DISCO
Discovering the Archaeologists of Europe

Discovering the Archaeologists of Cyprus 2012-14

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Confederazione
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Heritage without Borders
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September 2014

Table of Contents

LIST OF TABLES

LIST OF FIGURES

AIMS AND SUMMARY OF FINDINGS

1. Aims of the transnational project "Discovering the Archaeologists of Europe"

The European project "*Discovering the Archaeologists of Europe* 2012-2014" aims towards investigating the current situation of the archaeological profession and detecting any barriers related to the mobility of the profession among 22 European countries (Austria, Belgium, Bosnia-Herzegovina, Cyprus, Czech Republic, Denmark, Estonia, Germany, Great Britain, Greece, Hungary, Ireland, Italy, Latvia, Netherlands, Norway, Poland, Portugal, Romania, Slovakia, Slovenia, Spain). The project was funded by the European Union under the Lifelong Learning Programme Leonardo da Vinci (PROJECT NUMBER - 528091-LLP-1-2012-1-UK-LEONARDO-LNW) and the Department of Antiquities, Ministry of Communications and Works.

The Project as a whole has a number of objectives at both a European and an individual state level. It attempts to: identify barriers to entry to the profession of archaeology and to transnational mobility; identify difficulties and trends in the profession including training investment, recruitment and career progression difficulties; establish the number of archaeologists working in each state; identify training needs and skills shortages; provide archaeological employers with information to aid business planning and improve organisational performance.

These objectives were achieved by identifying, collecting, interpreting, and disseminating the information concerning archaeologists and archaeological employment in the participating partner countries (labour market intelligence), in order for employers, professional associations, the European Association of Archaeologists, training providers and other bodies to: develop knowledge of practices and conditions in order to facilitate

transnational mobility of labour; define specific criteria and methodologies to identify training needs across Europe; improve analysis and anticipation of skills requirements; enable comparisons between skill requirements in different countries. The findings were compared with the results of the first data collection period *"Discovering the Archaeologists of Europe 2006-2008"* in the context of the transnational collection, analysis, and interpretation of the data.

With regards to Cyprus, the body participating in the project is the Department of Antiquities, Ministry of Communications and Works, which identified, collected, managed and disseminated the data relating to the employment of archaeologists in Cyprus. The survey was conducted via a postal questionnaire. All organisations in the areas accessible to the government of the Republic of Cyprus that were believed to potentially employ archaeologists were sent the questionnaire. Individual consultants or specialists who are self employed were also sent the questionnaire.

Questionnaires (*Part I* and *Part II*) were sent out to 25 organisations in total, including separate departments of larger organisations that deal with archaeology related matters. A total of 19 completed questionnaires were received, including that of the Department of Antiquities which was the official Cyprus partner to the project, amounting to 76% of the total sent questionnaires. The 6 organisations that did not answer the questionnaire reported that they did not employ any archaeologists.

2. Summary of findings

The survey analyses the current state of the archaeology sector in Cyprus. Data on the number of archaeologists employed by the Department of Antiquities exist in the Annual Report of the Director of the Department of Antiquities, Cyprus (*ARDAC*), although some of the figures are not entirely accurate, since some reports do not mention contract archaeologists. For an accurate number of archaeologists employed by the Department of

Antiquities between 1996 and 2014, see Table 1. However, prior to the *"Discovering the Archaeologists of Europe 2006-2008"* project results, there were no reliable figures for the number of archaeologists working in Cyprus, apart from the Department of Antiquities' records.

i. Estimated number of archaeologists working in Cyprus

According to the survey results, 96 individuals are employed as archaeologists in Cyprus (areas accessible to the Republic of Cyprus). It is also estimated that 539 members of support staff work alongside these archaeologists. In total, it is estimated that 635 individuals rely on archaeology in order to make a living. An estimated 31 persons have been noted as working as unpaid volunteers alongside the professionals.

ii. Age, gender, ethnic background and disability status

The estimated average age of practicing professional archaeologists in Cyprus is 38.4 years with the estimated average for female archaeologists being 37.7 years and for male archaeologists 39.8 years. 69% of professional archaeologists are female and 31% are male compared to the data for the Cyprus working population which show that, in 2012, 47.3% of employed persons in Cyprus (aged 15 to 64) were female and 52.7% were male. 77% of professional archaeologists are Cypriot, 22% are from another EU country (13% Greek and 9% from another EU country), and only 1% of archaeologists are from a non EU country. According to the survey, only 1 archaeologist and 2 members of support staff were reported as disabled.

iii. Growth of the sector

21% (4 in number) of the organisations that responded to the questionnaire reported that they had grown over the previous three years, as opposed to 42% (8 in total) that reported that they employed less staff than three years ago, and 32% (6 in total) stated that their numbers of staff have remained unchanged over the last three years. Almost half of the organisations (47%, 9 in total) reported that they expect to be employing smaller

numbers of individuals in one year and only 16% (3 in total) expected to be employing more people in one year. Only 16% of the organisations (3 in total) anticipate to be employing more staff in three years, and also 16% (3 in total) reported that their numbers of staff will remain unchanged in three years time.

iv. Estimated numbers working in each job type

It is estimated that of the 96 archaeologists employed in Cyprus, 67 (70% of total) work for organisations that conduct *Field investigation and research services*, 20 (21% of total) are employed by organisations that provide *Educational and academic research*, 5 (5% of total) archaeologists work for organisations that offer *Museum and visitor/user services*, and 4 (4% of total) archaeologists work for organisations that provide *Historic environment advice and information services*.

v. Organisations' structural bases

With regard to the structural basis of the various organisations, it is estimated that 55 archaeologists (57% of total) are employed by government organisations, 18 (19% of total) are employed by university organisations, 15 (16% of total) archaeologists work for foundations, 3 (3% of total) are employed by local authorities, 2 (2% of total) are employed by a church organisation, and 2 (2% of total) archaeologists work for *"other"* organisations that do not fall under the aforementioned categories. No commercial organisation employing archaeologists was recorded as the Antiquities' Law does not provide for this possibility.

vi. Range of jobs

96 archaeologists and 539 support staff were reported working in 62 different post titles. This represents one post for every 10.2 individuals and indicates that there is a fairly high level of consistency in the use of post titles across the country. Following an aggregation of similarly titled jobs, 32 final post profiles were created for the purposes of analyzing the data. The data is presented in *APPENDIX I – POST PROFILES*.

vii. Salaries

The annual average salary for all archaeologists reported in the survey was found to be €39,539. However, the annual median archaeological salary was €35,100 annually (meaning that 49% of archaeologists earn equal or more than this figure and 51% earn less than this figure). The highest archaeological salary reported was €96,591 per annum and the lowest was €10,400 per annum. Details of all post profile salaries can be found in *APPENDIX I – POST PROFILES*. In comparison, the national average full-time salary for the fourth quarter of 2012 was €29,796.

viii. Staff qualifications

100% of the archaeologists reported in the survey are university graduates. 40% of the archaeologists have a Doctorate or a Post-Doctorate as their highest academic qualification, 43% have a Masters degree, and 17% have a first degree as their highest qualification.

ix. Identification of training needs

Although 89% of all 18 respondent organisations reported that they identified training needs for individuals and their organisations as a whole, only 39% of the organisations have a training budget, and 33% mentioned that their training budget was under their direct control. Only 17% of the organisations stated that they had a formal training plan. 39% of the organisations record the amount of time that their employees spend on training, and 33% formally evaluate the impact of training on individuals and the organisation as a whole. Of the 89% of organisations that do identify training needs in the profession, 67% actually provide training or other development opportunities for their paid employees, and 44% provide training for unpaid staff.

x. Potential skills shortages

The most commonly identified non-archaeological skills shortage (for which outside consultants were brought in) was in *Information technology* (57% of respondents). As far as technical archaeological skills are concerned, the most commonly identified skills shortage was in *Conservation on Artifacts or Ecofacts* (37% of respondents), followed by Artifact *or ecofact research* (26% of respondents).

xi. Potential skill gaps

Information technology (47% of respondents) and *Education/Training* (32% of respondents) are the two non-archaeological skills that were the most commonly identified as skills that need improvement within the organisation. As far as archaeological skills are concerned, the most commonly identified skill that was considered a training priority was *Artifact or ecofact research* (42% of respondents), followed by *Conservation of artifacts or ecofacts* (32% of respondents), *Conducting (direct) intrusive investigations (evaluation, excavation)* (21% of respondents), and *Desk-based research* (21% of respondents).

xii.Employers' commitment to qualifications and training

67% (12 in total) of the respondents reported that they provided training or other development opportunities for paid staff, and 44% (8 in total) of the respondents stated that they provided training and other development opportunities to their unpaid staff. 67% of the respondents encourage their staff to engage in continuing professional development. Of the 10 organisations that employ new members to the profession, 90% reported that they have to give the new entrants little or very little training. All organisations reported that new entrants to the profession are well or very well equipped with skills.

xiii. Preferred methods of training

Four methods of training were put forward: *Formal off-job training* (e.g. outside training courses), *Formal in-job training* (e.g. in-house training courses), *Informal off-job training* (e.g. supported individual research and learning) and *Informal in-job training* (e.g.

monitoring). Organisations showed a preference to *Informal in-job training* (71% of responding organisations), whereas the least popular training method was *Formal off-job training* (57% of responding organisations). The most preferred training method for unpaid volunteer staff was *Informal in-job training*.

CHAPTER ONE: INTRODUCTION AND METHODOLOGY

1.1. Introduction

"Discovering the Archaeologists of Europe 2012-2014" is a transnational project which aims to examine the profile of the profession of archaeology in 22 European countries (Austria, Belgium, Bosnia-Herzegovina, Cyprus, Czech Republic, Denmark, Estonia, Germany, Great Britain, Greece, Hungary, Ireland, Italy, Latvia, Netherlands, Norway, Poland, Portugal, Romania, Slovakia, Slovenia, Spain). This report, *"Discovering the Archaeologists of Cyprus 2012-2014"*, is the outcome of the second survey in a series of two, after the preceding survey and report of 2006-2008[1]. In addition to twenty-two national reports on archaeological employment in each of the participating countries (in English and in the national language of each country), these results also contribute towards a transnational summary and overview of that project[2].

The Department of Antiquities, as the government body in charge of all archaeological activity on Cyprus was in charge of identifying, collecting, managing, interpreting and disseminating the data relating to the employment of archaeologists in Cyprus and the current state of the archaeology sector on the island. The project was funded by the European Union under the Lifelong Learning Programme Leonardo da Vinci (PROJECT NUMBER - 528091-LLP-1-2012-1-UK-LEONARDO-LNW) and the Department of Antiquities, Ministry of Communications and Works.

[1] Alphas and Pilides 2008.
[2] Aitchison 2009.

1.2. Background

In Cyprus, the body responsible for the management of the island's archaeological heritage is the Department of Antiquities, Ministry of Communications and Works, which is the largest employer of archaeologists. Other employers of archaeologists are universities, the Committee on Missing Persons in Cyprus (CMP), foundations, local authorities, a church organisation, other organisations, and a very small number of independent, self-employed archaeologists. Commercial archaeology is not practiced in Cyprus[3].

The first attempt to examine the profile of the profession in Cyprus was in the context of the *"Discovering the Archaeologists of Europe 2006-2008"* project. Apart from a list of archaeologists employed by the Department of Antiquities (Table 1), published every year in the Annual Report of the Department of Antiquities, Cyprus (*ARDAC*) (although only recent editions list archaeologists employed on a contract basis) and references to specific issues concerning the profession[4], there were no previous studies or published data on the employment of professional archaeologists in Cyprus as a whole, nor has there been a full review of labor market intelligence with regards to the archaeological profession.

[3] For a complete review of the structure of archaeology in Cyprus, see Alphas and Pilides 2008, "Appendix VI: Outline of Archaeology in Cyprus" pp.188-201.

[4] On the gender of government employed archaeologists, see Bolger and Serwint 2002 pp. 431-449, and for biographies and bibliographical notes on the scholars that have dealt with Cypriot archaeology, see Åstrom 1971.

Archaeologists and Conservators employed by the Department of Antiquities, Cyprus		
	Archaeologists	**Conservators**
1996	10	3
1997	10	3
1998	9	2
1999	11	3
2000	11	4
2001	11	4
2002	17	4
2003	17	4
2004	16	4
2005	16	2
2006	16	2
2007	16	2
2008	19	4
2009	18	4
2010	21	4
2011	25	5
2012	25	5
2013	24	4
2014	24	4

Table 1. Department of Antiquities archaeologists and conservators 1996-2014.

1.3. Methodology

The survey "*Discovering the Archaeologists of Europe 2012-2014: The case of Cyprus"* largely based its methodology and structure on its predecessor "*Discovering the Archaeologists of Europe 2006-2008: The case of Cyprus"*[5], as well as on the UK market intelligence surveys "*Archaeology Labour Market Intelligence: Profiling the Profession 2002/03"*[6], "*Archaeology Labour Market Intelligence: Profiling the Profession 2007/08"*[7], and *"Archaeology Labour Market Intelligence: Profiling the Profession 20012/13"*[8]. This was agreed upon by all the participating partners, in order to produce consistent data with

[5] Alphas and Pilides 2008.
[6] Aitchison and Edwards 2003.
[7] Aitchison and Edwards 2008.
[8] Aitchison and Rocks-Macqueen 2013.

cross-country comparability, enhancing the transnational character of the project as a whole.

The project's principal aim was to: identify, collect, quantify and disseminate labour market information on the profession of archaeology in Cyprus (the areas accessible to the government of the Republic of Cyprus), in order to provide employers, decision makers, professional associations, training providers, employees and other bodies, with comprehensive and up-to-date information that will hopefully aid business planning and improve the performance and competitiveness of the profession.

The project proposal aimed to form a Transnational Network of organisations with common interests and aims, and for the member organisations of that Network to establish and assess data for a group of countries: educational and other professional requirements for archaeologists to practice in Cyprus; the number of individuals working in archaeology; their gender; their age profile; their professional role; the disability status of individuals working in archaeology; their national origin; the numbers of full-time and part-time employed staff; the changes in numbers of staff; their education; skills and training, and information on training needs and skills shortages; their salary profile; types of contract; types of organisations employing archaeologists.

1.4. The questionnaire

The questionnaire's structure and contents followed the UK "*Archaeology Labour Market Intelligence: Profiling the Profession 2012/13"* questionnaire, but additions were made, according to the precedent "Discovering of Archaeologists of Europe 2006-2008: The case of Cyprus" survey.

The questionnaire comprised of two parts. The *"Questionnaire: Part I"* included a number of questions that referred to the organisation as a structural establishment, while *"Questionnaire: Part II"* comprised of questions concerning individual posts within the organisation (*APPENDIX V – THE COVERING LETTERS AND THE QUESTIONNAIRE*). Recipients were instructed to copy the second part of the questionnaire as many times as necessary, in order to separately report on each archaeological and support staff post. The questionnaire was sent to all organisations on the mailing list (see below) and it was accompanied with a covering letter which introduced the program as a whole and gave some guidance for completing the questionnaire. The questionnaire requested information as regards the organisation on Friday 21st of December 2012. Organisations were specifically asked to also report on temporary staff and unpaid staff (*APPENDIX V – THE COVERING LETTERS AND THE QUESTIONNAIRE*).

1.5. The mailing list

The definition of "an archaeologist" in Cyprus was established in the previous survey, "Discovering the Archaeologists of Europe 2006-2008: The case of Cyprus". This was an issue which arose in both surveys (2006-2008 and 2012-2014), due to the diversity of qualifications and responsibilities associated with archaeology in the various European countries. This issue was both complex and interesting, since from the very first partner meetings it became clear that *who* and *what* an archaeologist is, which differs from country to country. In some countries academic qualifications determine who is an archaeologist and in others, experience and acquired skills are of equal importance to degrees. In addition, some countries consider professionals with a variety of qualifications and roles as archaeologists, whereas in other countries requirements are more limited.

