture to a limited extent and in some cases also work in the public sector. That is why the above figures need to be nuanced.

The employment within spin-offs of the universities is not discussed here, but is included with the private companies.

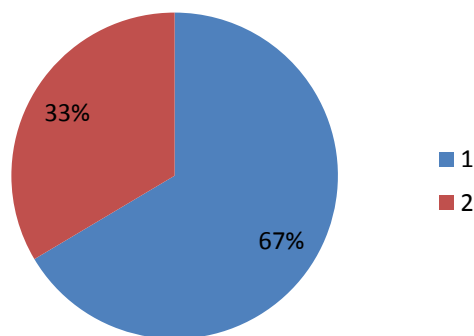
Summary...

When the data for the professional archaeological sector are summarised, it can be concluded that its workforce counts 483 archaeological employees. This is a minimum figure, since the exact figures of some companies are lacking. However, it comes close to the actual figure. Some employees working in the public sector also have a lecturing job and are probably counted double. For a number of private companies a minimum number is taken into account. Taking these data into consideration, the number of (paid) archaeological employees in Flanders is estimated at maximum 500.

What is striking in this respect is that almost half (47%) (224) of them are employed in the public sector or in public institutions (Flemish, provincial, city/(inter-) municipal), 33% (161) in private companies and 20% (97) at the universities (Figure 8, Table 10 Overview of the number of people employed in the professional archaeological sector in Flanders).

When only considering the archaeologists (people holding a degree in archaeology) in Flanders, these ratios change somewhat. Of the archaeologists, 28% work for some or other type of public service, 45% for private companies and 27% at universities (Figure 9, Table 11 Number of archaeologists employed within the different organisations in the professional archaeological sector in Flanders). It can be deduced from this that the largest number of employees who do not have a degree in archaeology are employed in the public sector.

It also turns out that 66% of the total number of employees working in the Flemish archaeological sector have a degree in archaeology



).

By way of comparison, in 2013, the entire Flemish Region counted 2,747,000 working people¹⁷. This means that within this group only a very small share of employees work in the professional archaeological sector.

Flemish public administration	81
Provincial authorities (Provinces)	74
City and municipal authorities (Cities and municipalities)	38
Intermunicipal archaeological and immovable heritage services	31
Private companies	161
Monumentenwacht (Monument Watch Flanders)	1
Universities	97
TOTAL	483

Table 10 Overview of the number of people employed in the professional archaeological sector in Flanders

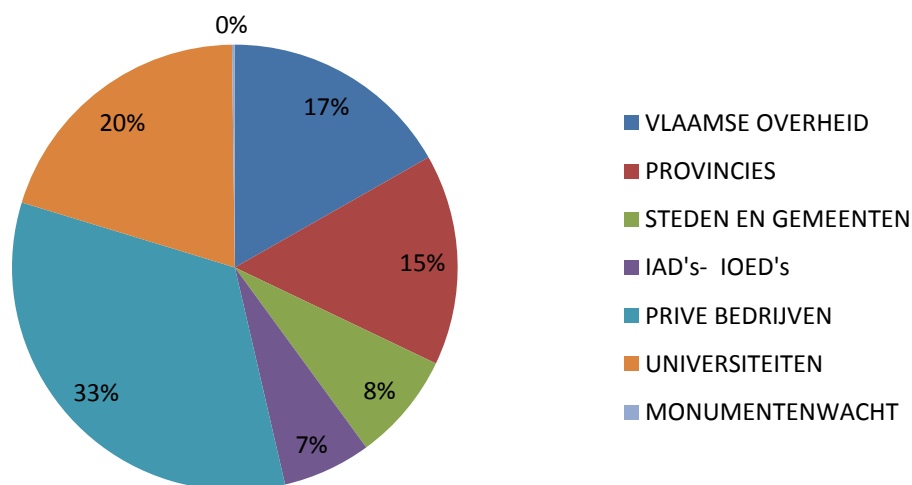


Figure 8 Percentage share of the number of employees per organisational basis employed in the professional archaeological sector in Flanders

¹⁷ Source FPS Economy – Statistics Belgium, ADSEI EAK - More info

Flemish public administration	41
Provincial authorities (Provinces)	15
City and municipal authorities (Cities and municipalities)	15
Intermunicipal archaeological and immovable heritage services	19
Private companies	145
Monumentenwacht (Monument Watch Flanders)	1
Universities	87
TOTAL	323

Table 11 Number of archaeologists employed within the different organisations in the professional archaeological sector in Flanders

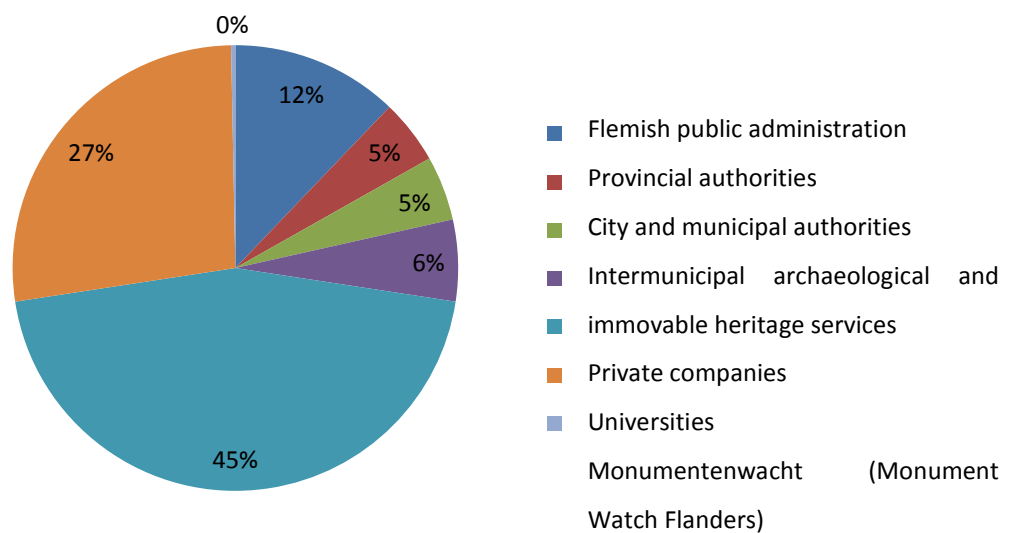


Figure 9 Percentage share of the number of archaeologists per organisational basis in the professional archaeological sector in Flanders

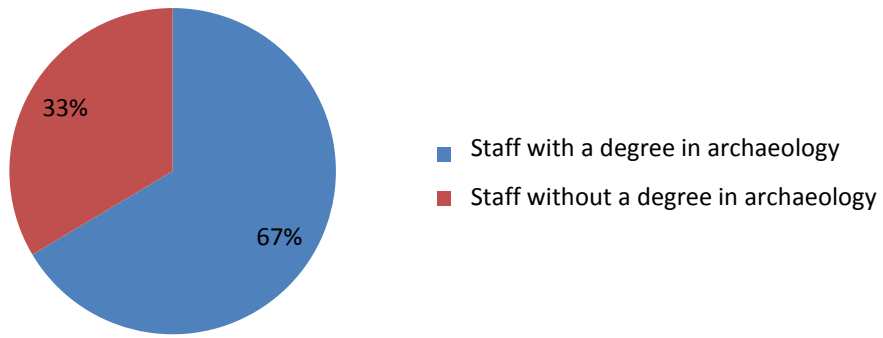


Figure 10 Percentage share of the number of employees with and without a degree in archaeology in the professional archaeological sector in Flanders

Gender

Flemish public administration

Figures about the demographic profile of the workforce of the Flemish public administration are available from 2007 through 2013. These show that the share of female employees has increased over the past years and is now in the majority. In 2013, the share of female employees continued to grow to a ratio of 55.2% women compared to 44.8% men¹⁸.

When looking at the total number of employees working in archaeology within the Flemish public administration, we still see a clear predominance of male employees (65%). However, when only considering the archaeologists, this male predominance is much lower, viz. 56% male versus 44% female archaeologists. The reason for this is a clear predominance of men among repository staff (level D), viz. 23 men versus 2 women. In most cases, these employees were hired to provide on-site assistance during excavations by the former Flemish Institute for Immovable Heritage.

Provinces

Within the provinces the ratio male/female is fairly similar for all employees as well as for the archaeologists, viz. respectively 54% (male employees) to 46% (female employees) and 53% (male archaeologists) to 47% (female archaeologists).

Monumentenwacht employs only 1 female archaeologist.

Cities and municipalities

In the cities and municipalities there is a larger share of male employees (58%), but here too the share of male archaeologists is smaller (53%).

Intermunicipal archaeological services and immovable heritage services

Within the intermunicipal archaeological services and intermunicipal immovable heritage services there is a clear male predominance, both in the total number of employees and among the archaeologists where the predominance of men is even slightly increasing. In total, the intermunicipal archaeological services and intermunicipal immovable heritage services employ over 71% male employees. When looking at the archaeologists, we find that there are 72% male archaeologists and only 28% female archaeologists.

Private companies

For the private companies no figures are available for all the employees, but only for the archaeologists. Private companies turn out to employ a larger share of male archaeologists (58%).

¹⁸ <http://www.bestuurszaken.be/demografische-gegevens>

Universities

At the **universities** as well there is a predominance of male archaeologists (68%).

Summary

When looking at all the archaeologists working within the Flemish archaeological sector we find that there is a larger share of male archaeologists (Figure 11, Table 13). The intermunicipal services and universities predominantly employ male archaeologists. Within the provincial and local authorities, there is a more balanced ratio between male and female archaeologists (Table 12).

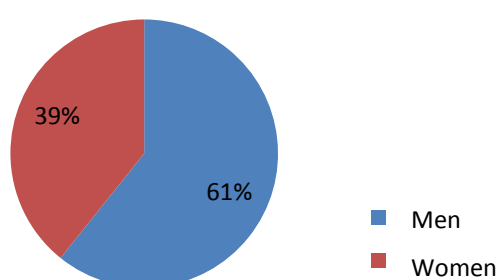


Figure 11 Percentage share between male and female archaeologists employed in the archaeology sector in Flanders

	Number of employees	M	F	Number of archaeologists	M	F
FLEMISH PUBLIC ADMINISTRATION	81	53	28	41	24	17
PROVINCES	74	40	34	15	8	7
CITIES AND MUNICIPALITIES	38	22	16	15	8	7
Intermunicipal archaeological and immovable heritage services	31	23	8	19	13	6
PRIVATE COMPANIES	161 – 145 gender known	84 + ?	61 + ?	145	84	61
UNIVERSITIES	97	65	32	87	59	28
MONUMENTENWACHT	1	0	1	1	0	1
TOTAL	483 – 467 gender known	287 + ?	180 + ?	323	196	127

Table 12 Number of archaeological employees and archaeologists in the archaeological sector in Flanders, by gender and by organisational basis

Geslacht						
	Number	Gender known	Female	%	Male	%
All employees	483	467	180	39 %	287	61 %
Only archaeologists	323	323	127	39 %	196	61 %

Table 13 Number of male and female employees and archaeologists in the entire professional archaeological sector in Flanders

When looking at the total number of working people in the Flemish Region, we find that 54% is male and 46% is female (Figure 12-Table 14).

	Number of working people (aged 15 to 64), x 1,000 in the Flemish Region
Women	1,267
Men	1,480
Total	2,747

Table 14 Number of working women and men in the Flemish Region (2013) (Source: Statistics Belgium¹⁹)

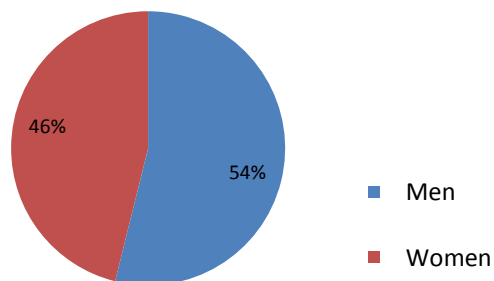


Figure 12 Percentage of working men and women in the Flemish Region (2013)(Source: Statistics Belgium)

Percentage-wise, the number of women employed in the professional archaeological sector in Flanders (39%) is thus lower than the number of women working in the Flemish Region (46%).

¹⁹ Statistics Belgium, The labour market in absolute figures

Age

One of the labour market indicators is the age of employees. In the present survey the employees are subdivided into the following age categories: under-29s, aged 30 through 39, aged 40 through 49, aged 50 through 59 and over-60s as at 31 December 2013. This subdivision corresponds to the age categories agreed within the European project group.

Flemish public administration

Within the Flemish public administration (Flemish Land Agency and the Flanders Heritage Agency) the group of employees aged 30 through 39 is the largest group. However, the older age categories are also well-represented (Figure 13). The predominance of this group is even greater among the archaeologists. 56% of the archaeologists working for the Flemish public administration belong to the group aged 30 through 39 (Figure 14).

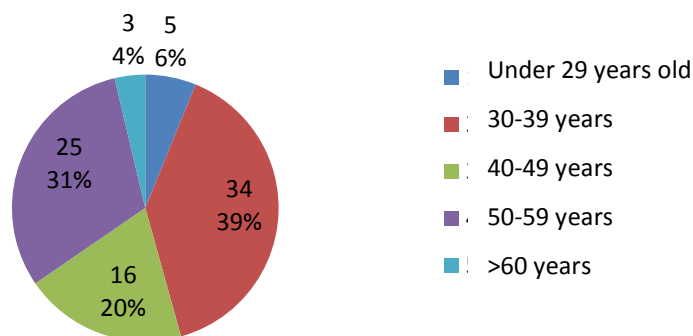


Figure 13 Percentage distribution per age category of archaeological employees within the Flemish public administration

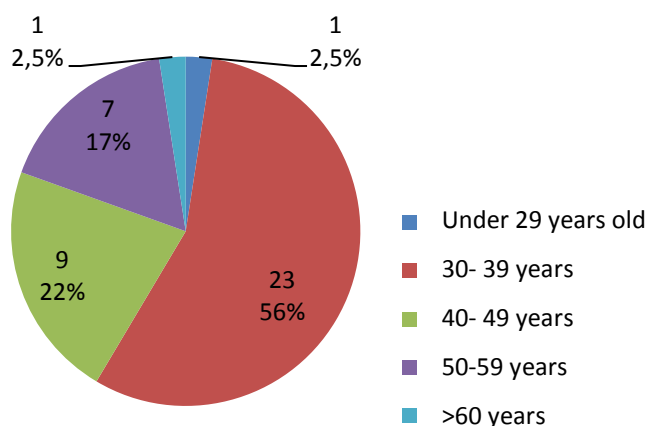


Figure 14 Percentage distribution per age category of archaeologists within the Flemish public administration

Provinces

When considering all employees within the provincial services we find that the age categories 30 through 39 years, 40 through 49 years and 50 through 59 years are well-represented. When only looking at the archaeologists we record that the category 30 through 39 years is the largest group (Table 15).

Number of employees	<29	30-39	40-49	50-59	>60
74	5	25	17	26	1
Number of archaeologists					
15	1	8	4	5	0

Table 15 Total number of employees and number of archaeologists per age category in the provinces

Cities and municipalities

Just like in the provinces the group of people aged 30 through 39 is best represented. This is also the largest group among the employees. Contrary to the archaeologists, the categories 40 through 49 years and 50 through 59 years are well-represented among the employees (Table 16).

	<29	30-39	40-49	50-59	>60	?
Number of employees						
38	0	14	11	9	2	2
Number of archaeologists						
15	0	10	2	2	1	0

Table 16 Total number of employees and number of archaeologists per age category in the cities and municipalities

Intermunicipal services

Just like in the provinces and in cities and municipalities the age category 30 through 39 years is best represented within the intermunicipal services (Table 17).