In our case, the main qualifications specified in the employment scheme for archaeologists in the public sector, which is the major employer, determined the definition of an archaeologist. These were:

1) A University degree or equivalent title or qualification on a relevant subject: (e.g. Archaeology, Philology, History, Classics, Byzantine or Medieval studies, Traditional/Folk art etc.)
2) A post-graduate specialization in archaeology when it is not included in the first degree.
3) Employment in a field of archaeology.

A mailing list was compiled including government departments, the University of Cyprus, cultural foundations, local authority organisations, a church organisation, and self-employed professionals. In the cases where it was not known whether an organisation employed archaeologists, the organisation was contacted by phone. There were a few cases where the professionals employed were indeed archaeologists, but the nature of their work was not connected to archaeology, and therefore they did not fill in the questionnaire. However, what constitutes archaeological work, particularly concerning research, is often unclear. It was thus left to the professionals in each such organisation to decide whether they would be included.

The mailing list of organisations employing archaeologists was based on an existing mailing list used by the Department of Antiquities, but digital sources were also used, such as local authority, foundations, and individual organisations' websites. Due to Cyprus' small size, personal communication was also valuable in locating individual professionals.

1.6. Data collection

The questionnaires, along with the covering letter and postage-paid reply envelope, were posted in May 2013. The deadline for the return of the questionnaires was the 12th of July 2013. However, as the time-period in which the questionnaires were sent included the summer months, a period during which the staff of many organisations are usually on holiday, and when many professionals are out in the field, the deadline was extended to the

18th of October 2013. In many cases, follow-up phone calls were made to non-respondents, in order to ensure a maximum response rate. Some respondents requested guidance, and thus in some cases a phone interview or a face-to-face interview took place.

A total of 19 responses were received by the end of December 2013. The data collected was entered in the research and analysis software, *QPSMR* (Questionnaire Preparation Software Market Research) and analysed in *Microsoft Excel*. This included data on 19 organisations (*"Questionnaire: Part I"*) and 79 post profiles (*"Questionnaire: Part II"*). The 19 responses represented 76% of the 25 questionnaires that were sent.

1.7. Questionnaire completion

Some respondents chose not to answer some of the questions, particularly those concerning salaries. The actual number of the respondents is always noted in the analysis of the responses.

1.8. Creation of post profiles

Information was received on 62 different post titles, regarding both archaeologists and support staff. The use of post titles in this survey allowed us to compare and contrast information concerning similar posts more easily. After comparing and grouping together certain posts that were similar, 32 final post profiles were created for the purposes of the present survey.

1.9. Additional sources of data

Apart from the postal questionnaire which was sent to organisations employing archaeologists, the survey also collected a set of more general data relating to 3 different groups of individuals:

1. Individuals with a degree in History-Archaeology that are employed by the Ministry of Education and Culture as secondary school teachers. These individuals usually teach History, Ancient Greek, Latin and Modern Greek in secondary schools.
2. Individuals with a degree in History-Archaeology, that are included on the list of the Ministry of Education and Culture to be appointed as secondary school teachers.

The data for both of the above groups was requested from the Ministry of Education and Culture (Education Service Commission [ESC]) and included the numbers, gender, and exact degree titles of the above individuals. Information was provided for all the above, apart from the gender and exact the degree titles of those who are already employed by the Ministry of Education and Culture (*APPENDIX II – ARCHAEOLOGY DEGREE HOLDERS IN SECONDARY EDUCATION*).

3. Foreign missions conducting field and research work in Cyprus during the year 2012.

The directors of 37 foreign archaeological missions were contacted via email and were asked a number of general questions, including the name of the institution to which they were affiliated, the geographical area of their investigations in Cyprus, the length of their excavation season, the number of archaeologists participating in their project, the number of archaeology students participating in their project, as well as the number of support staff participating in their project. This very basic questionnaire was accompanied

by a covering letter which described the aims and objectives of the transnational project (*APPENDIX V – THE COVERING LETTERS AND THE QUESTIONNAIRE*). 22 directors of foreign missions responded, corresponding to 60% of the sent questionnaires. For further information regarding the foreign archaeological missions, see *APPENDIX III – FOREIGN ARCHAEOLOGICAL MISSIONS TO CYPRUS*.

CHAPTER TWO: ORGANISATIONS

The project aimed towards approaching all organisations in Cyprus that were believed to employ archaeologists and archaeological support staff. Questionnaires (*Part I* and *Part II*) were sent out to 25 organisations in total, including separate departments of larger organisations that deal with archaeology related matters. A total of 19 completed questionnaires were received, including that of the *Department of Antiquities* which was the official Cyprus partner to the project, amounting to 76% of the sent questionnaires. The total of 6 organisations that did not answer the questionnaire reported that they did not employ any archaeologists at all. The data collected, therefore, can be considered to be 100% accurate.

2.1. Types of organisations

Each organisation was asked to select only one of a series of options that best described the organisation's structure and principal role. The following options were given concerning the general structural setup of the organisation: national government, local authority, church organisation, university, foundation, commercial organisation, other.

As indicated in Table 2, the total number of organisations employing archaeologists in 2012 increased to 19, whereas in 2007 a total of 15 organisations were reported. In both research periods the highest percentage of organisations was foundations, followed by government organisations and organisations under *"other"* which are three organisations consisting of self-employed professionals. The number of foundations increased from 5 to 8, almost half of the total (42%), while the number of the rest of the organisations remained unchanged, apart from the local authorities which increased from only 1 in 2007 to 2 in 2012.

What is evident in Table 2 is also the fact that no commercial organisations were reported as employing archaeologists, which reflects the structure of professional

archaeology in Cyprus. As per the provisions of the Antiquities Law[9] currently in force, commercial organisations cannot employ archaeologists directly for conducting field work and none have therefore been recorded.

Structure of Organisations	Total No. of Organisations - 2007	%	Total No. of Organisations - 2012	%
Foundation	5	33.3%	8	42%
National Government	3	20%	3	16%
Other	3	20%	3	16%
University	2	13.30%	2	10.5%
Local Authority	1	6.70%	2	10.5%
Church Organisation	1	6.70%	1	5%
Commercial Organisation	0	0%	0	0%
Total	15	100%	19	100%

Table 2. Structure of organisations.

In addition, the respondents were asked to indicate the organisation's principal role in the field of archaeology. This question was somewhat problematic, since many organisations (especially within the national government) have multiple equally important roles, and choosing only one category meant that the organisation's role was not accurately described. It is true that, in some cases, the respondents came in contact with us asking for further guidance in relation with the completion of this part of the questionnaire. The choice and the description of roles, however, was based on the UK survey *Archaeology and Labour Market Intelligence: Profiling the Profession 2007/08*[10], which was the model used by all of the partner countries of this project. Archaeological work was thus grouped into the following categories: *Archaeological field investigation and research services*, *Museum and*

[9] *Cyprus Antiquities Law*. Available: http://www.mcw.gov.cy/mcw/da/da.nsf/All/A2ABFCFE258EFD71C22571A2003A2B9D/$file/law-en-1.pdf (Accessed: February 2014).
[10] Aitchison and Edwards 2003.

visitor/user services, *Education and academic research services*, *Historic environment advice and information services*.

Table 3 indicates the number of organisations within each structure and role combination. In 2012, the highest number of organisations (7 out of the 19) was under *Museum and visitor/user services*, representing 36.8% of the total of organisations, followed by 6 organisations (31.6%) under *Archaeological field investigation and research services* and 4 organisations (21%) under *Education and academic research services*, while the lowest percentage, which was 10.5% (2 out of 19 organisations), was under *Historic environment advice and information services*. This percentage was exactly the same in 2007. The only difference was the slightly lower numbers of organisations under each organisational principal role, since the total number of the organisations was smaller.

However it is important to stress again that some organisations have multiple roles (e.g. the Department of Antiquities which is in charge of all archaeological activity on the island and whose role covers all 4 categories).

	Archaeological field investigation and research services		Museum and visitor/user services		Education and academic research services		Historic environment advice and information services	
	2007	**2012**	**2007**	**2012**	**2007**	**2012**	**2007**	**2012**
National Government	2 org. 13.3%	2 org. 10.5%	1 org. 6.6%	1 org. 5.3%	none 0%	none 0%	none 0%	none 0%
Local Authority	none 0%	none 0%	1 org. 6.6%	1 org. 5.3%	none 0%	none 0%	none 0%	1 org. 5.3%
Church Organisation	none 0%	none 0%	1 org. 6.6%	1 org. 5.3%	none 0%	none 0%	none 0%	none 0%
University	1 org. 6.6%	none 0%	none 0%	none 0%	1 org. 6.6%	2 org. 10.5%	none 0%	none 0%
Foundation	none 0%	2 org. 10.5%	3 org. 20%	4 org. 21%	2 org. 13.3%	2 org. 10.5%	none 0%	none 0%
Other	2 org. 13.3%	2 org. 10.5%	none 0%	none 0%	none 0%	none 0%	1 org. 6.6%	1 org. 5.3%
Total	5 org. 33.3%	6 org. 31.6%	6 org. 40%	7 org. 36.8%	3 org. 20%	4 org. 21%	1 org. 6.7%	2 org. 10.5%

Table 3. Structural basis and principal roles correlation.

2.2 Size of organisation

As seen in Table 4, the vast majority of organisations (16 organisations – 84%) reported that in 2012 they employed fewer than 20 employees, archaeologists and supporting staff included, while 12 organisations (63%) employed fewer than 10. This trend was more or less the same in 2007, when a percentage of 86% of organisations (13) were employing fewer than 20 individuals, and 73% (11 organisations) were employing fewer than 10. Although the first impression given by Table 4 is that the majority of organisations are relatively small, this is not true for all of them, since, in both collecting periods, many of the respondents gave data only on those employees who are associated with archaeology, whereas the organisation may generally be a large one (e.g. Cultural Foundations that belong to bank organisations). In 2012 the number of organisations employing between 7 and 30 individuals increased from 5 to 10 organisations, reflecting a slight growth trend

concerning the size of the organisations. The organisation with the greatest number of employees in both reporting periods was the Department of Antiquities, with a total of 386 employees reported in 2007 and 470 employees in 2012.

	2007		2012	
Total Employees	**Responses**	**%**	**Responses**	**%**
1 to 2	5	33%	5	26%
3 to 6	4	27%	3	16%
7 to 10	2	13%	4	21%
11 to 20	2	13%	4	21%
21 to 30	1	7%	2	11%
>386	1	7%	1	5%
Total	15	100%	19	100%

Table 4. Employees per organisation.

2.3. Organisations' geographical location

The responding organisations were also asked to indicate their geographical location. However, this question does not refer to each individual archaeologist employed by each organisation, since an organisation can have a division in more than one District (as in the case of the Department of Antiquities). Each organisation was asked to indicate the District in which it was currently based, namely the District where its main offices were based (Lefkosia [Nicosia], Larnaka, Lemesos [Limassol], Pafos, Ammochostos [Famagusta] Districts). What is evident from Table 5 is that in 2012 the vast majority of organisations (79%) were based in Lefkosia, the island's capital, whereas no organisation was based in Lemesos or Ammochostos. It seems that this picture has not changed much since 2007, when 73% of the organisations were Lefkosia-based, and there was no organisation reported to be based in Lemesos or Ammochostos. In 2007, 3 organisations were based in

Pafos and 1 in Larnaka, but this pattern was reversed in 2012, when 1 organisation was based in Pafos and 3 in Larnaka.

	2007		2012	
District	**Number of Organisations**	**%**	**Number of Organisations**	**%**
Lefkosia (Nicosia)	11	73%	15	79%
Pafos	3	20%	1	5%
Larnaka	1	7%	3	16%
Lemesos (Limassol)	0	0%	0	0%
Ammochostos (Famagusta)	0	0%	0	0%
Total	15	100%	19	100%

Table 5. Geographical location of organisations.

2.4. Salary scales

In 2012 it was reported that salary scales were used by 10 out of the 19 organisations (53% of total organisations), whilst there was 1 respondent stated that they did not know whether their organisation used a salary scale (Table 6). 8 organisations did not use salary scales. 6 out of the 10 organisations used the government salary scale, 2 used university scales, 2 used independent scales and none used *"other"* scales. It is worth mentioning that, compared to the 2007 data, there is not much change in the 2012 results, apart from a slight increase in the number of organisations that reported not using a salary scale (5 organisations in 2007, 8 organisations in 2012).

	2007		2012	
Salary Scale	**Number of Organisations**	**%**	**Number of Organisations**	**%**
Government	5	33%	6	31%
Local Authority	0	0%	0	0%
University	1	7%	2	11%
Independent	2	13%	2	11%
Other	1	7%	0	0%
None	5	33%	8	42%
Don't know	1	7%	1	5%
Total	15	100%	19	100%

Table 6. Salary scales.

2.5. Quality standards

Organisations were also asked whether they were engaged with quality standards such as ISO 9000 and others (Table 7). According to the 2012 results, over two thirds of the organisations (74%) stated that they did not employ a quality standard system, while only 16% of all respondents (3 organisations) stated that they do employed one. Interestingly enough, in both reporting periods, all 3 national government organisations reported that they did not employ a quality system. It is worth mentioning that the 3 organisations which reported that they employed a quality system in 2007 are of the same structural basis as the 3 organisations that stated that they employed a quality system in 2012 (1 local authority, 1 university, 1 foundation); these were more likely to be the same organisations in both reporting periods. In 2007, 1 out of the 3 organisations engaged with quality standards reported ISO 9000 and the other two mentioned *"other"*, whereas, in 2012, 1 reported employing ISO 9000, 1 OHSAS (*Occupational Health and Safety Assessment System*), and the third mentioned *"other"*.

	2007				2012			
	Yes	**No**	**No answer**	**Do not know**	**Yes**	**No**	**No answer**	**Do not know**
National Government	0	3	0	0	0	3	0	0
Local Authority	1	0	0	0	1	1	0	0
Church Organisation	0	1	0	0	0	1	0	0
University	1	1	0	0	1	0	0	1
Foundation	1	2	0	2	1	7	0	0
Other	0	2	1	0	0	2	1	0
Total	3 (20%)	9 (60%)	1 (7%)	2 (13%)	3 (16%)	14 (74%)	1 (5%)	1 (5%)

Table 7. Quality systems used in archaeology.

2.6. Growth of profession: paid staff

Each responding organisation was also asked whether the numbers of staff employed were greater, less or if they had remained unchanged in comparison with one year earlier (2011/12), three years earlier (2009/10) and five years earlier (2007/08) than the current survey. As indicated in Table 8b, 74% (14 organisations) of the total 19 organisations reported that the numbers of staff that they employed a year earlier was greater than in 2012. This percentage drops significantly, but still remains relatively high regarding three years and five years before 2012 (42% and 26% respectively).

32% of the respondents (6 organisations) answered that three years before the time of the survey they employed the same number of staff as in 2012, while five years before 2012 the same percentage of responding organisations (32%) stated that their members of staff were fewer than in 2012. The numbers of organisations which reported that the number of the staff they employed in the past was lower than in 2012 decreases from 6 to 4 and then to 2, when referring to five, three and one year before 2012, respectively.

On the other hand, 40% (6 organisations) of the total 15 organisations which participated in the 2007 survey stated that the numbers of staff that they employed one year before, three years before and five years before the time of the survey were the same (Table 8a). The percentage was more or less the same with regards to organisations whose

staff has increased over the years. Only 2 organisations (13% of all respondents) reported their staff was greater in number during the past years.

2.7. Future growth: paid staff

The questionnaire also asked what the anticipated staff numbers were for one year (2014/15) and three years (2015/16) into the future. It is very interesting to observe that 9 organisations (47% of the respondents) expect that the number of their employees will decrease just one year after the survey (2014-2015), while this percentage drops significantly (21% of all respondents, 4 organisations) regarding the organisations which expect fewer employees three years after the survey (2015-2016). This trend reflects the general discouragement regarding the creation of new work positions currently and in the near future, especially in these days, amidst the financial crisis that the island is going through. Although there is some confidence regarding three years into the future, Table 8b indicates a general unwillingness on the employers' part to invest in human capital with regard to the archaeological profession.