	<29	30-39	40-49	50-59	>60	?
Number of employees						
31	4	11	2	2	0	12
Number of archaeologists						
19	4	11	2	2	0	0

Table 17 Total number of employees and number of archaeologists per age category within the intermunicipal services

Private companies

Within the private companies 87% of the archaeologists are aged under 40 (126). The majority of this group even seems to be younger than 30 years. This group contains 46% of all archaeologists employed in the private sector (Table 18, Figure 15).

Total number of archaeologists in private companies	< 29 y	30-39 y	40 - 49 y	50-59 y	< 60 y	?
145	67	59	8	3	0	8

Table 18 Number of archaeologists per age category in private companies

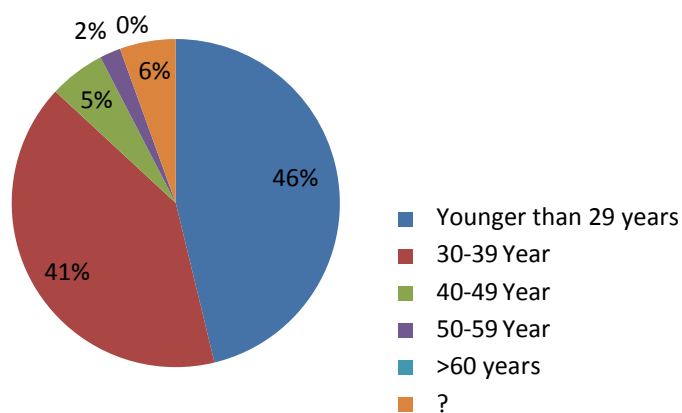


Figure 15 Percentage distribution per age category of archaeologists in private companies

Universities

At the universities most of the archaeological employees are younger than 40 (Table 19 Figure 16, Figure 16).

UNIVERSITIES	< 29 y	30-39 y	40 - 49 y	50-59 y	< 60 y	?
Archaeologists	19	30	12	9	2	15

Table 19 Number of archaeologists per age category at the universities

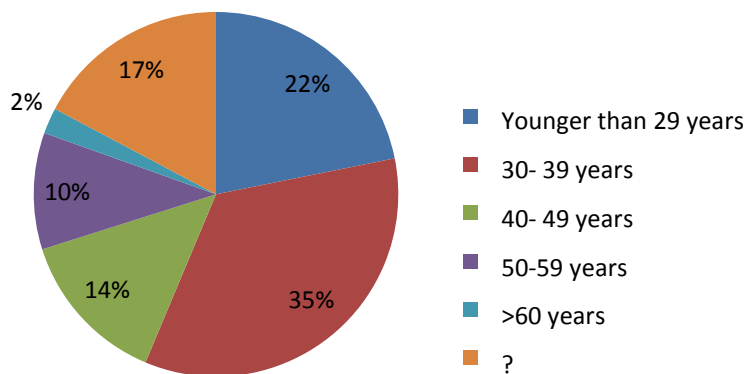


Figure 16 Percentage distribution per age category of archaeologists at the universities

The figures clearly show that the professional archaeological sector is a young professional sector with a predominance of under-40s (72%). The share of over-50s among the archaeologists amounts to 10% (Figure 17). This is very low compared to this group in the overall number of working people in the Flemish Region (27%)²⁰. This can possibly be explained by the fact that professional archaeology and in particular the private archaeological market is a young sector in Flanders. The young character of the sector is possibly even strengthened by the outflow of archaeologists following a number of consecutive years of temporary employment.

²⁰ http://statbel.fgov.be/nl/statistieken/cijfers/arbeid_leven/werk/absoluut/

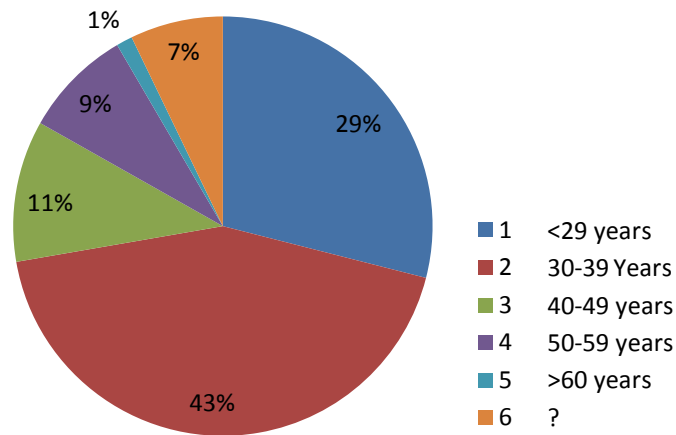


Figure 17 Percentage share of the number of archaeologists per age category in the Flemish professional archaeological sector

When combining the data on gender and age, we record a larger share of male archaeologists among the under-40s (55% versus 45% of female archaeologists). As the age increases, we also notice a clear growth in the number of male archaeologists compared to the number of female archaeologists. We see that in the group aged 50 through 59 79% of the archaeologists are male (Table 18). When considering all employees, we record a similar trend (Table 19).

Age														
	-20		20-29		30-39		40-49		50-59		60		?	
Only archaeologists		%		%		%		%		%		%		%
Total number 323	0	0	93	29	142	43	37	11	29	9	4	1	22	7
Age known 305	0	0	93	31	142	47	37	12	29	9	4	1		

Table 20 Breakdown of number of archaeologists by age category in the entire professional archaeological sector

Only archaeologists	Total	M	%	F	%
20-29	93	54	58	39	42
30-39	142	78	55	64	45
40-49	37	26	70	11	30
50-59	29	23	79	6	21
60	4	3	75	1	25
?	18	12		6	
Total	323	196		127	

Table 21 Breakdown of number of archaeologists by gender and age category in the Flemish professional archaeological sector

All employees	Total	M	%	F	%
20-29	102	55	54	47	46
30-39	172	96	56	76	44
40-49	66	44	67	22	33
50-59	76	59	78	17	22
60	8	6	75	2	25
?	43	27		16	
Total gender known	467	287		180	
Total gender unknown	16				

Table 22 Breakdown of all employees by gender and age category in the Flemish professional archaeological sector

People with disabilities

The survey also inquired after the number of people with disabilities that were employed in the archaeological sector.

The Flemish public administration defines "people with a work-limiting disability" as employees who have damaged mental, psychological, physical or sensory abilities and for whom the chance of finding and keeping a job and making promotion in that job is impaired for a long time and to a substantial degree. These include among other things people registered with the Flemish Agency for Persons with Disabilities, people who have obtained their highest certificate or diploma in special secondary education, people who hold a certificate saying that they have a 66% incapacity to work²¹.

Within the Flanders Heritage Agency 1.3% of the staff have a work-limiting disability. The target figure is 2%. This percentage includes all employees, not just the employees in archaeology.

When comparing this with the figures for the entire Flemish public administration, the figures are fairly similar. 1.4% of the staff members of the Flemish public administration have a disability or a chronic disease (figures on 31 December 2013). This is a slight increase compared to the 1.3% of the year before. In late 2013, the Flemish public administration counted 597 registered staff members with a disability or chronic disease, compared to 566 in 2012. The Flemish public administration aims to achieve 3% by the end of 2015.

In the survey the respondents of the provinces, cities and municipalities reported not having any disabled employees.

The question about the employment of people with disabilities was also asked to the companies. Although all the respondents answered this question, only one private company indicated that at least one disabled person was employed as at 31 December 2013.

Therefore, the number of disabled people identified on the basis of the survey is very low.

When asked about the number of people with an impairment/disability, some factors may cause the number of employees belonging to this group to be underestimated.

On the one hand, there is the concept of "people with an impairment or people with a disability", while it is not always clear to everyone what exactly is to be understood by the term "impairment" or "disability". A lot of people spontaneously think of a physical impairment (motor problems, deafness, blindness) or a severe mental disability. However, problems which are often not visible on first sight, like autism, learning disabilities, mental problems, colour blindness, etc. also come under this heading.