	Employed fewer than present	**%**	**Employed same as present**	**%**	**Employed more than present**	**%**	**Not trading**	**Don'tk now**	**Total responses**
2006 /2007	6	40%	6	40%	2	13%	1	0	15
2004 /2005	6	40%	6	40%	2	13%	1	0	15
2002 /2003	5	33%	6	40%	2	13%	2	0	15
	Expect more in future	**%**	**Expect same in future**	**%**	**Expect fewer in future**	**%**	**Not trading**	**Don't know**	**Total responses**
2008 /2009	4	27%	8	53%	0	0%	1	2	15
2010 /2011	3	20%	6	40%	0	0%	1	5	15

Table 8a. Past and future paid staff numbers – 2007.

	Employed fewer than present	%	Employed same as present	%	Employed more than present	%	Not trading	Don'tk now	Total responses
2011 /2012	2	11%	2	11%	14	74%	1	0	19
2009 /2010	4	21%	6	32%	8	42%	1	0	19
2007 /2008	6	32%	5	26%	5	26%	3	0	19
	Expect more in future	**%**	**Expect same in future**	**%**	**Expect fewer in future**	**%**	**Not trading**	**Don't know**	**Total responses**
2014 /2015	3	16%	2	11%	9	47%	1	4	19
2015 /2016	3	16%	3	16%	4	21%	1	8	19

Table 8b. Past and future paid staff numbers – 2012.

2.8. Growth of the profession: unpaid volunteer staff

The organisations were also asked to report on the numbers of unpaid volunteer staff in the past (one, three, and five years before the present survey), as well as the foreseen numbers for the future (one year and five years in the future). Table 9a shows that 40% of the total number of organisations reported that they had no unpaid volunteer staff in the past years, and only 7% (1 organisation) of the organisations reported that they had a larger number of unpaid staff at the time of the survey than in previous years. As in the previous survey, most organisations had no unpaid volunteer staff in the previous years (Table 9b): more precisely, 61% (11 organisations) of the responding organisations reported no unpaid volunteer staff in 2011-2012, while 56% (10 organisations) had no volunteers in 2009-2010 and 2007-2008. According to the 2012 survey, 4 organisations (22% of the responding organisations) responded that they had more unpaid volunteer staff in 2007-2008, whereas 3 organisations (17%) had more volunteers in 2009-2010, and only 1 (6%) had more volunteers in 2011-2012. Interestingly enough, 4 organisations (22% of total responding organisations) stated that in 2011-2012 they employed the same number of unpaid volunteer staff as at the time of the present survey, and finally only 2 organisations (11%) reported that they had fewer volunteers in the past than in 2012.

2.9. Future growth: unpaid volunteer staff

As far as the future growth of unpaid staff is concerned, in the 2012 survey only 11% (2 organisations) of the total 18 responding organisations stated that they expected more unpaid volunteer staff in the near future (2014-2015), and only 1 organisation (6%) in 2015-2016 (Table 9b). As regards the previous survey, only 7% (1 organisation) of the total 15 organisations expected more unpaid staff in the future (Table 9a). According to the current survey, the majority of the respondents reported that they expected to have no volunteers in the future: 28% (5 organisations) for the years 2014-2015, and 22% (4 organisations) for the years 2015-2016.

In 2007, 47% (7 organisations) expected to have the same amount of unpaid staff one year in the future, and 28% (5 organisations) in 2012. The percentage drops to 33% (5 organisations) for the organisations which expected to have the same number of unpaid staff five years in the future according to the 2007 survey, and to 11% (2 organisations) according to the 2012 survey[11].

[11] It is presumed that this also means that some organisations that did not have unpaid staff at the time of the survey expect the same situation for the future.

	Fewer than present	%	Same as present	%	More than present	%	None	%	Not trading	Don't know	Total responses
2006 /2007	1	7 %	4	27 %	3	20 %	6	40 %	1	0	15
2004 /2005	1	7 %	3	20 %	3	20 %	6	40 %	1	1	15
2002 /2003	1	7 %	3	20 %	2	13 %	6	40 %	2	1	15
	Expect more in future	**%**	**Expect same in future**	**%**	**Expect fewer in future**	**%**	**Expect none in future**	**%**	**Not trading**	**Don't know**	**Total responses**
2008 /2009	1	7 %	7	47 %	0	0 %	2	13 %	1	4	15
2010 /2011	1	7 %	5	33 %	0	0 %	1	7%	1	7	15

Table 9a. Past and future unpaid volunteer staff members – 2007.

	Fewer than present	%	Same as present	%	More than present	%	None	%	Not trading	Don't know	Total responses
2011 /2012	2	11 %	4	22 %	1	6%	11	61 %	0	0	18
2009 /2010	2	11 %	3	17 %	3	17 %	10	56 %	0	0	18
2007 /2008	2	11 %	0	0%	4	22 %	10	56 %	2	0	18
	Expect more in future	**%**	**Expect same in future**	**%**	**Expect fewer in future**	**%**	**Expect none in future**	**%**	**Not trading**	**Don't know**	**Total responses**
2014 /2015	2	11 %	5	28 %	1	6%	5	28 %	0	5	18
2015 /2016	1	6%	2	11 %	1	6%	4	22 %	0	10	18

Table 9b. Past and future unpaid volunteer staff members – 2012.

CHAPTER THREE: ARCHAEOLOGISTS

3.1. Size of the workforce

Each responding organisation was asked regarding the numbers of their staff, both paid and unpaid, working in specifically archaeological and dedicated support roles. The respondents were invited to complete the questionnaire using information that applied to the organisation on Friday 21st December 2012. It was specifically stressed that respondents should provide data on all staff, including individuals on short-term contracts, as well as unpaid volunteers, similarly to the previous survey of 2006-2008.

Data was extracted from 19 completed questionnaires (*Part I* and *Part II*) corresponding to 76% of the total number of sent questionnaires (25). The total of 6 organisations that did not answer the questionnaire reported that they did not employ any archaeologists at all. The data collected, therefore, can be considered to be 100% accurate. Thus, for 2012, 96 individual professional archaeologists were reported to have been working in Cyprus. Of the 96 archaeologists, 1 was unpaid. According to the correlation between the total number of archaeologists and the total number of organisations, there is an average of 5.05 archaeologists working for each organisation.

Interestingly enough, there was a significant rise in the number of professional archaeologists between the two reporting periods. The total number of professional archaeologists rose dramatically, from 52[12] to 96, in the five-year period from 2007 to 2012. Correspondingly, the average number of archaeologists working for each organisation was increased by 1.58 since 2007 when there was an average number of 3.47 archaeologists for each organisation.

Moreover, as regards with reporting period 2012, the respondents reported that a total of 539 individuals worked as dedicated supporting staff within organisations that employ archaeologists. This represents an average of 28.37 members of supporting staff

[12] Of the 52 archaeologists reported in 2007, 2 were stated as unpaid volunteer staff.

working for each organisation. 29 out of the total 539 members of supporting staff were recorded as unpaid volunteer staff.

This substantial growth was repeated in the number of the members of support staff. The total number was 423[13] in 2007, before climbing to 539 in 2012. However, the average figure of support staff working for each organisation was not much lower five years before the reporting period of 2012, since it was counted to 28.2 members in 2007. This is explained by the growth of the number of support staff corresponding to organisations which were 15 in 2007 and 19 in 2012. Nevertheless, there was no similar increase recorded between the number of the archaeologists and the number of organisations in 2012, since the number of archaeologists was much higher in relation to the number of the organisations, as described above.

In 2007 only 8 individuals were reported as unpaid support staff; much fewer than in 2012 when 29 individuals held unpaid volunteer positions. In most cases, these were young people who had just completed their studies, and worked on a volunteer basis, in order to gain working experience. However, in some cases, the unpaid volunteers may have been older individuals with a completely different professional background, interested in archaeology as a hobby, and working as amateurs in their free time.

Detailed data for each archaeological and support staff post profile are presented more analytically in *APPENDIX I: POST PROFILES*.

[13] In 2007 the respondents reported that a total of 437 individuals worked as dedicated support staff within organisations that employ archaeologists. However, post profiles were only received for 423 of support staff individuals. The Cyprus national report of 2007 was however based on the total number 423 based on the post profiles received by the respondents, and this was considered for the Tables and Figures.

3.2. Archaeologists by organisation structure

According to the current survey, 55 archaeologists were reported to be employed in the public sector, 18 at universities, 15 in foundations, 3 in local authorities, 3 in organisations that do not fall under the above categories (*"other"*), and 2 in a church organisation. The numbers vary significantly from those recorded in the 2007 survey: 25 public sector archaeologists, 12 at universities, 7 in foundations, 4 employed in a church organisation, 2 in a local authority, and 2 in organisations under *"other"* categories.

As can be seen in Figures 1a and 1b, the percentage of archaeologists employed in the public sector, which is nearly half of the total, remained almost unchanged (48% in 2007 and 49% in 2012). On the other hand, the percentage of archaeologists employed by a university archaeology department as academic staff, as well as of those employed by church organisations, both dropped significantly; especially the number of archaeologists working for a church organisation decreased in 2012 to one fourth of the number recorded in 2007. According to the two pie charts, the percentage of the foundations employing archaeologists and of *"other"* organisations increased from 13% to 20% and from 4% to 9% respectively, whilst local authorities had the same percentage of employed archaeologists in 2007 and in 2012.

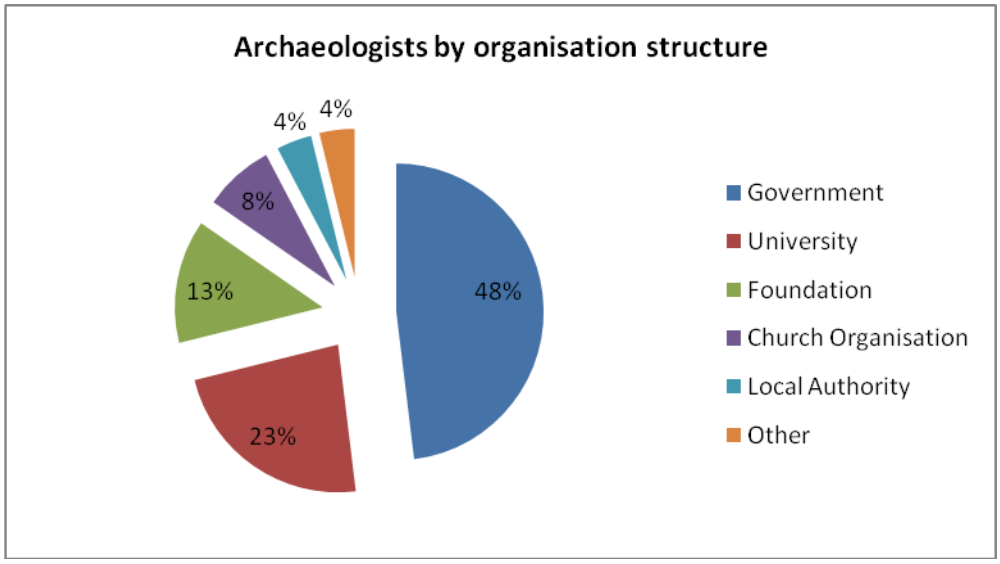


Figure 1a. Archaeologists by organisation structure – 2007.

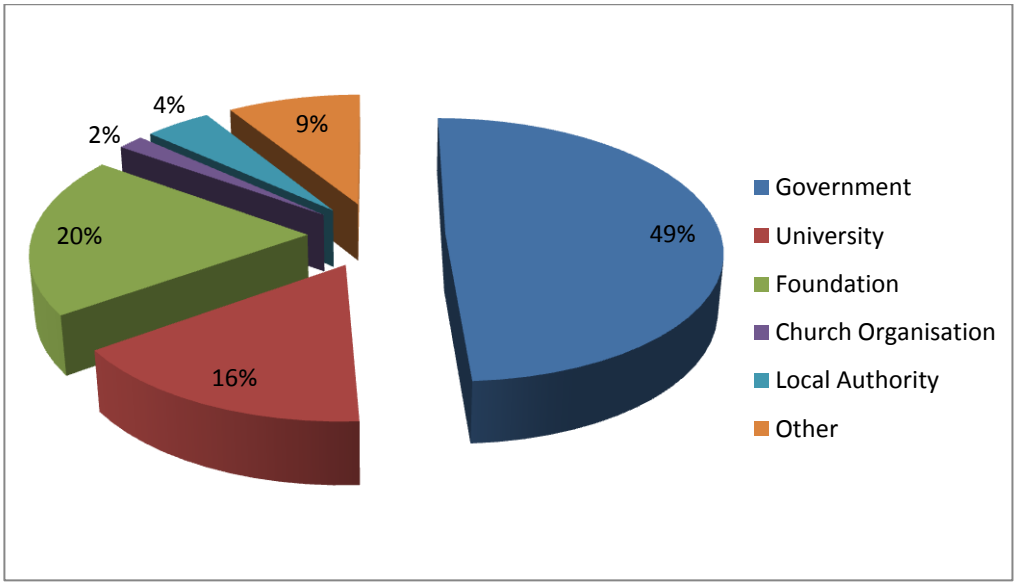


Figure 1b. Archaeologists by organisation structure – 2012.

3.3. Diversity

In the 2012 survey, similarly to the 2007 one, each responding organisation was also asked to provide information regarding the gender, age, nationality, and disability status of the employees that were reported. However, this information was not provided for all 635 employees (archaeologists and support staff). This lack of information was particularly noted in support staff post profiles, rather than archaeological positions, for which information was in most cases provided 100%. In contrast to the 2012 survey, in the 2007 survey the respondents indicated the ages, gender and ethnic origin for 475 employees (100% of those surveyed). The reasons for not having 100% information on ages, gender and ethnic origin of the support staff in the 2012 survey may vary. Firstly, this is due to the much larger number of the staff reported in 2012. Secondly, in 2012 many individuals were employed by organisations with short-term contracts as non-permanent staff, and by the time the survey was conducted these individuals were no longer working for these organisations, so some of their personal information was not accessible at that time. Thirdly, there were several cases when employees were given the questionnaire by their managers in order for them to fill it in for themselves, and they often chose not to provide all the information required, even though it was stressed that the questionnaires would be treated anonymously.

According to the results of the 2012 survey, only 3 employees (0.5%) were reported to be disabled out of a total of 635 (Table 44). All the disabled employees were paid, full-time staff, employed in permanent positions. 1 of them was an archaeologist (1.04% of the total number of archaeologists), while the other 2 were among the dedicated support staff, reflecting a percentage of just 0.37% of the total number of support staff. In 2007, only 2 employees (0.42%) were reported to be disabled out of a total of 475 employees. Both of the disabled employees were dedicated support staff, while no disabled archaeologist was reported.

3.4. Age range

In the 2012 survey a percentage of 73% of the total number of employees working in archaeology (463 out of 635 employees), both archaeologists and dedicated support staff, were recorded in relation to their age group on a basis of the 10-year age bands given. As indicated in Table 10, the majority of the reported staff working in archaeology in 2012 was divided equally between the 40-49 and 50-59 age groups (29% of total respondents respectively), followed by the 30-39 age band (23% of total respondents). The 2007 data formed a rather different picture, with the 40-49 age range being predominant (35%), followed by the 30-39 age group (27%), and then the 50-59 age group (20%). In 2012, 2 new employees aged under 20 years were reported, whereas there were no employees under 20 in 2007.

Despite what one would have expected, according to the estimated average age of all the employees in the field of archaeology, the employees reported in 2012 were quite younger than in 2007, since there was newly-appointed young staff. More precisely, on the basis of the 10-year age ranges recorded, the estimated average age of all staff (both archaeologists and dedicated support staff) that depended on archaeology for a living in Cyprus in 2012 was 38.4 years, whereas the average age five years before (2007) was 43.