People with a functional impairment or functioning problem are people who suffer from one or more long-term illnesses, long-term disorders or disabilities that may cause limitations in their daily functioning.

²¹ <http://www.bestuurszaken.be/diversiteit-gelijke-kansen-personeelsleden-met-een-arbeidshandicap>

The United Nations Standard Rules use the following definition: "The term "disability" summarises a great number of different functional limitations occurring in any population in any country of the world. People may be disabled by physical, intellectual or sensory impairment, medical conditions or mental illness. Such impairments, conditions or illnesses may be permanent or transitory in nature."

The VAPH (Flemish Agency for Persons with Disabilities) always uses the following definition: "Any long-term and significant participation problem experienced by a person and attributable to a combination of functional disorders of a mental, psychic, physical or sensory nature, limitations in the performance of activities, and personal and external factors²²."

On the other hand, research shows that not everyone registers as such and there are thus a fairly substantial number of 'hidden' cases. There may be various reasons for this. Employees do not wish to be open about their disability, or they do not regard the disability as an actual problem in doing their job, or they are afraid to receive negative reactions from their colleagues²³.

A study by the Support Centre for Inclusive Higher Education reveals that the pupil guidance centres list archaeology among the programmes of study where problems were expected for or already reported by people with disabilities. It should be mentioned, however, that this list is fairly long and diverse and archaeology is definitely not one of the few programmes of study where problems are expected²⁴. There is great concern about the training and employment opportunities of disabled people in the archaeological sector. In this context reference is made to the practical problems in the performance of duties, responsibilities and competences in terms of safety and to the concern whether graduates with a disability will actually be offered chances on the labour market.

Considering the first factors we believe that the reason why only a limited number of disabled people are employed in this sector is indeed rather owing to the fact that the profession is considered to be physically demanding. Field archaeologists and employees are expected to be in good physical condition.

²² <http://www.vaph.be/>

²³ Boulanger V, 2012-2013

²⁴ Praten over talent werkt drempels weg, beroepsgerelateerde bezorgdheid (Talking about talent removes barriers, professional concern), August 2012.

Nationality

Among the archaeological employees working for the Flemish public administration (Flanders Heritage Agency and Flemish Land Agency) 5% seem to be of non-Belgian nationality.

Within the provinces 3% have a foreign nationality.

Within the cities and municipalities this is 5% and within the intermunicipal archaeological services and intermunicipal immovable heritage services their number amounts to 3%.

The highest percentage of non-Belgians can be recorded at the universities where 10% of the employees do not have the Belgian nationality.

For the private sector only the data regarding the employed archaeologists are known. These show that 86% have the Belgian nationality and 8% do not. For 6% of the archaeologists employed within private companies we could not find out whether or not they have the Belgian nationality (Figure 18). However, it should be pointed out that most of the archaeologists who do not have the Belgian nationality are employed within one single company which has "Dutch roots".

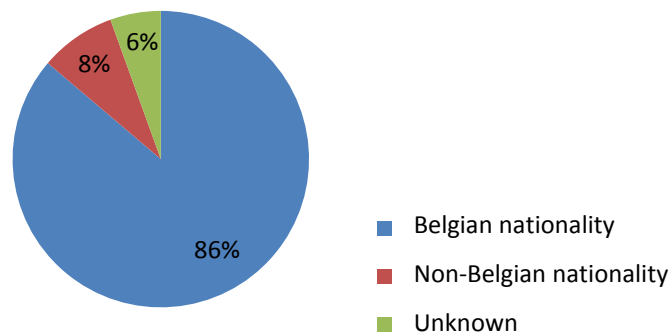


Figure 18 Percentage ratio between archaeologists of Belgian nationality and archaeologists of non-Belgian nationality in the private sector

When gathering all partial results it turns out that most employees working within the archaeological sector in Flanders have the Belgian nationality (Table 23 Breakdown of the number of archaeologists and the number of employees by organisational basis and by nationality (Belgian, non-Belgian, EU, non-EU)).

	Number of employees	Belgian	Non-Belgian	Other EU country	Non-EU country	?
FLEMISH PUBLIC ADMINISTRATION	81	77	4	2	2	
PROVINCES	74	72	2	1	1	
CITIES AND MUNICIPALITIES	38	36	2	0	2	
Intermunicipal archaeological and immovable heritage services	31	30	1	1	0	
UNIVERSITIES	97	87	10	6	4	
MONUMENTENWACHT	1	1	0	0	0	
PRIVATE COMPANIES	161	125	12	12	0	24
TOTAL	483	428	31	22	9	24
	Number of archaeologists					
FLEMISH PUBLIC ADMINISTRATION	41	40	1	1	0	
PROVINCES	15	15	0	0	0	
CITIES AND MUNICIPALITIES	15	15	0	0	0	
Intermunicipal archaeological and immovable heritage services	19	19	0	0	0	
UNIVERSITIES	87	77	10	6	4	
MONUMENTENWACHT	1	1	0	0	0	
PRIVATE COMPANIES	145	125	12	12	0	8
TOTAL	323	290	23	19	4	8

Fout! Verwijzingsbron niet gevonden.

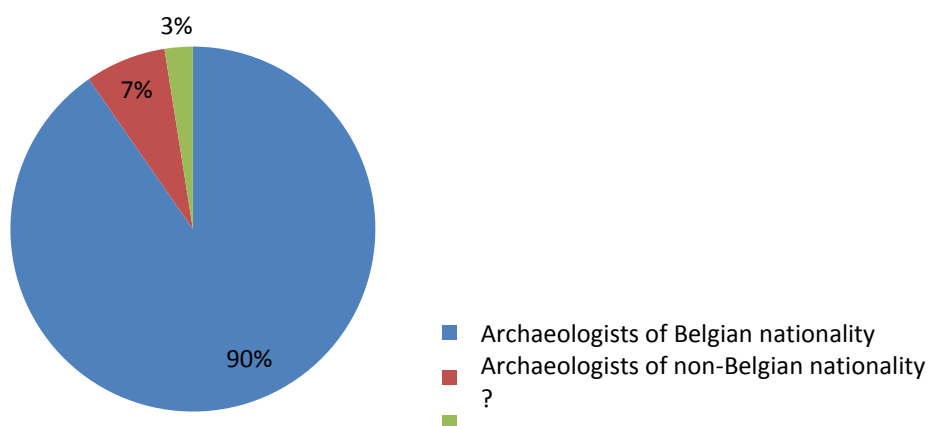


Figure 19 Percentage ratio between the number of archaeologists of Belgian nationality and archaeologists of non-Belgian nationality within the Flemish professional archaeological sector

The employees who do not have the Belgian nationality mainly originate from another EU country, and are often of Dutch origin. This is owing to the fact that no language barrier exists between Flanders and the Netherlands. Moreover, a number of Dutch private companies also have a Flemish division and employ some of their employees in Flanders.

Only the universities report a greater diversity in terms of nationality and employ Americans, Italians, Germans and English in addition to Dutch people. The reason for this is that foreign speakers find it easier to adjust here because English can also be used as language of communication in (international) projects.

Among the archaeological employees working within the Flemish public administration, only a very limited number (4) are of non-Belgian nationality. These are mainly people of South European origin who started to work as repository officers through employment projects.

Employment conditions

Employment regime: full-time or part-time employment

When looking at the data from the survey of cities and municipalities we see that almost all of the archaeologists are employed full-time (11 full-time and 1 part-time). This is in contrast to the archaeological employees where 13 out of the 21 employees work part-time.

When considering the data from the survey of the private companies, we record a predominantly full-time workforce, since 85 of the 92 employees whose details are known work full-time.

The employment regime in the archaeological sector was also examined on the basis of an overview of the job vacancies published on Archeonet by the various institutions and organisations. Because the number of job vacancies was so limited in 2013, the situation was reviewed during the 2008-2013 period. The overview (Tables 24, 25 and 27) clearly shows that most of the job vacancies, within both the public and private sectors, concern full-time employment. Only for the universities we record a somewhat larger share of part-time jobs, compared to the number of vacancies on offer (Table 26). These vacancies mainly concern assignments regarding education and study guidance.