	2007		2012	
Age Ranges	**No. of employees**	**%**	**No. of employees**	**%**
Aged under 20	0	0%	2	0.5%
20 - 29	58	12%	50	11%
30 - 39	129	27%	108	23%
40 - 49	167	35%	135	29%
50 - 59	96	20%	133	29%
>60	25	5%	35	7.5%
Total	475	100%	463	100%

Table 10. Age ranges of all employees reported.

With regards to archaeologists, in 2012 nearly half of them belonged to the age band between 30 and 39. The number of archaeologists of the 30-39 age group rose to 41 individuals (43%) in 2012, from only 16 individuals (31%) recorded in 2007. The 20-29 age band also increased by 10 individuals (11 archaeologists in 2007 and 21 archaeologists in 2012). These are the two age groups in which the new entrants to the profession, appointed after 2007, belong to. Interestingly enough, as seen in Table 11, in 2007 the number of archaeologists between 30 and 39 (16 individuals) and of those between 40 and 49 (14 individuals) did not change significantly. In 2012, however, the age group of 30-39 was recorded to be greater than the 40-49 age group by 25 archaeologists (41 and 16 individuals, respectively). The reasons for this have been mentioned above. The number of archaeologists belonging to the 40-49 age group remained more or less stable between the two recording periods (14 in 2007 and 16 in 2012), while the number of archaeologists aged between 30 and 39 increased with the newly appointed professionals (16 in 2007 and 41 in 2012). In both recording periods, no archaeologist under the age of 20 was reported (which was expected, since first degrees are normally received after the age of 20).

With regards to archaeologists, their average age in 2007 was 39.6 years, whereas five years later, in 2012, it dropped to 38.4 years. The estimated average age for female archaeologists in 2007 was 38.2 years, and 37.7 years in 2012, with the average age for their male counterparts falling from 42.9 years in 2007 to 39.8 in 2012.

	2007		**2012**	
Age Ranges	**No. of archaeologists**	**%**	**No. of archaeologists**	**%**
20 – 29	11	21%	21	22%
30 – 39	16	31%	41	43%
40 – 49	14	27%	16	17%
50 – 59	9	17%	12	12%
>60	2	4%	6	6%
Total	52	100%	96	100%

Table 11. Archaeologists' age ranges.

3.5. Gender balance

The gender balance of the archaeologists recorded in both surveys of 2007 and 2012 is extremely revealing. Diagrams 2a and 2b show the proportions of male and female archaeologists in 2007 and 2012 respectively. According to the survey of 2012, the archaeologists reported (both paid and unpaid) were 69% female (66 individuals) and 31% male (30 individuals), while five years earlier, in 2007, the proportions were the same, but the figures were much smaller: 36 female and 16 male professional archaeologists. At this point, it should be noted that the population of the Government controlled area of the Republic of Cyprus in 2012 was 51.4% female and 48.6% male, and respectively 50.8% female and 49.2% male in 2007 (based on figures published by the Statistical Service of the Republic of Cyprus[14]).

Furthermore, as stated in the "2006 Labour Force Survey of the Cyprus Statistical Service"[15], the female working population of the country in 2006 (aged 15 to 64) was reported to be only 43.9% and the male was 56.1%, whereas in the "2012 Labour Force Survey of the Cyprus Statistical Service"[16], the gap between the female and male working population of the country (aged 15 to 64) was reported to be smaller (47.3% female and 52.7% male). Therefore, it can be stated with certainty that women were and still are numerically predominant in Cypriot professional archaeology, in contrast to male archaeologists who are overall under-represented.

As far as the data of the first reporting period (2007) is concerned (Table 12), the largest proportion of archaeologists were female aged between 40 and 49 (12 women),

[14] Statistical Service of the Republic of Cyprus; *Population by age and sex report, 2001-2012*,. Available: http://www.mof.gov.cy/mof/cystat/statistics.nsf/populationcondition_21main_en/populationcondition_21main_en?OpenForm&sub=1&sel=2 (Accessed: February 2014).

[15] Alphas and Pilides 2008, p. 29

[16] Statistical Service of the Republic of Cyprus; *Average Monthly Earnings of Employees by Quarter, 4th Quarter 2012*. Available: http://www.mof.gov.cy/mof/cystat/statistics.nsf/All/59A71B7CABA0BB11C2257AC6003DFC43?OpenDocument&sub=1&sel=1&e=&print (Acessed: February 2014).

followed by women between the ages of 30 and 39 (10 women). However, it is interesting to note that, according to the survey of 2012, the highest percentage were women aged between 30 and 39 (28 women), followed by women between the ages of 20 and 29 (16 women). There seems, therefore, to be enough interest in employment in the profession of archaeology amongst young people, especially young women. Both surveys (2007 and 2012), did not record women or men in the "under 20" age group, since at this age one is usually still a student.

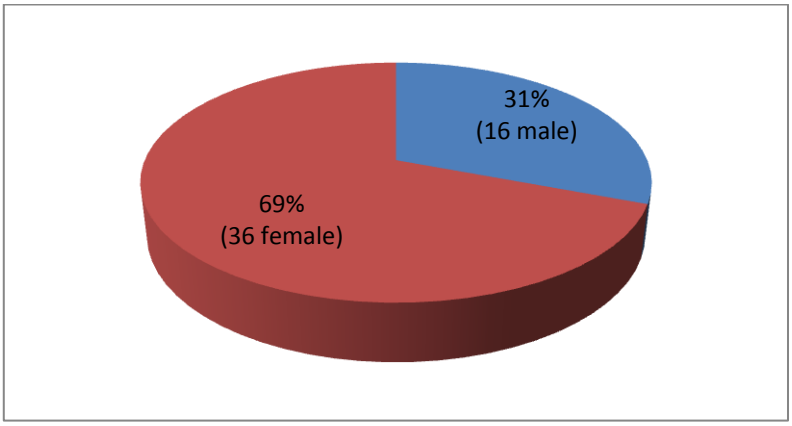


Figure 2a. Gender of archaeologists – 2007.

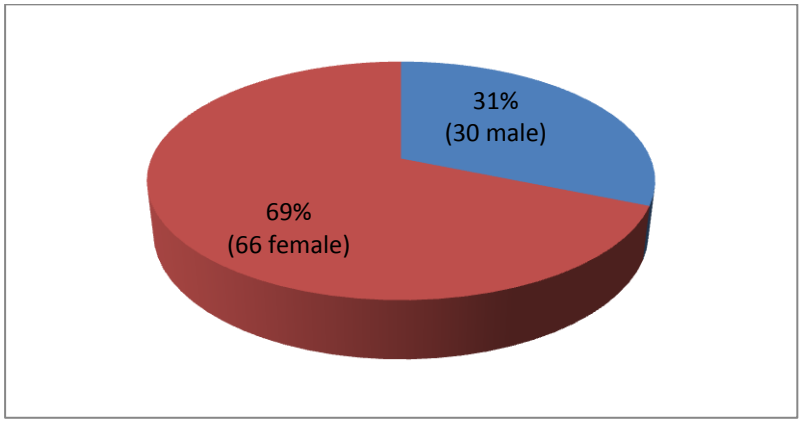


Figure 2b. Gender of archaeologists – 2012.

	2007				2012			
Age Ranges	**Female**	**%**	**Male**	**%**	**Female**	**%**	**Male**	**%**
<20	0	0%	0	0%	0	0%	0	0%
20 -29	9	17%	2	4%	17	18%	4	4%
30-39	10	19%	6	11%	28	29%	13	14%
40-49	12	23%	2	4%	8	8%	8	8%
50-59	5	10%	4	8%	9	10%	3	3%
>60	0	0%	2	4%	4	4%	2	2%
Total	36	69%	16	31%	66	69%	30	31%

Table 12. Archaeologists' gender by age range.

Table 13 demonstrates the proportions of female and male archaeologists by age range in both collecting phases (2007 and 2012). The proportion of women seems to increase steadily through the age groups, according to the data collected in 2007. From 25% in the 20-29 age group, to 28% in the 30-39 age group, finally rising to 33% in the 40-49 age group. When examining the figures of females in 2012, on the other hand, it is immediately evident that, following the 20-29 age band (26%) and the 30-39 age band which represents the great majority (42%), the percentage of the 40-49 age band drops dramatically from 42% to 12%. This pattern reflects the entry of new young professionals in the labour market of archaeology, of which the great majority were women.

In both collecting periods the pattern for male archaeologists differs considerably from that of the females. Dramatic fluctuations through the age groups are mentioned regarding male professionals according to the 2007 data: beginning with a percentage of 12.5% in the 20-29 age range, the percentage suddenly rises to 37.5% in the 30-39 age range, and then falls to 12.5% again in the 40-49 age range, while it increases to 25% in the 50-59 age range. As was the case with the 2007 survey, in 2012 almost half of the total number of male archaeologists were aged between 30 and 39 (13 individuals, 43%). 27% of male archaeologists were (8 individuals) in the 40-49 age group, 13% in the 20-29 age group, and only 10% in the 50-59 age group which, however, had the second highest proportion

according to the 2007 survey. It is worth mentioning though that for both female and male archaeology professionals the highest percentage is noted in the 30-39 age band. This reflects the entry of new young professionals in the labour market of archaeology, of which the great majority are women.

In 2007, the percentage of men belonging to the 50-59 and the 60-and-above age groups was 25% and 12.5% respectively, in contrast to the women who represent a percentage of only 14% in the 50-59 age group, and were not represented at all in the 60-and-above age group. These patterns demonstrate the fact that men used to hold the highest administrative positions, which are almost always held by experienced professionals belonging to the last two age groups indicated in Table 13. It is also evident that the numbers of male archaeologists in the past used to be much higher, most probably due to the social conditions of the previous decades. The patriarchal and conservative community of the island did not easily accept an educated woman contesting for a position in the labour market, vying for equality with men.

Nevertheless, in the 2012 survey the impact of female archaeologists was already apparent. According to the data of Table 13, the figure of women in the 50-59 age group almost doubled in number in relation to 2007, and also 4 women entered into the 60-and-above age group. Consequently, it could be said with certainty that women have now reached higher executive and decision-making positions (e.g. Curators of Antiquities, Directors), which is also evidenced by the data provided in the ARDAC (*Annual Report of the Director of the Department of Antiquities of Cyprus*) which provides a list of the archaeologists employed by the Department and their positions.

	2007				2012			
Age Ranges	**Female**	**% of all females**	**Male**	**% of all males**	**Female**	**% of all females**	**Male**	**% of all males**
<20	0	0%	0	0.0%	0	0%	0	0%
20-29	9	25%	2	12.5%	17	26%	4	13%
30-39	10	28%	6	37.5%	28	42%	13	43%
40-49	12	33%	2	12.5%	8	12%	8	27%
50-59	5	14%	4	25.0%	9	14%	3	10%
>60	0	0%	2	12.5%	4	6%	2	7%
Total	36	100%	16	100.0%	66	100%	30	100%

Table 13. Archaeologists' age range by gender.

The ARDAC's indicate that the first employment of a woman at the Department of Antiquities was that of Scottish archaeologist Joan Mabel Federica du Plat Taylor. Taylor, one of the first maritime archaeologists, was the first woman to be employed as an archaeologist by the Department of Antiquities in 1933, when she was appointed Honorary Assistant Curator of the Cyprus Museum. Taylor worked for the Department for 7 years, until 1939. The next report of a woman archaeologist in the Department was in 1951 up to 1954, when only 1 woman and 4 men are mentioned in the records (Table 14, Figure 3). 1 female archaeologist, the Cypriot Angeliki Pieridou, was employed as a Clerical Assistant from 1947 to 1958 when she was appointed Assistant Records Curator, but she was dismissed in the same year when she was pregnant[17]. The male members increased to 5 in 1955, and then to 6 in 1957, when Pieridou returned. However, it is important to mention that she was appointed as Museum Assistant on a provisional basis with monthly contracts. It was only in 1958 that her name appeared for the first time among the staff records, being the only female among 6 male archaeologists.

According to the ARDAC for 1962, out of the 5 archaeologists employed by the Department, only 1 was female. In 1971, out of the 8 archaeologists employed by the Department, 6 (75%) were male and 2 (25%) were female. The same pattern more or less

[17] Bolger and Sterwint 2002, p. 444.

was the case until 1986, when 6 male and 4 female archaeologists are reported. In 1995 the picture changes completely for the first time, as there is a majority of female archaeologists (6 women and 4 men), with 3 out of 4 men holding the positions of the Director and Curators of Antiquities. The positions of Director and Curators of Antiquities continued to be traditionally held by men.

In 2000, the number of men increased to 5, while the women remained 6, and it was in 2002 when female archaeologists were exactly double in number, with 6 female and 3 male archaeologists working for the Department of Antiquities. However, the situation completely altered relatively recently, beginning in 2002, when men no longer were the only ones holding the decision-making positions in the Department. Importantly, this year marked the first time when a female archaeologist, Dr. Maria Hadjicosti, was appointed Curator of Antiquities. In 2007, 62.5% (10 individuals) of the archaeologists employed by the Department were women and 37.5% (6 individuals) were men, while, according to the current survey of 2012, 72% (18 individuals) of the archaeologists employed by the Department of Antiquities were women and only 28% (7 individuals) were men.

Year	Male	%	Female	%
1951-1954	4	80%	1	20%
1955	5	85%	1	15%
1957-1958	6	86%	1	14%
1962	4	80%	1	20%
1965	5	71%	2	29%
1971	6	75%	2	25%
1973	5	71%	2	29%
1974	6	86%	1	14%
1983	6	86%	1	14%
1986	7	64%	4	36%
1990	6	67%	3	33%
1995	4	40%	6	60%
2000	5	45%	6	55%
2002	3	33%	6	67%
2007	6	37.5%	10	62.5%
2012	7	28%	18	72%

Table 14. Gender of archaeologists employed by the Department of Antiquities.

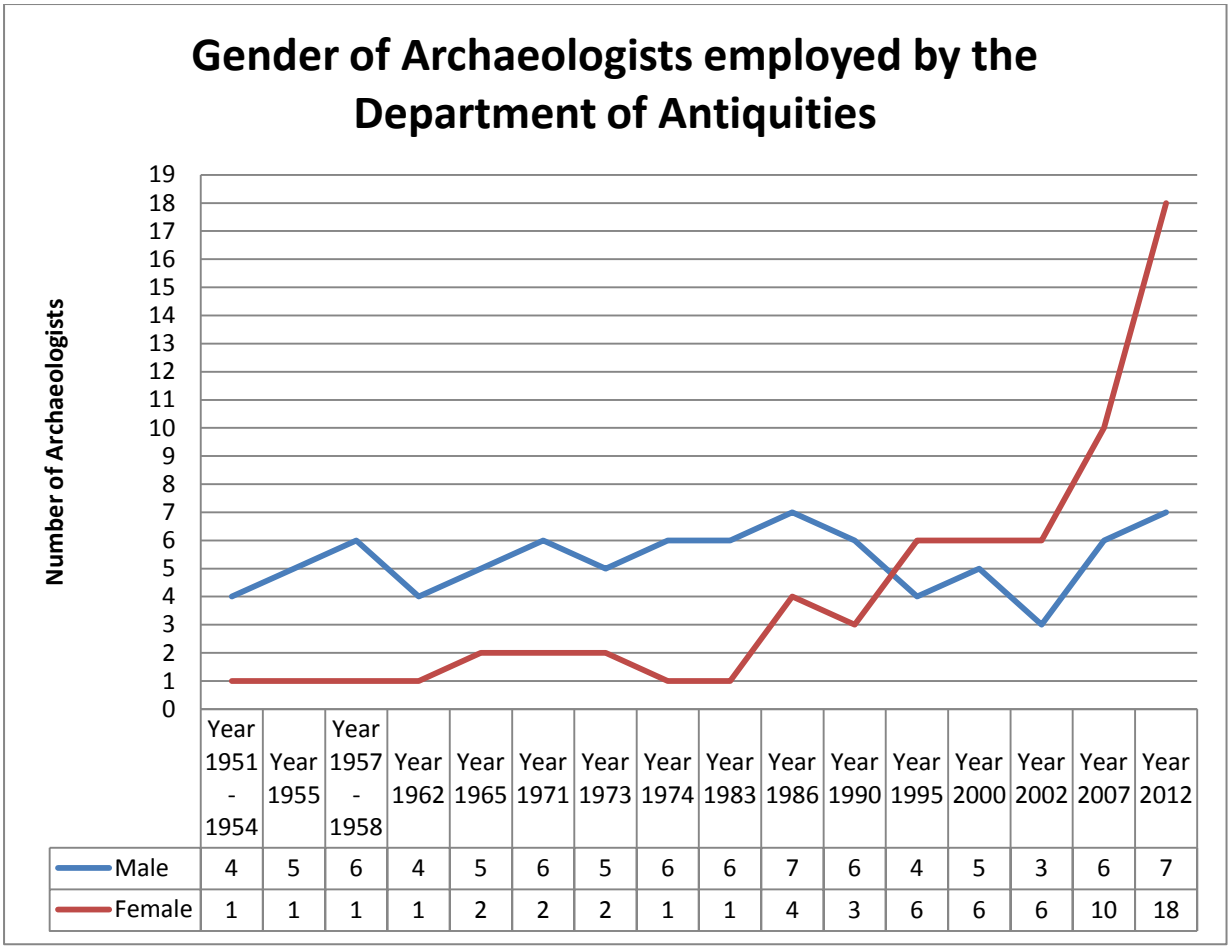


Figure 3. Gender of archaeologists employed by the Department of Antiquities.