Flemish public administration	Full-time	Part-time	Full-time or part-time
2013	0	0	0
2012	0	0	0
2011	9	0	0
2010	24	0	0
2009	8	0	0
2008	10	1	0

Table 23 Overview of the number of vacancy notices published by the Flemish public administration on Archeonet in the period 2008-2013 per employment regime

Cities and	Full-time	Part-time	Full-time or
------------	-----------	-----------	--------------

municipalities			part-time
2013	2	0	0
2012	4	0	0
2011	1	0	0
2010	1	0	0
2009	3	0	0
2008	4	0	0

Table 24 Overview of the number of vacancy notices published by cities and municipalities on Archeonet in the period 2008-2013 per employment regime

Universities	Full-time	Part-time	Full-time or part-time
2013	2	1	0
2012	2	1	0
2011	1	2	0
2010	1	0	0
2009	1	0	0
2008	7	1	0

Table 25 Overview of the number of vacancy notices published by universities on Archeonet in the period 2008-2013 per employment regime

Private companies	Full-time	Part-time	Full-time or part-time
2013	4	0	0
2012	8	0	1
2011	23	0	2
2010	60	0	0
2009	26	0	0
2008	27	1	0

Table 26 Overview of the number of vacancy notices published by private companies on Archeonet in the period 2008-2013 per employment regime

Contract duration

Figures about the demographic profile of the total workforce of the Flemish public administration are available from 2007 through 2013. These figures reveal that the number of contract employees (contracts of limited duration) within the Flemish public administration fell to 27% in 2011. Over the last three years this percentage has remained stable.²⁵ Employees working for the Flemish public administration mainly have contracts of unlimited duration. The personnel data of the Flanders Heritage Agency show that the large majority of contracts for archaeological employees are contracts of unlimited duration (Table 29).

On the basis of the survey data we can also conclude that within the provincial authorities the employees with a contract of unlimited duration are also by far in the majority. The cities and municipalities employ a greater number of people with a contract of limited duration.

The survey figures indicate that private companies have a high number of employees with a contract of unlimited duration. Percentage-wise, the universities have the highest number of employees with temporary contracts (Table 29). This can mainly be attributed to the temporary contracts for study guidance and the temporary research assignments, for instance within the framework of doctoral research.

Archaeologists	Sample	Temporary	%	Unlimited duration	%
Flemish public administration	41	3	7	38	93
Provinces	15	2	13	13	87
Cities and municipalities	25	8	32	17	68
Intermunicipal archaeological and immovable heritage services	19	6	32	13	68
Monumentwacht	1	0	0	1	100
Private companies	91	14	15	77	85
Universities	90	56	62	34	38
Total	282	89	32	193	68

²⁵ <http://www.bestuurszaken.be/demografische-gegevens>

Table 27 Number and percentage ratio between temporary contracts and contracts of unlimited duration among archaeologists per organisational basis

All archaeological employees	Sample	Temporary	%	Unlimited duration	%
Flemish public administration	81	6	8	72	92
Provinces	74	11	15	63	85
Cities and municipalities	46	10	22	36	78
Intermunicipal archaeological and immovable heritage services	31	8	26	23	74
Monumentenwacht (Monument Watch Flanders)	1	0	0	1	100
Private companies	91	14	15	77	85
Universities	96	62	65	34	34
	420	111	27	306	73

Table 28 Number and percentage ratio between temporary contracts and contracts of unlimited duration among employees per organisational basis

When looking at the overview of vacancies, published on Archeonet from 2008 through 2013, we also record a larger share of contracts of unlimited duration. Moreover, we notice a clear shift over time on the basis of this overview. Within both the Flemish public administration and the private companies mainly contracts of limited duration were opened up at the beginning of this period (2008-2010) (Table 30).

From 2011 onwards, there are no vacancies within the public administration and the number of contracts of unlimited duration increases within the private companies.

A similar trend can be discerned for the duration of temporary contracts. In 2008, the duration of the contracts within the Flemish public administration varied between 5 and 15 months, whereas this ranges from 1 week to 3 months within the private companies. In 2010, this is between 3.5 months and 1 year within the Flemish public administration and between 2 months and 1 year within the private companies. While the duration of temporary contracts within the Flemish public administration is becoming shorter, a reverse trend can be observed within the private sector (Tables 31 and 32).

	Flanders Heritage Agency						Private companies					
	2008	2009	2010	2011	2012	2013	2008	2009	2010	2011	2012	2013
Unlimited duration	1	1	0	5	0	0	0	1	13	9	4	2
Limited	9	7	23	3	0	0	27	14	52	8	2	1

duration												
Unknown duration	1	0	1	0	0	0	1	7	5	8	0	1

Table 29 Contract duration for vacancies published on Archeonet in the period 2008-2013 by the Flanders Heritage Agency and the private companies

	Flanders Heritage Agency					
	2008	2009	2010	2011	2012	2013
1 week	0	0	0	0	0	0
2 weeks	0	0	0	0	0	0
1 month	2	0	0	0	0	0
1.5 month	0	0	0	0	0	0
2 months	0	0	0	0	0	0
2.5 months	0	0	0	0	0	0
3 months	0	0	0	3	0	0
3.5 months	0	0	3	0	0	0
4 months	0	3	0	0	0	0
4.5 months	0	0	0	0	0	0
5 months	1	0	5	0	0	0
6 months	0	0	4	0	0	0
7 months	1	0	0	0	0	0
8 months	0	0	4	0	0	0
11 months	1	0	0	0	0	0
1 year	3	0	5	0	0	0
15 months	1	0	0	0	0	0
3 years	0	0	1	0	0	0
?	15	5	1	0	0	0
Possibility of extension	4	0	6	0	0	0
With prospect of contract of unlimited duration	0	0	0	0	0	0

Table 30 Overview of the duration of contracts within the Flanders Heritage Agency on the basis of vacancy notices on Archeonet in the period 2008-2013

	Private companies					
	2008	2009	2010	2011	2012	2013
1 week	1	0	0	0	0	0
2 weeks	0	0	0	2	0	0
3 weeks	0	2	0	0	0	0
1 month	1	4	8	0	0	0
1.5 months	2	3	0	0	1	0
2 months	2	0	13	2	0	1
2.5 months	1	0	1	1	0	0
3 months	5	4	0	0	0	0
3.5 months	0	0	0	0	0	0
4 months	0	0	0	0	0	0
4.5 months	0	0	9	0	1	0
5 months	0	0	0	0	0	0
6 months	0	0	3	0	0	0
7 months	0	0	0	0	0	0
8 months	0	0	1	0	0	0
11 months	0	0	0	0	0	0
1 year	0	0	1	0	0	0
15 months	0	0	0	0	0	0
3 years	0	0	0	0	0	0
?	0	8	6	3	0	0
Possibility of extension	0	0	9	0	0	0
With prospect of contract of unlimited duration	0	0	7	4	0	0

Table 31 Overview of the duration of contracts within private companies on the basis of vacancy notices on Archeonet in the period 2008-2013

Salaries and fees

The two-yearly salary survey of Vacature and KU Leuven²⁶ supplies information about the salaries of the Belgian people and the factors that co-determine it. The 2012 Salary Survey was completed by 45,769 people, 82% of whom were Dutch-speaking.

The survey shows that anyone who follows an additional programme of study after having obtained a basic degree of higher education can, to a limited extent, raise their average starting salary by a master-after-master programme (+1.6%), a post-graduate course (+2.4%), a specialisation programme (+2.5%), or a master at a business school (+2.6%). A doctorate increases the average starting salary by 9.3%. Men earn 8.4% more than women in a similar job (comparable for level of education, function, experience and company). The size of the company or organisation also partly determines the salary. In a company with more than 1,000 employees, the average salary is 15% higher than in a company employing maximum nine people.