3.6. Age and gender related to organisational structure and role

In both reporting periods, over 50% of government-employed archaeologists were under 40 years old (Tables 15a, 15b). In 2007, 32% were in the 40-49 age range, and 16% were over 50 years old. According to the 2012 survey results, only 11% were between 40 and 49 years old, 11% were over 50 years old, and only 1 individual was above 60 years old, whereas in 2007 no state-employed archaeologist in the 60 and above age group was reported[18]. As far as universities are concerned, in 2012 the great majority of university archaeologists (78%) were under 50, and 22% over 50. In contrast with the 2007 data, when more than half (58%) were in the 30-39 age group, it is observed that in 2012 the number of

[18] The retirement age in the public sector was 60 years up until 2005 when it was changed to 63 years.

university archaeologists was divided in all age groups above 29. Finally, in both collecting periods the highest percentage of archaeologists working for foundations belonged to the 40-49 age group (43% in 2007, 40% in 2012).

Structural basis	<20 % of basis	20-29 % of basis	30-39 % of basis	40-49 % of basis	50-59 % of basis	>60 % of basis	Total
National Government	0 (0%)	9 (36%)	4 (16%)	8 (32%)	4 (16%)	0 (0%)	25
Local Authority	0 (0%)	0 (0%)	1 (50%)	1 (50%)	0 (0%)	0 (0%)	2
Church Organisation	0 (0%)	1 (25%)	2 (50%)	1 (25%)	0 (0%)	0 (0%)	4
University	0 (0%)	0 (0%)	7 (58%)	0 (0%)	3 (25%)	2 (17%)	12
Foundation	0 (0%)	1 (14%)	2 (29%)	3 (43%)	1 (14%)	0 (0%)	7
Other	0 (0%)	0 (0%)	0 (0%)	1 (50%)	1 (50%)	0 (0%)	2
Total	0 (0%)	11 (21%)	16 (31%)	14 (27%)	9 (17%)	2 (4%)	**52**

Table 15a. Archaeologists' age by organisational structural basis – 2007.

Structural basis	<20 % of basis	20-29 % of basis	30-39 % of basis	40-49 % of basis	50-59 % of basis	>60 % of basis	Total
National Government	0 (0%)	15 (27%)	27 (49%)	6 (11%)	6 (11%)	1 (2%)	55
Local Authority	0 (0%)	1 (33%)	1 (33%)	0 (0%)	0 (0%)	1 (33%)	3
Church Organisation	0 (0%)	0 (0%)	1 (50%)	0 (0%)	1 (50%)	0 (0%)	2
University	0 (0%)	3 (17%)	7 (39%)	4 (22%)	2 (11%)	2 (11%)	18
Foundation	0 (0%)	2 (13.5%)	5 (33%)	6 (40%)	2 (13.5%)	0 (0%)	15
Other	0 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (33.5%)	2 (66.5%)	3
Total	0 (0%)	21 (22%)	41 (43%)	16 (16.5%)	12 (12.5%)	6 (6%)	**96**

Table 15b. Archaeologists' age by organisational structural basis – 2012.

In 2007, the only organisations that employed archaeologists in the 20-29 age range were those conducting *Field investigation* and those providing *Museum and visitor services* (Table 16a). In 2012, the organisations conducting *Field investigation* still employed young archaeologists in the 20-29 age range (Table 16b). It seems that in 2012 young professionals were employed in organisations with different principal roles more easily than before. The only category that did not employ young professionals in the 20-29 age group in 2012 were the organisations providing *Museum and visitor/user services*. The highest number of archaeologists' age by organisational principal role in 2007 were professionals in the 40-49 age group (9 individuals) employed by organisations conducting *Field investigation*, whereas in 2012 they were archaeologists in the 30-39 age range (31 individuals), also working in organisations whose principal role was archaeological *Field investigation*.

Principal Role	<20 % of role	20-29 % of role	30-39 % of role	40-49 % of role	50-59 % of role	>60 % of role	Total
Archaeological field investigation	0 (0%)	8 (31%)	4 (15%)	9 (35%)	5 (19%)	0 (0%)	26
Museum and visitor/user services	0 (0%)	3 (30%)	5 (50%)	2 (20%)	0 (0%)	0 (0%)	10
Education and academic research	0 (0%)	0 (0%)	7 (47%)	3 (20%)	3 (20%)	2 (13%)	15
Historic environment advice and information services	0 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (100%)	0 (0%)	1
Total	0 (0%)	11 (21%)	16 (31%)	14 (27%)	9 (17%)	2 (4%)	**52**

Table 16a. Archaeologists' age by organisational principal role – 2007.

Principal Role	<20 % of role	20-29 % of role	30-39 % of role	40-49 % of role	50-59 % of role	>60 % of role	Total
Archaeological field investigation	0 (0%)	17 (25.5%)	31 (46%)	9 (13.5%)	8 (12%)	2 (3%)	67
Museum and visitor/user services	0 (0%)	0 (0%)	2 (40%)	2 (40%)	1 (20%)	0 (0%)	5
Education and academic research	0 (0%)	3 (15%)	7 (35%)	5 (25%)	3 (15%)	2 (10%)	20
Historic environment advice and information services	0 (0%)	1 (25%)	1 (25%)	0 (0%)	0 (0%)	2 (50%)	4
Total	0 (0%)	21 (22%)	41 (43%)	16 (16.5%)	12 (12.5%)	6 (6%)	**96**

Table 16b. Archaeologists' age by organisational principal role – 2012.

As seen in Table 17, in 2007 the same percentage of male and female archaeologists (50%) was employed by organisations whose main role was *Field investigation* and the same applied to the *Museum and visitor/user services* organisations. In 2012, however, the percentage for organisations whose principal role was the above changed and was 71% and 67% of female and male archaeologists respectively. The proportion of males in *Education and academic research* organisations (31%) was slightly higher than that of females (28%) in 2007. The gap widened in 2012 when the proportion was 26% for males and only 18% for females. The archaeologists that provided *Historic and environment advice and information* were all female in both reporting periods (1 female in 2007, 4 females in 2012). It should be stressed again however, that the percentages that appear in these categories are not entirely meaningful, since most organisations have multiple roles.

	2007			2012		
Principal Role	**Female**	**Male**	**Total**	**Female**	**Male**	**Total**
Archaeological field investigation	18 (50%)	8 (50%)	26	47 (71%)	20 (67%)	67
Museum and visitor/user services	7 (19%)	3 (19%)	10	3 (5%)	2 (7%)	5
Education and academic research	10 (28%)	5 (31%)	15	12 (18%)	8 (26%)	20
Historic environment advice and information services	1 (3%)	0 (0%)	1	4 (6%)	0 (0%)	4
Total	36 (69%)	16 (31%)	**52**	66 (100%)	30 (100%)	**96**

Table 17. Employment in archaeology by gender and organisational principal role.

As far as the organisations' structure and the gender of archaeologists are concerned (Table 18), in the 2007 survey it was clear that government organisations reflected the overall gender balance (68% female, 32% male). In 2012 the percentage of female archaeologists in the public sector was reported to be higher (73% of total archaeologists), than males (27% of total archaeologists). In 2007, universities were the only case in which the percentage of female archaeologists dropped down to 58%, but the number of female archaeologists was still higher than the number of male academic staff (42%). On the other hand, according to the 2012 survey, the lowest percentage of female professionals was in church organisations. The percentage of female and male archaeologists employed in

church organisations was 50% respectively. In both reporting periods all the archaeologists employed by local authority organisations were female (2 in 2007, 3 in 2012). Universities and foundations had similar proportions of female and male employees in 2012, with women always being in the majority.

	2007					2012				
Structural Basis	**Female**	**%**	**Male**	**%**	**Total**	**Female**	**%**	**Male**	**%**	**Total**
National Government	17	68 %	8	32 %	25	40	73 %	15	27 %	55
Local Authority	2	100 %	0	0 %	2	3	100 %	0	0 %	3
Church Organisation	3	75 %	1	25 %	4	1	50 %	1	50 %	2
University	7	58 %	5	42 %	12	11	61 %	7	39 %	18
Foundation	5	71 %	2	29 %	7	9	60 %	6	40 %	15
Commercial Organisation	0	0 %	0	0 %	0	0	0 %	0	0 %	0
Other	2	100 %	0	0 %	2	2	67 %	1	33 %	3
Total	36	69 %	16	31 %	**52**	66	69 %	30	31 %	**96**

Table 18. Employment in archaeology by gender and organisational structural basis.

In 2007 the numbers of female archaeologists conducting *Field investigation* in the 20-29 age group and the 40-49 age group were the same (7 women) and were the highest presented (Table 19a). Five years later, however, the highest number of female professionals (22) was in the 30-39 age band, also employed in organisations whose principal role was conducting *Field investigation*. According to the 2007 research results, the predominant age band in relation to principal role were archaeologists occupied with *Field work* under the 40-49 age band (9 individuals, 17.3% of all archaeologists), followed by archaeologists conducting *Field investigation* in the 20-29 age group (8 individuals, 15.3% of all archaeologists) and those specialising in *Education and academic research* in the 30-39 age group (7 individuals, 13.4% of all archaeologists). The only archaeologists over 60

specialised in *Education and academic research* and were both male. As indicated in Table 19b, the predominant age group in relation to principal role changed in 2012, but the highest presented organisational principal role remained the same, with 31 archaeologists under the 30-39 age band (32.3% of all archaeologists) occupied with *Field work*. This percentage was followed by archaeologists conducting *Field investigation* in the 20-29 age group (17 individuals, 17.7% of all archaeologists), and in the 40-49 age group (9 individuals, 9.3% of all archaeologists).

Principal Role	**<20**		**20-29**		**30-39**		**40-49**		**50-59**		**>60**		**Total**
	F	**M**	**F**	**M**	**F**	**M**	**F**	**M**	**F**	**M**	**F**	**M**	
Archaeological field investigation	0	0	7	1	2	2	7	2	2	3	0	0	**26**
Museum and visitor/user services	0	0	2	1	3	2	2	0	0	0	0	0	**10**
Education and academic research	0	0	0	0	5	2	3	0	2	1	0	2	**15**
Historic environment advice and information services	0	0	0	0	0	0	0	0	1	0	0	0	**1**
Total	0	0	9	2	10	6	12	2	5	4	0	2	**52**

Table 19a. Age and gender of archaeologists by organisational principal role – 2007.

Principal Role	<20		20-29		30-39		40-49		50-59		>60		Total
	F	M	F	M	F	M	F	M	F	M	F	M	
Archaeological field investigation	0	0	14	3	22	9	4	5	6	2	1	1	**67**
Museum and visitor/user services	0	0	0	0	2	0	1	1	0	1	0	0	**5**
Education and academic research	0	0	2	1	3	4	3	2	3	0	1	1	**20**
Historic environment advice and information services	0	0	1	0	1	0	0	0	0	0	2	0	**4**
Total	0	0	17	4	28	13	8	8	9	3	4	2	**96**

Table 19b. Age and gender of archaeologists by organisational principal role – 2012.

As far as the age and gender in relation to the organisations' structural basis is concerned, the number of female archaeologists employed by government organisations in the 20-29 age group was the highest (7 women) in 2007, whereas in 2012 the highest percentage represented female were professionals working in the public sector under the 30-39 age band (20 women) (Tables 20a, 20b). As reported in the 2007 research results, the predominant age band in relation to organisational structural basis were archaeologists in the public sector belonging to the 20-29 age group (9 individuals, 9.4% of all archaeologists), followed also by government archaeologists in the 40-49 age group (8 individuals, 8.3% of all archaeologists). In the 2012 survey the highest percentage presented again public sector archaeologists in the 30-39 age group (27 individuals, 28% of all archaeologists), followed by those in the 20-29 age group (15 individuals, 15.6% of all archaeologists).

Principal Role	<20		20-29		30-39		40-49		50-59		>60		Total
	F	M	F	M	F	M	F	M	F	M	F	M	
National Government	0	0	7	2	2	2	6	2	2	2	0	0	**25**
Local Authority	0	0	0	0	1	0	1	0	0	0	0	0	**2**
Church Organisation	0	0	1	0	1	1	1	0	0	0	0	0	**4**
University	0	0	0	0	5	2	0	0	2	1	0	2	**12**
Foundation	0	0	1	0	1	1	3	0	0	1	0	0	**7**
Other	0	0	0	0	0	0	1	0	1	0	0	0	**2**
Total	0	0	9	2	10	6	12	2	5	4	0	2	**52**

Table 20a. Age and gender of archaeologists by organisational structural basis – 2007.

Principal Role	<20		20-29		30-39		40-49		50-59		>60		Total
	F	M	F	M	F	M	F	M	F	M	F	M	
National Government	0	0	12	3	20	7	2	4	5	1	1	0	**55**
Local Authority	0	0	1	0	1	0	0	0	0	0	1	0	**3**
Church Organisation	0	0	0	0	1	0	0	0	1	0	0	0	**2**
University	0	0	2	1	3	4	3	1	2	0	1	1	**18**
Foundation	0	0	2	0	3	2	3	3	1	1	0	0	**15**
Commercial Organisation	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Other	0	0	0	0	0	0	0	0	1	0	1	1	**3**
Total	0	0	17	4	28	13	8	8	10	2	4	2	**96**

Table 20b. Age and gender of archaeologists by organisational structural basis – 2012.

3.7. Ethnic diversity

Each responding organisation also indicated the nationalities of the archaeologists working in Cyprus (Tables 21a, 21b). The percentage of non-Cypriots in 2007 was 21%, with 15% of professional archaeologists being Greek nationals, 2% (only one individual) from another EU country and 4% (2 individuals) from a non-EU country. This was expected, since the largest organisation employing archaeologists (Department of Antiquities) requires a good knowledge of the Greek language. As far as the 2012 data results are concerned, the percentage of non-Cypriot archaeologists did not change considerably, since it turned out to be only 23%, with 13% of all archaeologists being Greek nationals. The proportion of the professional archaeologists coming from another EU country was, however, higher in relation with the 2007 data (9 individuals, 9% of all archaeologists), and finally there was only 1 archaeologist (1%) that was reported as being from a non-EU country. Concerning the support staff recorded in 2007, the percentage of non-Cypriots was even lower with only 3% of support staff employees being non-Cypriot (2.6% Greek nationals and a mere 0.4% from another EU country). No non-EU nationals were reported for the support staff. The figure of the non-Cypriot support staff in 2012 decreased in relation to 2007 (9 individuals, 1.8% of all support staff). The numbers of the Greek nationals, the EU nationals, and the non-EU nationals were the same (0.6%, 3 individuals respectively). In both reporting periods 95% of the total staff reported (archaeologists and support staff) was Cypriot. In 2012, the total percentage of all the Greek nationals working in archaeology in Cyprus was decreased in relation to 2007 from 4% to 2%. Nonetheless, the total percentage of EU nationals increased from 0.6% in 2007 to 2% in 2012, and regarding the non-EU nationals the percentage increased from 0.4% in 2007 to 1% in 2012.

Nationality	Cypriot	%	Greek	%	Other EU country	%	non EU country	%	Total
Archaeologists	41	79%	8	15.0%	1	2.0%	2	4.0%	52
Other staff	410	97%	11	2.6%	2	0.4%	0	0.0%	423
Total	451	95%	19	4.0%	3	0.6%	2	0.4%	475

Table 21a. Archaeologists' nationalities – 2007.

Nationality	Cypriot	%	Greek	%	Other EU country	%	non EU country	%	Total
Archaeologists	74	77%	12	13.0%	9	9.0%	1	1.0%	96
Other staff	530	98%	3	0.6%	3	0.6%	3	0.6%	539
Total	604	95%	15	2.0%	12	2.0%	4	1.0%	635

Table 21b. Archaeologists' nationalities – 2012.

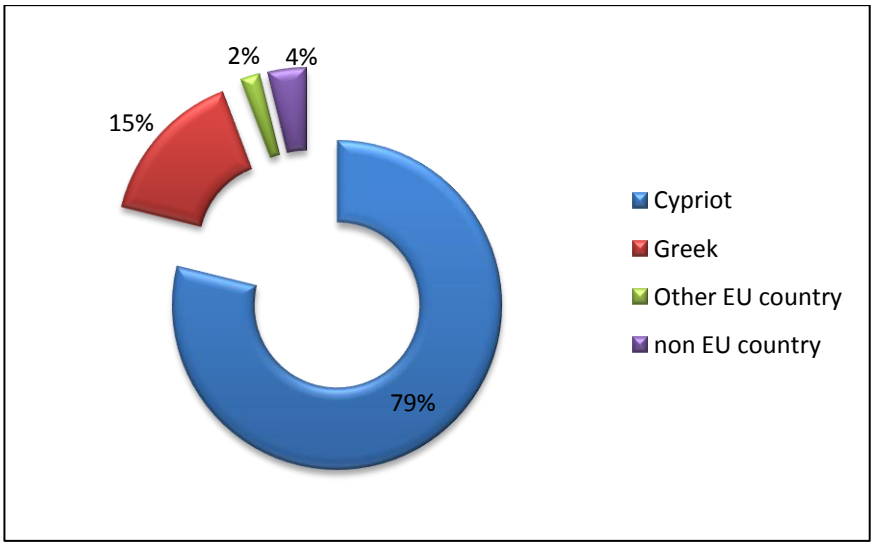


Figure 4a. Archaeologists' nationality – 2007.

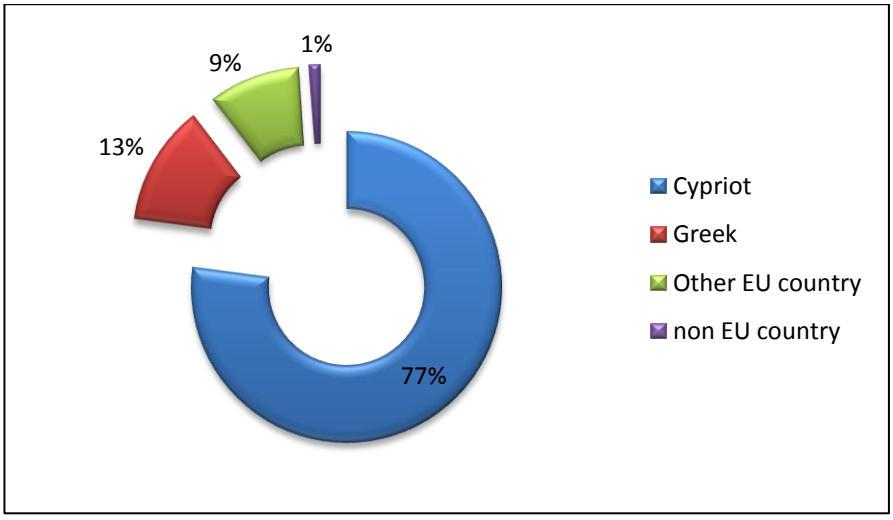


Figure 4b. Archaeologists' nationality – 2012.

3.8. Qualifications

The questionnaire also asked questions concerning the highest academic qualification achieved by each member of staff (Table 22). As far as archaeologists were concerned, the highest qualification of all 52 archaeologists was reported in 2007, whereas in the 2012 survey, data on qualification was provided for 95 out of 96 archaeologists. As indicated in Table 22, in 2007, 48% of professional archaeologists had a Doctorate as their highest academic qualification[19], 44% had a Masters degree and 8% had a first degree as their highest academic qualification. In 2012, the percentage of archaeologists qualified with a Doctorate and a Post-Doctorate degree (40% of all professional archaeologists) turned out to be lower than in 2007. The percentage of archaeologists with a Masters degree (43%) was almost the same as in 2007, while the professionals whose highest qualification was a first degree in archaeology (17%) more than doubled compared to the 2007 data. All archaeologists reported, therefore, have a university degree. However, this was expected since a university degree is a prerequisite for an individual to be recognised as an archaeologist in Cyprus.

	2007		2012	
Qualifications	**Number of Archaeologists**	**%**	**Number of Archaeologists**	**%**
Post-Doctorate	N/A	N/A	7	7%
Doctorate	25	48%	31	32%
Masters	23	44%	41	43%
First Degree	4	8%	16	17%
Total	52	100%	95	99%

Table 22. Highest qualification of archaeologists.

[19] In the 2007 questionnaire "Doctorate" was the option given as the highest academic qualification for the respondents. The 2012 questionnaire also included the option of "Post-Doctorate" as the highest academic qualification.

With regards to the highest qualification of archaeologists in relation to the organisational structural basis (Tables 23a, 23b), as was expected, the vast majority of archaeologists employed by University organisations had a Doctorate or a Post-Doctorate degree (92%, 11 individuals in 2007; 82%, 14 individuals in 2012). In both reporting periods, 100% of the *"other"* archaeologists were reported to have a Doctorate (2 individuals in 2007; 3 individuals in 2012). In the 2007 survey, 100% (2 individuals) of archaeologists employed by the local authority organisation had a Doctorate degree, whereas in 2012 this percentage dropped to 67% (2 individuals). In 2012, 52% of the archaeologists employed by foundations (8 individuals) were qualified with a Doctorate or a Post-Doctorate; this percentage was much lower in 2007 (29%, 2 individuals). In 2007, 32% (8 individuals) of national government archaeologists had a Doctorate, while in 2012 this percentage dropped to 18%, although the number of individuals was raised to 10. The high percentage of archaeologists that have a postgraduate degree (Masters, Doctorate, Post-Doctorate) is in fact striking. According to the 2012 survey, more than half of the national government archaeologists were reported to have a Masters degree (30 individuals, 55%), and 100% of archaeologists working for the local authority and church organisation had a postgraduate degree (Doctorate or Masters). Finally, in the current survey the highest percentage of archaeologists (15 individuals, 27%) whose highest qualification was a first degree were employed in the public sector, followed by 7% (1 individual) employed in a foundation.

Structural basis of organisation	Doctorate	%	Masters	%	First Degree	%	Total
National Government	8	32%	15	60%	2	8%	25
Local Authority	2	100%	0	0%	0	0%	2
Church Organisation	1	25%	2	50%	1	25%	4
University	11	92%	1	8%	0	0%	12
Foundation	2	29%	5	71%	0	0%	7
Other	1	50%	0	0%	1	50%	2
Total	25	48%	23	44%	4	8%	52

Table 23a. Highest qualification of archaeologists by organisational structure – 2007.

Structural basis of organisation	Post-Doctorate	%	Doctorate	%	Masters	%	First Degree	%	Total
National Government	0	0%	10	18%	30	55%	15	27%	55
Local Authority	0	0%	2	67%	1	33%	0	0%	3
Church Organisation	0	0%	1	50%	1	50%	0	0%	2
University	6	35%	8	47%	3	17%	0	0%	17
Foundation	1	7%	7	47%	6	40%	1	7%	15
Other	0	0%	3	100 %	0	0%	0	0%	3
Total	7	7%	31	32%	41	43%	16	17%	95 (99%)

Table 23b. Highest qualification of archaeologists by organisational structure – 2012.

As far as the archaeologists' highest qualification and post role is concerned (Tables 24a, 24b), the highest percentage of archaeologists providing *Education and academic research* had a Doctorate or a Post-Doctorate degree in both survey periods, as was expected (80%, 12 individuals in 2007; 75%, 15 individuals in 2012). The same percentage, as the latter (75%, 3 out of 4 individuals), represented archaeologists providing *Historic environment advice and information services* whose highest qualification was a Doctorate. However, five years earlier, in 2007, the only archaeologist recorded under this post role only had a First Degree. The second highest percentage of archaeologists with Doctorates in 2012 was in *Museum and visitor/user services* (60%, 3 individuals), whereas in 2007 it was in *Field investigation* (38%, 10 individuals). In the 2012 survey, the lowest percentage of archaeologists qualified with a Doctorate or a Post-Doctorate was in *Field investigation*, where 1.5% (1 individual) had a Post-Doctorate, 24% (16 individuals) had a Doctorate, but still more than half (54%, 14 individuals) had a Masters degree as their highest qualification.

The data collected concerning the highest level of academic qualifications of the archaeologists confirms that archaeology in Cyprus is a 100% graduate profession and that great emphasis seems to be given on the postgraduate level (Masters and Doctorate). These results seem reasonable if one takes into consideration that, given the limited number of

available positions in archaeology and the great role of academic qualifications, the environment is very competitive and, therefore, induces very high academic standards. Furthermore, the second highest employers of archaeologists, after the public sector, are the universities that normally require their academic teaching staff to have at least a Doctorate. Finally, senior government positions (e.g. Director of the Department of Antiquities) also require a Doctorate degree.

Post Role	Doctorate	%	Masters	%	First Degree	%	Total
Archaeological field investigation	10	38%	14	54%	2	8%	26
Museum and visitor/user services	3	30%	6	60%	1	10%	10
Education and academic research	12	80%	3	20%	0	0%	15
Historic environment advice and information services	0	0%	0	0%	1	100%	1
Total	25		23		4		**52**

Table 24a. Archaeologists' highest qualification by post role – 2007.

Post Role	Post-Doctorate	%	Doctorate	%	Masters	%	First Degree	%	Total
Archaeological field investigation	1	1.5 %	16	24%	34	50.5 %	16	24%	67
Museum and visitor/user services	0	0.0 %	3	60%	2	40.0 %	0	0%	5
Education and academic research	6	30.0 %	9	45%	5	25.0 %	0	0%	20
Historic environment advice and information services	0	0.0 %	3	75%	1	25.0 %	0	0%	4
Total	7		31		42		16		**96**

Table 24b. Archaeologists' highest qualification by post role – 2012.

3.9. Country from which the highest degree in archaeology was obtained

In both surveys, in addition to reporting the highest academic qualification of their staff, the responding organisations were also asked to report the country from which their archaeology employees received their highest qualification (Tables 25a, 25b). Interestingly enough, more than one third of all recorded archaeologists received their highest academic qualification from educational institutions of the UK (36%, 19 individuals in 2007; 39%, 37 individuals in 2012). The second highest proportion of archaeologists was much lower in both periods. According to the 2012 data, 19% (18 individuals) received their highest qualification in Cyprus, whereas in 2007 it was reported that 19% (10 individuals) received their highest degree in France. It seems that after 2007, quite a large proportion of the new entrants to the profession received their highest qualification either in Cyprus or Greece, as indicated in the 2012 data[20]. As referred to above, in 2012 Cyprus was the second most popular country for archaeologists to receive their highest degree, followed by Greece (16%, 15 individuals). Five years earlier, although Greece was again the third country of preference, a much lower percentage (9.6%, 5 individuals) of employed archaeologists obtained their highest degree there, while for Cyprus the percentage was even lower (8%, 4 individuals).

[20] Based on the data collected on the applicants for the position of Archaeological Officer at the Department of Antiquities in 2007, it was estimated that, although the percentages of archaeologists obtaining their highest qualification in Greece and Cyprus were quite low, the percentage of employed archaeologists that obtained their First Degree in Greece was estimated to be much higher (57% of the 2007 applicants obtained their First Degree in Greece, and 27% of them in Cyprus; 50% of the 2007 applicants were in process of receiving a Masters degree in Cyprus, and 25% of them in Greece, while 50% of the 2007 applicants were in the process of completing a Doctorate degree in Cyprus). Alphas and Pilides 2008, pp. 179-180.

Country of highest qualification	Number of archaeologists	%
UK	19	36.0%
FRANCE	10	19.0%
GREECE	5	9.6%
GERMANY	5	9.6%
CYPRUS	4	8.0%
USA	3	5.8%
ITALY	2	4.0%
CZECH REPUBLIC	2	4.0%
AUSTRIA	1	2.0%
BELGIUM	1	2.0%
TOTAL	52	100.0%

Table 25a. Country in which the highest qualification in archaeology was obtained by archaeologists – 2007.

Country of highest qualification	Number of archaeologists	%
UK	37	39%
CYPRUS	18	19%
GREECE	15	16%
FRANCE	10	10%
ITALY	5	5%
GERMANY	3	3%
USA	3	3%
BELGIUM	2	2%
CANADA	1	1%
CZECH REPUBLIC	1	1%
IRELAND	1	1%
TOTAL	96	100%

Table 25b. Country in which the highest qualification in archaeology was obtained by archaeologists – 2012.

	Cyprus	%	Greece	%	Other EU country	%	Non EU country	%	Total	%
Post-Doctorate	2	2%	0	0%	4	4%	1	1%	7	7%
Doctorate	5	5%	4	4%	21	22%	1	1%	31	32%
Masters	4	4%	2	2%	34	35%	2	2%	42	44%
First Degree	7	7%	9	9%	0	0%	0	0%	16	17%
Total	18	19%	15	16%	59	61%	4	4%	96	100%

Table 26. Archaeologists' highest qualification by country – 2012.

3.10. Archaeologists' salaries

Both surveys also requested organisations to provide the minimum, maximum and average gross annual salary corresponding to each post profile. Regarding the 2007 survey, information was received on the salaries of 46 paid archaeologists (92% of the paid archaeologists that were surveyed). With regard to the current survey, the responding percentage was slightly higher in relation to the previous survey. Information was received on the salaries of 89 paid archaeologists (94% of the paid archaeologists that were surveyed). It is important to note that no separate calculations were made for part-time staff.

The average annual gross salary for all archaeologists in 2007 was calculated to be €40,656. This compares to a national average full-time salary for all occupations (excluding the farming industry) of €23,122 (*Annual wages and salaries survey*, Government Statistical Service)[21]. With regards to 2012, the average annual gross salary for all archaeologists remained more or less the same, calculated to be €39,593. In comparison, the national average full-time salary for the fourth quarter of 2012 was reported to be much lower, €29,796[22].

Although the average annual gross salary in both reporting periods was quite high, when compared to the national average salary, it is not indicative of archaeologists' salaries in general, if one takes into account that in 2007, 59% of the 46 reported salaries of archaeologists were below the average salary. In 2012, the percentage of the archaeologists who earned less than the average archaeologists' salary increased to 78% of the 89 reported salaries, whereas only 22% of archaeologists earned more than the average archaeological salary (Tables 27a, 27b).

[21] Alphas and Pilides 2008, p. 44.

[22] Statistical Service of the Republic of Cyprus; *Average Monthly Earnings of Employees by Quarter, 4th Quarter 2012*. Available: http://www.mof.gov.cy/mof/cystat/statistics.nsf/All/59A71B7CABA0BB11C2257AC6003DFC43?OpenDocument&sub=1&sel=1&e=&print (Acessed: February 2014).