Degree	Average gross starting salary
No diploma	1,453
Primary education	1,568
Lower secondary education	1,764
Higher secondary education	1,846
Professional bachelor, short-type higher education/1 cycle	2,054
Academic bachelor at a college of higher education	2,017
Academic bachelor at a university	2,125
Master at a college of higher education, long-type higher education/2 cycles	2,383
Master at a university, engineer, doctor of medicine	2,453

Table 32 Average gross starting salary by level of degree (in euros) in Flanders (Source: 2012 Salary Survey)

An overview of the starting salaries for each programme of study shows that the average gross starting salaries of the masters in Archaeology, History, Art History and Musicology are rather at the bottom of the category of university master programmes.

²⁶Marc Vanderlocht, 2012 : Opleiding, Job en salaris. Een synthese van de salarisenquête 2012 (Level of Education, Job and Salary. A synthesis of the 2012 Salary Survey)

Programme of study	Average gross starting salary
Pharmaceutical Sciences	3,420
Civil Engineer, Civil Engineer - Architect	2,856
Medicine (Physician - Dentist)	2,813
Bio-engineer	2,688
Information Technology	2,621
Exact Sciences (Biology, Chemistry, Physics, Geography, Geology, Mathematics)	2,594
Law	2,581
Commercial Engineer	2,536
Socio-Medical Sciences	2,474
Biomedical Sciences	2,412
Economic Sciences	2,410
Applied Economic Sciences	2,389
Criminology	2,318
Psychology, Pedagogics	2,306
Social Sciences (Sociology, Political Sciences, Communication Sciences, Administrative Sciences)	2,217
Archaeology, History, Art History, Musicology	2,208
Languages, Philology	2,166
Physical Education, Physiotherapy, Speech Therapy	2,148

Table 33 Average gross starting salaries (≤ 5 years of experience) by programme of study (in €)²⁷ (Source: 2012 Salary Survey 2012)

The salary survey also shows that the average gross salary for starters amounts to EUR 3,133 and the average net salary to EUR 1,984. The salary depends on different factors, such as level of education, training, the years of professional experience, the function level, the sector and the region of employment.

Within the Flemish public administration and by consequence also within the Flanders Heritage Agency the remuneration of permanent and contract staff members consists of a basic salary which is indexed on the basis of seniority and possibly complemented with several allowances and fees. Four components define the basic salary: the function level, the grade, the rank/salary scale and the experience. The functions are subdivided into four levels (A, B, C, D) on the basis of the diploma required for a specific post.

Function level	Diploma required as a minimum
A	University or master degree
B	Graduate or bachelor degree
C	Diploma of secondary education
D	No diploma required

Table 34 Function levels within the Flemish public administration

²⁷ Marc Vanderlocht, 2012

Within a specific level exist several groups of similar functions: grades These are remunerated within one and the same salary scale. The grade “Assistant to the Director” encompasses various functions which require a university degree, like policy officer, economist, and communication manager (Table 35). Some of the archaeologists of the Agency (former employees of the Archaeological Heritage Institute) are remunerated as a scientific attaché. These functions are remunerated in accordance with the salary scale 165 (Table 35).

Level	Diploma required for the function	Grade within the Flemish public administration	Rank/salary scale at the time of recruitment (without experience)
A	University degree	Assistant to the Director	A111
A	University degree	Scientific Attaché	A165
B	Graduate/Bachelor (3)	Specialist	B111
C	Higher secondary	Collaborator	C111
C	Higher secondary	Technician	C121
D	None	Technical Assistant	D121

Table 35 Overview of some of the most common grades and salary scales within the Flemish public administration, which are also used within the Flanders Heritage Agency

Because of his or her grade a civil servant is situated within a specific rank or salary scale. Each of these scales starts with a minimum annual salary, followed by a number of periodical increases, and culminates in a maximum annual salary. Progress within a certain scale is made on the basis of seniority, until the maximum level of that scale is reached.

After a number of years of seniority permanent staff members advance to a higher salary scale. Contract staff members do not qualify for a functional career. They are paid in accordance with the basic salary scale of a permanent staff member within that same grade. Their salary only evolves within that basic salary scale.

Apart from the salary, each member of staff also receives holiday pay and year-end bonus. The holiday pay amounts to 92% of the gross monthly salary. The year-end bonus varies between 59.51% and 80.12% of the gross monthly salary; lower levels receive a higher percentage for their year-end bonus.

Next to that, a number of additional financial benefits are granted, like free public transport from and to work, a bicycle mileage allowance for commuter travel and meal vouchers.

The salary simulator of the Flemish public administration shows us that a junior archaeologist (A111 - Assistant to the Director/ A165 Scientific Assistant) earns around EUR 3,020 gross/month. After six years of seniority this will be respectively around EUR 3,520 / EUR 3,550 gross/month (Table 36).

A Technical Assistant (level D121) earns EUR 1,875 gross/month at the start of his or her career. After six years this will increase to EUR 2,180 (gross/month) (Table 37).

Parameters				
Index 1.6084				
System of withholding tax on professional income: Singles				
Contract staff / Rank A1				
	Salary scale 111		Salary scale 165	
	Gross salary	Net salary	Gross salary	Net salary
Pecuniary seniority: 0 years				
Salary per month	€ 3,019.77	€ 1,825.62	€ 3,019.77	€ 1,825.62
Year-end bonus	€ 2,011.2	€ 909.75	€ 2,011.2	€ 909.75
Holiday pay	€ 2,778.18	€ 1,407.23	€ 2,778.18	€ 1,407.23
Pecuniary seniority: 6 years				
Salary per month	€ 3,522.4	€ 2,053.85	€ 3,576	€ 2,078.84
Year-end bonus	€ 2,334.29	€ 958.89	€ 2,369.81	€ 973.48
Holiday pay	€ 3,240.6	€ 1,497.58	€ 3,289.92	€ 1,520.38

Table 36 Calculation of the salary of an archaeologist on the basis of the salary simulator of the Flemish public administration²⁸, (15/04/2014)

Parameters		
Index 1.6084		
System of withholding tax on professional income: Singles		
Contract staff / Rank D1		
	Salary scale D121	
	Gross salary	Gross salary
Pecuniary seniority: 0 years		
Salary per month	€ 1,873.79	€ 1,873.79
Year-end bonus	€ 1,115.09	€ 1,115.09
Holiday pay	€ 1,723.88	€ 1,723.88
Pecuniary seniority: 6 years		
Salary per month	€ 2,073.31	€ 2,073.31
Year-end bonus	€ 1,212.4	€ 1,212.4
Holiday pay	€ 1,874.32	€ 1,874.32

Table 37 Calculation of the salary of an excavator/repository officer on the basis of the salary simulator of the Flemish public administration²⁹, (15/04/2014)

It shows from the personnel data of the archaeologists employed within the Flanders Heritage Agency that the average gross salary amounts to EUR 4,005. This average is just below the average in the Flemish Region for intellectual and scientific professions, but substantially higher than the average of all salary earners in the Flemish Region (Table 40).

²⁸ <http://www.werkenvoorvlaanderen.be/salarissimulator>

²⁹ <http://www.werkenvoorvlaanderen.be/salarissimulator>

	Salary data (euro)
Lowest: 10% earn less than	3,320
Lower: 25% earn less than	3,600
Median	3,925
Higher: 25% earn more than	4,600
Highest: 10% earn more than	4,600
Average	4,005
Sample size	41

Table 38 Salary data of archaeologists employed full-time in the public sector (gross salaries on the basis of personnel data)

The 3 respondents for cities and municipalities indicate that their senior archaeologists earn between EUR 3,500 and 4,500 gross per month. When also considering the results of the survey among the intermunicipal archaeological services we see that the salaries are within the same order of magnitude.

Within private companies most of the salaries for junior archaeologists amount to between EUR 2,000 and EUR 2,500 gross/month, and for project leaders to between EUR 2,500 and EUR 3,500 gross/month. When calculating an average gross monthly salary of a junior archaeologist employed within a private company, this amounts to EUR 2,400 gross/month. For a project manager the average gross monthly salary is EUR 2,800 (Table 39).