This wide disparity is also seen in the fact that the highest salary reported in 2012 was €96,591 and the lowest was only €10,400 (the salaries of each post profile are reported in detail in *APPENDIX I – POST PROFILES*). With regards to some organisations (e.g. national government, universities), this possibly indicates their hierarchical structure where the majority of employees earn less than the average salary or their salaries are just above the average, while, on the other hand, the top positions earn the highest salaries. The median archaeologist's salary in 2012 was €35,100. 49% of archaeologists working in Cyprus earned more than the median archaeologists' salary, and 51% earned less (Table 28b).

Structural basis of organisation	Number of individuals that earn more than the average salary	%	Number of individuals that earn less than the average salary	%	Sample
National Government	5	20%	20	80%	25
Church Organisation	1	33%	2	67%	3
University	11	92%	1	8%	12
Foundation	1	20%	4	80%	5
Other	1	100%	0	0%	1
Total	19	41%	27	59%	46

Table 27a. Salaries below and above the average archaeological salary by organisational structure – 2007.

Structural basis of organisation	Number of individuals that earn more than the average salary	%	Number of individuals that earn less than the average salary	%	Sample
National Government	3	5%	52	95%	55
Church Organisation	1	100%	0	0%	1
University	11	65%	6	35%	17
Foundation	5	36%	9	64%	14
Other	0	0%	2	100%	2
Total	20	22%	69	78%	89

Table 27b. Salaries below and above the average archaeological salary by organisational structure – 2012.

Structural basis of organisation	Number of individuals that earn median salary and above	%	Number of individuals that earn less than median salary	%	Sample
National Government	8	32%	17	68%	25
Church Organisation	1	33%	2	67%	3
University	12	100%	0	0%	12
Foundation	2	40%	3	60%	5
Other	1	100%	0	0%	1
Total	24	52%	22	48%	46

Table 28a. Salaries below and above the median archaeological salary by organisational structural basis – 2007.

Structural basis of organisation	Number of individuals that earn median salary and above	%	Number of individuals that earn less than median salary	%	Sample
National Government	25	45%	30	55%	55
Church Organisation	1	100%	0	0%	1
University	11	65%	6	35%	17
Foundation	6	43%	8	57%	14
Other	1	50%	1	50%	2
Total	44	49%	45	51%	89

Table 28b. Salaries below and above the median archaeological salary by organisational structural basis – 2012.

3.11. Salary scales and post profiles

According to the 2007 survey, the highest paid archaeological post profiles were *Archaeology Department Academic Staff*, with an average salary of €64,219[23] and *Archaeologist: Director* with an average salary of €60,062[24], whereas the lowest paid archaeological post profile was that of *Keeper of Museum collections* with an average of €19,250[25]. The current survey showed that the highest paid archaeological post profiles were those of *Curator of Antiquities*, with an average of €70,220[26], *Archaeology Department Academic Staff* with an average of €62,738[27], and also *Archaeologist: Director* with an

[23] According to the 2007 survey, the *Archaeology Department Academic Staff* post profile had a minimum salary of €36,890 and a maximum salary of €81,364.
[24] In the 2007 survey, the *Archaeologist: Director* post profile had a minimum salary of €41,006 and a maximum salary of €83,650.
[25] According to the 2007 data, the *Keeper of Museum collections* post profile had a minimum salary of €14,438 and a maximum salary of €26,654.
[26] In the 2012 survey, the *Curator of Antiquities* post profile had a minimum salary of €64,527 and a maximum salary of €75,914.
[27] According to the current survey, the *Archaeology Department Academic Staff* post profile had a minimum salary of €46,800 and a maximum salary of €91,117.

average of €51,555[28]. It should be noted that the details of all post profile salaries of the 2012 survey are reported in *APPENDIX I-POST PROFILES*[29].

3.12. Job security - Length of contract

Each responding organisation was also asked to report on the length of contracts of the paid staff working in each post. Data was received for 94 out of the 95 paid archaeologists employed in Cyprus (1 unpaid archaeologist) in 2012. Concerning the previous survey, data was received for all 50 of the paid archaeologists employed in Cyprus (2 unpaid archaeologists).

The data in Table 29 indicates that the rather high percentage (56%) of archaeologists who were reported to have a permanent position in 2007, dropped significantly in 2012 (39%). In addition, the percentage of the open-ended contracts rose substantially from 20% in 2007 to 34% in 2012. Finally, the percentage of the paid archaeologists that were employed on a temporary contract slightly increased from 24% in 2007 to 27% in 2012. It is evident that the permanent contracts in archaeology were reduced. Instead other, temporary contracts (especially open-ended) were preferred by employers.

[28] In the current survey, the *Archaeologist: Director* post profile had a minimum salary of €13,000 and a maximum salary of €96,591.
[29] The details of all post profiles of the 2007 survey are reported in Alphas and Pilides 2008; *pp.* 90-166.

	2007		2012	
Length of contract	**No. of paid archaeologist**	**%**	**No. of paid archaeologist**	**%**
< 3 months	9	18%	0	0%
3 - 6 months	3	6%	1	1%
6 - 12 months	0	0%	2	2%
12 - 24 months	0	0%	14	15%
> 24 months	0	0%	8	8%
Open- ended	10	20%	32	34%
Permanent	28	56%	37	39%
Total	50		94	99%

Table 29. Length of archaeologists' contracts.

Surprisingly, what is evident from a comparison between Table 30a and Table 30b is that, although in 2007 foundations had the highest percentage of permanently employed archaeologists (86%, 6 individuals), according to the 2012 survey, foundations seem to have had the least secure positions. The same percentage of permanently employed archaeologists at foundations was recorded in the 2007 survey, as for archaeologists employed on temporary or open-ended contracts by foundations in the 2012 survey (80%, 12 individuals). It seems that foundations chose not to employ new employees on a permanent-position basis. According to the 2012 survey, the second least secure positions were in government organisations (64%), followed by the university where the proportions of permanent positions (53%) and temporary contracts (47%) appeared to be more balanced. Finally, in 2012, 100% of the archaeologists employed by the local authority and the church organisation were recorded to have permanent contracts.

Structural basis	< 3 months	3 - 6 months	6 - 12 months	12 - 24 months	> 24 months	Open ended	Permanent	Total
National Government	9 (36%)	0	0	0	0	5 (20%)	11 (44%)	25
Local Authority	0	0	0	0	0	1 (50%)	1 (50%)	2
Church Organisation	0	0	0	0	0	1 (33%)	2 (67%)	3
University	0	3 (25%)	0	0	0	1 (8%)	8 (67%)	12
Foundation	0	0	0	0	0	1 (14%)	6 (86%)	7
Other	0	0	0	0	0	1 (100%)	0	1
Total	9 (18%)	3 (6%)	0 (0%)	0 (0%)	0 (0%)	10 (20%)	28 (56%)	**50**

Table 30a. Length of archaeologists' contract by organisation's structure – 2007.

Structural basis	< 3 months	3 - 6 months	6 - 12 months	12 - 24 months	>24 months	Open-ended	Permanent	Total
National Government	0	0	1 (2%)	9 (16.5%)	0	25 (45.5%)	20 (36%)	55
Local Authority	0	0	0	0	0	0	3 (100%)	3
Church Organisation	0	0	0	0	0	0	2 (100%)	2
University	0	0	0	1 (6%)	6 (35%)	1 (6%)	9 (53%)	17
Foundation	0	1 (7%)	1 (7%)	4 (27%)	2 (13%)	4 (27%)	3 (20%)	15
Other	0	0	0	0	0	2 (100%)	0	2
Total	0	1	2	14	8	32	37	**95 (99%)**

Table 30b. Length of archaeologists' contract by organisation's structure – 2012.

As indicated in Table 31b, in 2012 posts providing *Historic environment advice and information services* seemed to be the most secure, with 100% (3 individuals) of the archaeologists on permanent contracts. In the 2007 survey, on the other hand, no information was provided regarding the length of the contract of the only archaeologist recorded under this post role (Table 31a). The high percentage (79%, 10 out of 14 individuals) of the permanent posts providing *Education and academic research*, which, according to the 2007 data, were indicated as the most secure, dropped to 53% (10 out of 19 individuals) in 2012. The relatively low percentage (42%, 11 out of 26 individuals) of *Field archaeologists* on permanent contracts in 2007 decreased substantially in 2012 (31.5%, 21 out of 67 individuals), demonstrating that the organisations undertaking *Field investigation* tend to be the most insecure. Finally, the proportions regarding temporary and permanent contracts of archaeologists providing *Museum and visitor/user services* proved to be the most stable, remaining unchanged in the two reporting periods.

Principal role	< 3 months	3 - 6 months	6 - 12 months	12 - 24 months	> 24 months	Open-ended	Permanent	Total
Archaeological field investigation	9 (35%)	0	0	0	0	6 (23%)	11 (42%)	26 (52%)
Museum and visitor/user services	0	0	0	0	0	4 (40%)	6 (60%)	10 (20%)
Education and academic research	0	3 (21%)	0	0	0	0	11 (79%)	14 (28%)
Historic environment advice and information services	0	0	0	0	0	0	0	0 (0%)
Total	9	3	0	0	0	10	28	**50**

Table 31a. Length of archaeologists' contract by working role – 2007.

Principal role	< 3 months	3 - 6 months	6 - 12 months	12 - 24 months	> 24 months	Open-ended	Permanent	Total
Archaeological field investigation	0	1 (1.5%)	2 (3%)	13 (19.5%)	1 (1.5%)	29 (43%)	21 (31.5%)	67 (70%)
Museum and visitor/user services	0	0	0	0	0	2 (40%)	3 (60%)	5 (5%)
Education and academic research	0	0	0	1 (5%)	7 (37%)	1 (5%)	10 (53%)	19 (20%)
Historic environment advice and information services	0	0	0	0	0	0	3 (100%)	3 (3%)
Total	0	1	2	14	8	32	37	**94 (98%)**

Table 31b. Length of archaeologists' contract by working role – 2012.

3.13. Job security - Length of employment to date

The responding organisations also provided information regarding the archaeologists' length of employment to date. Information was collected for all 96 archaeologists recorded in 2012 (95 paid and 1 unpaid), and was compared to the data collected in 2007.

Table 32 suggests that in 2007 there was a 23% (12 individuals, including 1 unpaid volunteer archaeologist[30]) annual turnover within archaeology of individual archaeologists taking up archaeology positions. This percentage dropped significantly to 6% (6 individuals, including the only unpaid volunteer archaeologist in 2012. Regarding the length of employment, the highest percentages of archaeologists in 2012 correspond to

[30] The second unpaid archaeologist recorded in the 2007 survey was working for over 10 years.

archaeologists who have been employed in their posts for over 24 months (30%, 29 individuals) and for over 10 years (30%, 29 individuals).

	2007		2012	
Length of employment to date	**No. of archaeologists**	**%**	**No. of archaeologists**	**%**
Up to 3 months	3	6%	0	0%
3 - 6 months	2	4%	1	1%
6 - 12 months	7	13%	5	5%
12 - 24 months	5	10%	19	20%
> 24	8	15%	29	30%
> 5 years	8	15%	13	14%
> 10 years	19	37%	29	30%
Total	52		96	

Table 32. Length of employment of archaeologists to date.

According to the data provided in Tables 33a and 33b, no archaeologists who were employed for less than 3 months were reported to be conducting *Field investigation* in neither reporting period. However, as seen in Table 31a above, in 2007, 35% (9 individuals) of the archaeologists conducting *Field investigation* were on "up to 3 months" contracts. This did not continue in 2012, since no *Field archaeologist* reported on a "up to 3 months" contract then (Table 31b). As far as *Field investigation* is concerned, the data seen in Tables 33a and 33b demonstrate high insecurity in the *Field investigation* post roles: 39% (10 out of a total of 26 individuals) of all archaeologists conducting *Field investigation* in 2007 were employed for over 10 years, while only 25.4% (17 out of a total of 67 individuals) of the total

archaeologists in *Field investigation* recorded in 2012 were employed for over 10 years. On the other hand, posts relating to *Museum and user/visitor services* proved to provide higher levels of job security at an earlier date as far as length of employment is concerned. In 2007, 36.3% (5 out of a total of 11 individuals) of archaeologists working in *Museum and visitor services* were employed for up to one year, and 54.6% (6 out of a total of 11 individuals) for more than five years, whereas in 2012 the vast majority (83.35%, 5 out of a total of 6 individuals) was employed for more than 5 years. Although the percentage of permanent positions in *Education and academic research* dropped from 79% in 2007 to 53% in 2012 (Tables 31a and 31b), the *Education and academic research* organisations still showed relatively high levels of job security in 2012, if one takes into account that 70% (16 out of a total of 20 individuals) of archaeologists in *Education and academic research* were employed for more than 2 years, and 45% (9 out of a total of 20 individuals) for more than 5 years.

	Length of employment to date							
Role	**Up to 3 months**	**3 - 6 months**	**6 - 12 months**	**12 - 24 months**	**> 24 months**	**> 5 years**	**> 10 years**	**Total**
Field investigation	0	1 (4%)	4 (15%)	4 (15%)	5 (19%)	2 (8%)	10 (39%)	26 (50%)
Museum and visitor/user services	1 (9.1%)	1 (9.1%)	2 (18.1%)	1 (9.1%)	0	3 (27.3%)	3 (27.3%)	11 (21%)
Education and academic research	2 (14.1%)	0	1 (7.1%)	0	3 (21.4%)	3 (21.4%)	5 (36%)	14 (27%)
Historic environment advice and information services	0	0	0	0	0	0	1 (100%)	1 (2%)
Total	3	2	7	5	8	8	19	**52**

Table 33a. Archaeologists' employment to date by working role – 2007.

	Length of employment to date							
Role	**Up to 3 months**	**3 - 6 months**	**6 - 12 months**	**12 - 24 months**	**> 24 months**	**> 5 years**	**> 10 years**	**Total**
Field investigation	0	1 (1.5%)	2 (2.9%)	16 (23.8%)	22 (32.9%)	9 (13.5%)	17 (25.4%)	67 (69.8%)
Museum and visitor/user services	0	0	0	1 (16.65%)	0	1 (16.65%)	4 (66.7%)	6 (6.3%)
Education and academic research	0	0	2 (10.0%)	2 (10.0%)	7 (35.0%)	3 (15%)	6 (30.0%)	20 (20.8%)
Historic environment advice and information services	0	0	1 (33.3%)	0	0	0	2 (66.7%)	3 (3.1%)
Total	0	1 (1.0%)	5 (5.2%)	19 (19.8%)	29 (30.2%)	13 (13.6%)	29 (30.2%)	**96**

Table 33b. Archaeologists' employment to date by working role – 2012.

Considering that the vast majority of *Field archaeologists* were employed in the public sector, the data in Tables 34a and 34b reflect more or less the data referring to the archaeologists reported to be conducting *Field investigation* as indicated in Tables 33a and 33b. Both archaeologists in the local authority organisation were recorded as being employed for over five years in the 2007 survey. As expected, in the 2012 survey the 2 professionals were recorded as being employed for more than 10 years, while there was also 1 professional in a local authority organisation that was employed for 6-12 months. In 2007, 75% (3 individuals) of archaeologists working for the church organisation were employed for less than two years (1 of them was unpaid and was working for 6-12 months). However, in 2012, only the 2 archaeologists on a permanent contract were employed by the church organisation (Table 30b). Both professionals were recorded as being employed for more than 5 years in the 2012 survey (1 individual was employed for more than 5 years and 1 for more than 10 years). According to the 2007 data, 42% (5 individuals) of academic archaeologists were employed for less than 5 years, and 58% (7 individuals) for more than 5 years. As seen by the 2012 data, within the 5-year-period, from 2007 to 2012, newly employed university archaeologists were recorded. The 2007 percentages were almost reverted in 2012, with 56% (10 individuals) university archaeologists employed for less than

5 years, and 45% (8 individuals) for more than 5 years. According to the 2007 survey, 28% (2 individuals) of archaeologists working for foundations were employed for less than 5 years, and 72% (5 individuals) for more than 5 years. On the other hand, in the 2012 survey, the majority (60%, 9 individuals) of archaeologists employed by foundations were employed for less than 5 years, and 40% (6 individuals) for more than 5 years. Finally, in both surveys, the 2 archaeologists recorded under *"other"* organisational structure had been working for over 10 years (in the 2012 survey information was provided for only 2 out of the 3 archaeologists under "other").