The average salary of all archaeologists within private companies is much lower than the average for the intellectual and scientific professions of all salary earners in the Flemish Region and also lower than the average for all Flemish salary earners³⁰.

	Salary data
Lowest: 10% earn less than	EUR 2,200
Lower: 25% earn less than	EUR 2,250
Median	EUR 2,475
Higher: 25% earn more than	EUR 3,000
Highest: 10% earn more than	EUR 3,000
Average	EUR 2,567
Sample size	100

Table 39 Salary data of archaeologists employed full-time in the private sector (gross salaries on the basis of surveys)

³⁰ Statistics Belgium, Average gross monthly salaries

	Archaeologists employed full-time	Intellectual and scientific professions	All Flemish employees employed full-time
Lowest: 10% earn less than	2,200		
Lower: 25 % earn less than	2,250		
Median	3,000		
Higher: 25% earn more than	3,600		
Highest: 10 % earn more than	4,400		
Average	2,985	4,338	3,196
Number of salary earners	141		775,000

Table 40 Salary data for the total professional archaeological sector in comparison to the average gross monthly salary in the Flemish Region (gross salaries on the basis of surveys and Statistics Belgium)

Education

Level of education

Flemish public administration

The functions within the Flemish public administration are subdivided into four levels (A, B, C or D) on the basis of the diploma required for recruitment (Table 42)³¹.

Function level	Diploma required as a minimum
A	University or master degree
B	Graduate or bachelor degree
C	Diploma of secondary education
D	No diploma required

Table 41 Function levels within the Flemish public administration and corresponding diploma (Source: Werken voor Vlaanderen)

Most of the employees working for the Flanders Heritage Agency (60%) in archaeology have a university master degree. 32% of the employees are employed at level D (Figure 20). This is the group for which there are no diploma requirements for recruitment. However, some of the employees in this group do actually have a degree of secondary education.

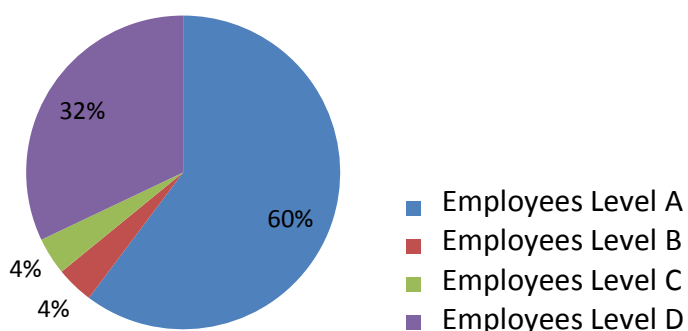


Figure 20 Percentage breakdown of employees by function level within the Flanders Heritage Agency

Cities and municipalities

³¹ <http://www.werkenvoorvlaanderen.be>

The seven cities and municipalities that have their own archaeological service together employ 38 people. Fifteen of them have a degree in archaeology. Some cities and municipalities, i.e. mainly those that carry out their own field interventions, also employ a number of archaeological draughtsmen (illustrators) and manual workers in addition to the city archaeologists.

In response to the survey among the cities and municipalities it was indicated that 2 people have a master-after-master degree and 2 have a doctoral degree. As for the other employees, we see that the largest number of employees belong to the group which has a diploma of higher secondary education (Table 43).

Archaeologists	15
Master	15
Master-after-master	2
Doctorate	2
Other employees	23
Without diploma	2
Lower secondary education	3
Higher secondary education	11
Higher education	4
Master	1
?	2

Table 42 Number of employees by level of education within cities and municipalities on the basis of the survey results

Private companies

Within the private companies 8% of the staff have a master degree in archaeology (or equivalent), as well as a higher diploma, either a master-after-master degree or a doctoral degree. When considering all employees we notice that in the private sector most of them have a university degree. Of the 161 employees 145 (90%) have a master degree in archaeology (or equivalent), whereas only 16 (10%) do not.

We can therefore conclude that 71% of the employees in the professional archaeological sector in Flanders have a university degree. Only 17% of them have at most a diploma of

higher secondary education. Most of these employees are employed within the public services (Table 44).

Higher secondary education	%	Higher education	%	Master	%	Doctorate	%	?	%
80	17	32	7	282	58	65	13	24	5

Table 43 Highest level of education of the employees in the entire professional archaeological sector in Flanders

Training or skills needs

The Disco project is part of the European Life Long Learning programme that focuses on the need for lifelong learning. Therefore, an overview of the training needs is indispensable here.

Since no survey has been carried out within the Flemish public administration, no training needs are mapped out for this group.

Cities and municipalities/intermunicipal archaeological and immovable heritage services

Within the group of cities and municipalities and the intermunicipal archaeological and immovable heritage services 5 participants in the survey provided answers relating to training needs. Materials knowledge is the most frequently mentioned training need.

A large variety of training needs is indicated by the respondents (Table 45, second column).

Private companies

10 out of the 20 participating private companies answered the question about the training needs.

Four of them responded that expertise in soil science is one of the skills lacking in (starting) archaeologists. A great diversity of training needs is indicated by this group as well (Table 45, third column).

One of the ten companies did not specify any training needs at all.

The summary of these data (Table 44, last column) shows that almost half of the respondents regard training in soil science as one of the training needs.

Material determination, practical experience/field work and ICT applications are also on top of the list.

It mainly concerns knowledge areas and skills that are immediately applicable in the field and allow for a smooth and thorough first registration and interpretation of the discovered traces and finds.

Training needs	Cities and municipalities/intermunicipal archaeological and immovable heritage services	Private companies	Abstract
Number of respondents	5	10	15
Soil science / Geology	3	4	7
Materials knowledge	4	2	6
Practical experience / Field work	3	2	5
ICT (GIS, database management, graphical applications,...)	3	2	5
Management and business administration	2		2
Safety and health at the site	1	1	2
Harris matrix		1	1
Language knowledge	1		1
(Civil) engineering knowledge		1	1
Fundamental archaeological and scientific and historical research	1		1
None		1	1

Table 44 Training needs, as indicated by the respondents during the survey

Evolution of employment

In this part it is examined how employment in the archaeological sector has evolved. The evolution is compared to 1, 3 and 5 years ago.

Flemish public administration

Since a few years now, the Flemish public administration has been taking austerity measures. These measures affect the employment of archaeological employees and archaeologists.

Following the establishment of the Flanders Heritage Agency in 2011, a new staffing plan was drawn up for the period 2012-2014. This staffing plan was part of the Agency's overall re-organisation process during which existing functions and the number of employees were aligned with the new remit and strategy.

This strategy also guaranteed the achievement of the austerity measures imposed by the Government of Flanders in terms of personnel numbers and budget, viz. a 6% decrease in the workforce by 30 June 2014 (which means that the Agency can have a maximum of 316 employees (246.6 FTEs) or 20 employees fewer than on 30 June 2009).

In view of the realisation of the new remit and strategy the following priority staffing needs were defined in the plan: management archaeologists, landscape architects and policy researchers and assistants.

In the staffing plan the temporary project functions (for the archaeological research projects “de Kogge van Doel”, “Tongeren Basiliek” and “Aalter-Woestijne” and for the project “Beschermingsdatabank”) have not been included. Still, they are counted in the context of the austerity measures. By the end of 2014, a workforce reduction will be achieved of 27 employees, which is more than 8% of the workforce at the very beginning (30 June 2009).

Cities and municipalities

In the survey the respondents in the cities and municipalities indicate that most of them employ an equal number of people and one has fewer employees than in 2002 (Table 46).

Has more or fewer employees compared to	More	Equal number	Fewer	Not applicable	?
1 year ago (2012)	/	3	1	/	
3 years ago (2010)	1	2	1	/	2
5 years ago (2008)	1	1	/	1	3

Table 45 Evolution of the number of staff in cities and municipalities

Private companies

Most private companies indicate in the survey that they have more employees than in 2010, but fewer than in 2012 (Table 47).

Has more or fewer employees compared to	More	Equal number	Fewer	Not applicable	?
1 year ago (2012)	3	3	7	2	5
3 years ago (2010)	7	3	1	4	5
5 years ago (2008)	7	2	0	6	5

Table 46 Evolution of the number of staff in private companies

The data on the vacancies published on Archeonet reveal a rising trend in the number of vacancies until 2010 (Figure 21). From then on the number of vacancies declines (Figure 48). This falling trend is the largest among field archaeologists and excavation staff.

	2008	2009	2010	2011	2012	2013	TOTAL
Archaeologists - Degree in archaeology	36	36	76	31	10	5	194
Excavation staff without degree	10	4	8	2	1	0	25
Processing and repository	1	0	1	2	3	2	9
Coordination	4	3	0	0	0	0	7
Archaeology policy and management	3	1	1	3	5	0	13
Repository policy and management	1	0	1	1	2	0	5
Education	4	0	0	3	2	3	12
TOTAL	59	44	87	42	23	10	265

Table 47 Number of vacancies published on Archeonet for each set of tasks for the period 2008 through 2013

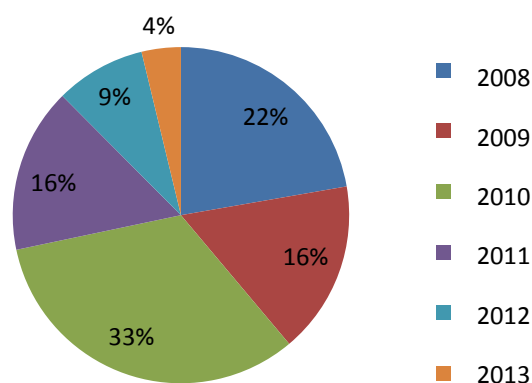


Figure 21 Percentage ratio of the number of vacancies published on Archeonet per year for the period 2008-2013

Employment expectations in the archaeological sector

Flemish public administration

The Government of Flanders has ordered the Flemish public administration to implement austerity measures, in terms of both personnel and budget.

In this context the following austerity goals are to be achieved:

- A reduction in the workforce of the Flemish public administration by 6.5%. The initial personnel reduction amounted to 5%. However, it was increased afterwards to respectively 6% and 6.5% in 2012 and 2013.
- A reduction of EUR 60 million in staff-related appropriations in the budget years 2012-2014. In February 2012, this amount was also raised from EUR 50 to 60 million. In the context of the 2014 budgetary control another EUR 5 million is to be saved.

The leading civil servants of the different policy areas decide at their own discretion how they will mutually divide and realise these austerity measures. These measures must be carried out without immediate redundancies.

Additional targets have been laid down to that end in the Flemish Coalition Agreement of July 2014. This is illustrated by passages like: "*We will continue to substantially reduce the number of people employed by the Flemish public administration*".

These personnel reductions also make themselves felt within the Flanders Heritage Agency. The reduced workforce is mainly realised by not replacing employees who leave as a result of natural redundancies (project termination, new employer, retirement, death). In the coming years this strategy will not be changed, given the Flemish Coalition Agreement.

When looking at the personnel numbers of each division we see that 10% of the archaeological employees work on a project-basis. When these projects expire, so do the contracts of these employees, which means that a decrease in the number of employees can be expected here as well.

Within the cities and municipalities none of the respondents expects to employ more people in the coming year.

Expects to employ more or fewer people	More	Equal number	Fewer	Do not know	?
Next year	0	1	2	0	3
Within 3 years	0	0	1	2	3

Table 48 Number of respondents within cities and municipalities for the survey on the expected evolution in the coming years

The situation looks somewhat more promising for the private companies. Most of the respondents expect to employ an equal number of people, whereas about 3 respondents even believe they will employ more staff.

Expects to employ more or fewer people	More	Equal number	Fewer	Do not know	?
Next year	3	9	1	1	6
Within 3 years	7	2	1	4	6

Table 49 Expected evolution in private companies in the coming years (number of respondents)

Conclusion

Previous surveys show that over the past ten years the archaeological sector in Flanders has been subject to drastic changes. Given the fact that the new Flemish Parliament Act on Immovable Heritage will enter into effect in 2015, this situation will remain unchanged in the coming years.

The number of employees within the archaeological sector was calculated at 483 people for 2013. The number of archaeologists amounted to 323.

The previous edition of the Disco project (2008) concluded that the sector employs 586 people. In total, this survey counted 349 archaeologists and natural scientists within the Dutch language regime. The difference between both results can mainly be explained by the different surveying and questioning method and the fact that the present survey was limited to Flanders.

About 50% of the total number of employees within the archaeological sector in Flanders work in some or other type of public service (Flemish, provincial, city/(inter) municipal, 1/3 in private companies and 1/5 at the universities.

When only taking account of the archaeologists (people holding a degree in archaeology) in Flanders, these ratios are somewhat different. Of the total number of employees working within the archaeological sector in Flanders, 2/3 have a degree in archaeology. Among the archaeologists only 1/3 work in some or other type of public service, about half in private companies and 1/4 at universities.

The overview shows that archaeologists working for a local government are mainly in charge of policy and management tasks at the Flemish, provincial, municipal or city level, as well as within intermunicipal archaeological and immovable heritage services. Private companies, on the other hand, mainly operate in the field of preliminary surveys and excavations. Universities focus on training and scientific research.

When looking at all the archaeologists working within the archaeological sector in Flanders we see that there is a predominance of male archaeologists. This predominance seems to be the largest within the intermunicipal services and universities. Within the provincial and local authorities a more balanced male/female ratio can be recorded.

In the professional archaeological sector the majority of employees are aged under 40.

Insofar as this can be deduced from the survey, only a limited number of disabled people are employed within the archaeological sector.

The gross salaries of archaeologists in the public and private sectors are fairly different. The average salary of all archaeologists in private companies is much lower than the average of the intellectual and scientific professions of all wage earners in the Flemish Region and also lower than the average among all Flemish salary earners.

The number of vacancies peaked around 2010. Based on these data we do not see any further increases in employment since then. Especially in the public sector a falling number of vacancies can be recorded. Expectations regarding additional employment are rather negative in the public sector. In the private sector, on the other hand, some business managers are slightly more optimistic.

Employers clearly point out that training needs exist. These needs are usually linked to skills that are immediately applicable in the field. About half of the respondents indicate that soil science and geology skills are sufficient and one third of the respondents want to improve their staff's practical experience and ICT knowledge.

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<http://www.discovering-archaeologists.eu/>
<http://ec.europa.eu/social/home.jsp?langId=nl>
<http://www.vlaanderen.be/nl>
<http://codex.vlaanderen.be/>
<https://www.onroenderfgoed.be>
<http://www.monumentenwacht.be/>
<http://www.archeonet.be>
<http://www.pam-ov.be>
<http://www.archaeology.ugent.be>
<http://www.kuleuven.be>
<http://www.vub.ac.be>
<http://aps.vlaanderen.be/sgml/largereeksen/423.htm>
<https://onderzoeksbalans.onroenderfgoed.be/>
<http://archeologie.antwerpen.be>
<http://www.gent.be>
<http://www.mechelen.be>
<http://www.mechelen.be/137/organisation/31/archeologie.html>
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<http://www.adak.be/>
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<http://www.deklad.be/>
<http://www.raakvlak.be/>
<http://www.winar.be/>
<http://zolad.be/>
<http://www.bienet.be/>
<http://statbel.fgov.be/>
http://statbel.fgov.be/nl/statistieken/cijfers/arbeid_leven/werk/absoluut/
<http://www.vaph.be/vlafo/view/nl>
<http://www.bestuurszaken.be>
<http://www.bestuurszaken.be/demografische-gegevens>
<http://www.werkenvoorvlaanderen.be/salarissimulator>
<http://www.monarcho.be>
<http://www.archaeology.ugent.be>
<http://www.depotwijzer.be/>