	Length of employment of archaeologists to date							
Structural basis of organisation	**Up to 3 months**	**3 - 6 months**	**6 - 12 months**	**12 - 24 months**	**> 24 months**	**> 5 years**	**> 10 years**	**Total**
National Government	0 (0%)	2 (8%)	4 (16%)	4 (16%)	5 (20%)	2 (8%)	8 (32%)	25
Local Authority	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (50%)	1 (50%)	2
Church Organisation	1 (25%)	0 (0%)	1 (25%)	1 (25%)	0 (0%)	0 (0%)	1 (25%)	4
University	2 (17%)	0 (0%)	1 (8%)	0 (0%)	2 (17%)	2 (17%)	5 (41%)	12
Foundation	0 (0%)	0 (0%)	1 (14%)	0 (0%)	1 (14%)	3 (43%)	2 (29%)	7
Other	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	2 (100%)	2
Total	3	2	7	5	8	8	19	**52**

Table 34a. Length of archaeologists' employment to date by structure of organisation – 2007.

	Length of employment of archaeologists to date							
Structural basis of organisation	**Up to 3 months**	**3 - 6 months**	**6 - 12 months**	**12 - 24 months**	**> 24 months**	**> 5 years**	**> 10 years**	**Total**
National Government	0	0	1 (2%)	15 (27%)	18 (33%)	7 (13%)	14 (25%)	55
Local Authority	0	0	1 (33%)	0	0	0	2 (67%)	3
Church Organisation	0	0	0	0	0	1 (50%)	1 (50%)	2
University	0	0	2 (11%)	1 (6%)	7 (39%)	3 (17%)	5 (28%)	18
Foundation	0 (0%)	1 (7%)	1 (7%)	3 (20%)	4 (27%)	2 (13%)	4 (27%)	15
Other	0	0	0	0	0	0	2 (67%)	2
Total	0	1	5	19	29	13	29	**95 (99%)**

Table 34b. Length of archaeologists' employment to date by structure of organisation - 2012.

3.14. Full-time and part-time work

The responding organisations were also asked to report the number of their full-time (30 hours or more per week) and part-time (less than 30 hours per week) employees. Information was received on the working hours of all 96 archaeologists surveyed.

As shown in Tables 35a and 35b, the vast majority of both archaeologists and support staff are employed on a full-time basis. In 2007, 94% of archaeologists worked on a full-time basis and 5% on a part-time basis. In 2012, however, almost all employed archaeologists (99%) were working on a full-time basis, except for 1 part-time archaeologist. Of the 3 archaeologists reported as working on a part-time basis in 2007, 2 were female and were unpaid volunteer staff and 1 was male (paid staff). 1 part-time archaeologist worked for the church organisation, 1 for a university and one for *"other"* (self-employed archaeologist). The roles of the part-time archaeologists were: 1 provided *Museum and visitor/user services*, 1 provided *Historic environment advice and information services*, and 1

conducted *Field investigation*. 2 of the part-time archaeologists were in the 50-59 age group and 1 was in the 20-29 age band. 2 of the part-time archaeologists were employed for over ten years and 1 for 6-12 months. The only part-time archaeologist recorded in 2012 was a female conducting *Field investigation* and belonged to the 20-29 age group, while she was employed by a foundation for 3-6 months.

	Full- time	%	Part-time	%	Total
All staff	451	95%	24	5%	475
Support staff	402	95%	21	5%	423
Archaeologists	49	94%	3	6%	52

Table 35a. Full-time and part-time employment of archaeologists – 2007.

	Full-time	%	Part-time	%	Total
All staff	605	95.30%	30	4.70%	635
Support staff	510	95%	29	5%	539
Archaeologists	95	99%	1	1%	96

Table 35b. Full-time and part-time employment of archaeologists – 2012.

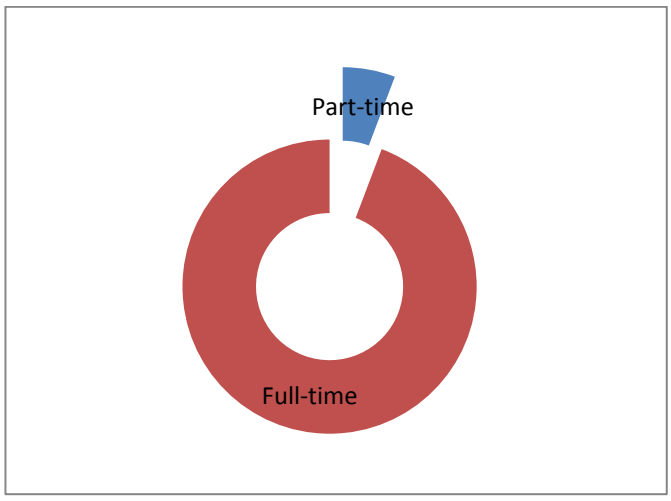


Figure 5a. Full-time and part-time employment of archaeologists – 2007.

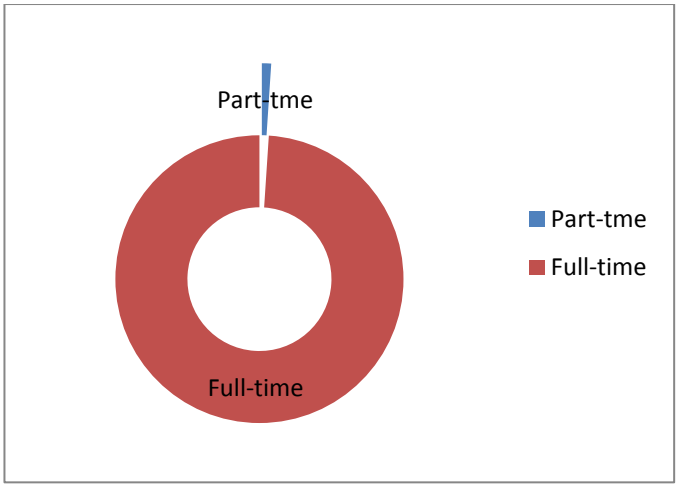


Figure 5b. Full-time and part-time employment of archaeologists – 2012.

3.15. Sources of funding

The survey asked whether posts were funded by the organisations' own budget or by project grants/contracts. Data was received for 94 out of the 95 paid archaeologists that were reported in the 2012 survey. The extremely high percentage of paid archaeologists employed in establishment-funded posts dropped from 94% in 2007 to 82% in 2012. As indicated in Table 36, after 2007 more professional archaeologists were employed in project-funded posts. The low percentage of 6% (3 individuals) concerning archaeologists employed in project-funding posts in 2007 climbed to 16% (15 individuals) in 2012. It is expected that this figure will be even higher in the near future.

	2007		2012	
Source of funding	**Archaeologists**	**%**	**Archaeologists**	**%**
Establishment	47	94%	79	82%
Project	3	6%	15	16%
Total	50	96%	94	98%

Table 36. Sources of funding for archaeologists.

3.16. Vacancies

The responding organisations were finally asked to report on whether in the last year there had been any vacancies in archaeology posts. It should be noted that a vacancy that was difficult to fill was defined as having been advertised for over six months in the previous year.

Answers were received for 100% of the 19 archaeological posts reported in 2007 (Table 37). Excluding "*don't know*" responses for 5 (26% of posts) archaeology posts, all other answers (84%) were negative, meaning that no problems were encountered in filling in vacancies for the posts. The situation was more or less the same, in the 2012 data results. Data was received for 100% of the 79 archaeology posts reported in 2012. The vast majority of answers were negative amounting to 85% (67 responses) of the total responses, while there were no positive responses, and the *"don't know"* responses amounted to 15% (11 responses) of the total. Vacancies in archaeology in Cyprus, therefore, were and still are easy to fill, suggesting that supply exceeds demand.

Vacancies	**2007**		**2012**	
Yes	0	0%	0	0%
No	14	74%	67	85%
Don't know	5	26%	11	15%
Total	19	100%	79	100%

Table 37. Vacancies in archaeology posts.

CHAPTER FOUR: SUPPORT STAFF AND UNPAID VOLUNTEER STAFF

4.1. Support staff

In addition to information concerning archaeological staff, organisations were asked to provide information on their non-archaeological support staff working alongside the archaeologists. The information received on the support staff was often not as complete as the data on archaeologists (e.g. salaries, academic qualification, age), but enough data was collected so as to produce informative results. Also, analytical data on each support staff post profile can be found in *APPENDIX I – POST PROFILES*.

According to the 2012 data, 539 individuals were reported as working in support staff posts within archaeological organisations. This is a much higher number compared to the figure reported in 2007 (433 individuals). It is estimated that in 2012 there was an average of 5.6 members of support staff for every single archaeologist, whereas in 2007 the average number was 8.3 support staff employees.

As seen in Figures 6a and 6b and Tables 38a and 38b, in both surveys, the vast majority of support staff was employed by government organisations (87% in 2007; 83% in 2012) – mainly the Department of Antiquities. As referred to earlier, the bulk of archaeological *Field investigation* in Cyprus has been traditionally conducted by the national government. As expected, the proportion of public sector's support staff also corresponds to the proportion of the support staff employed by organisations undertaking *Field investigation and research services* (88% in 2007; 84% in 2012).

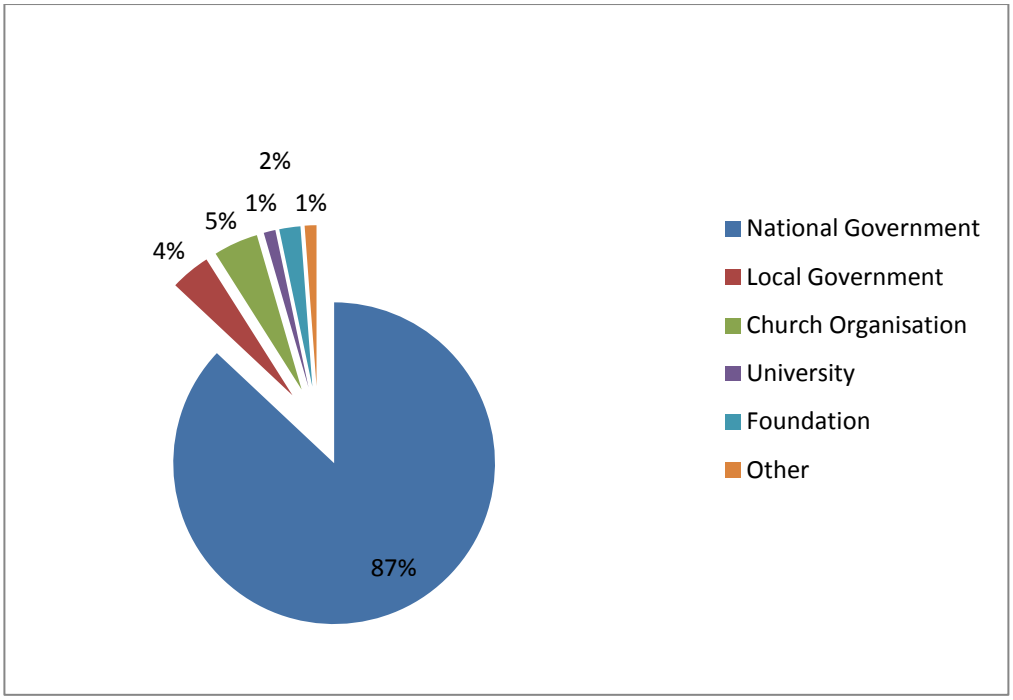


Figure 6a. Support staff by organisations' structure – 2007.

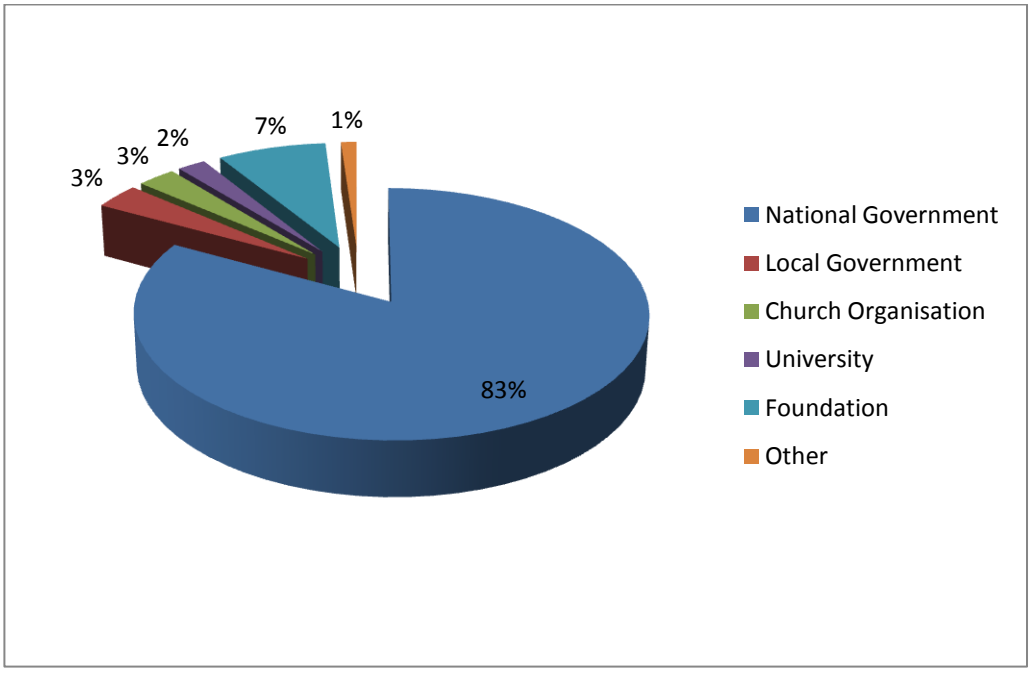


Figure 6b. Support staff by organisations' structure – 2012.

	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information services	Total
National Government	366	2	0	0	368 (87%)
Local Authority	0	17	0	0	17 (4%)
Church Organisation	0	19	0	0	19 (5%)
University	0	0	5	0	5 (1%)
Foundation	0	0	9	0	9 (2%)
Other	5	0	0	0	5 (1%)
Total	371 (88%)	38 (9%)	14 (3%)	0 (0%)	**423**

Table 38a. Supporting workforce by organisational structure and role – 2007.

	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information services	Total
National Government	444	3	0	0	447 (83%)
Local Authority	0	1	0	17	18 (3%)
Church Organisation	0	15	0	0	15 (3%)
University	0	0	14	0	14 (3%)
Foundation	2	27	10	0	39 (7%)
Other	6	0	0	0	6 (1%)
Total	452 (84%)	46 (9%)	24 (4%)	17 (3%)	**539**

Table 38b. Supporting workforce by organisational structure and role – 2012.

4.2. Age and gender of support staff

As indicated by the 2007 data results (Figure 7a), 71% of archaeological support staff was male and 29% was female, showing a completely different picture to that of the archaeological staff where 69% was female and 31% was male. According to the 2012 survey data (Figure 7b), the gap between the male and the female support staff was not so wide, even though male employees still represented the largest proportion (59% male, 41% female).

In the 2007 survey, the average age of individuals working as support staff in archaeology was estimated to be 43 years, for both male and female individuals (Table 39a, Figures 8a, 9a). By comparison, the average age for all archaeological staff, both professional archaeologists and dedicated support staff, was estimated to be 41 years. The estimated average age of the archaeology support staff employees according to the current survey was 42.7 years for females, 46.9 for males, and 45.6 for both genders (Table 39b, Diagrams 8b, 9b). By comparison, in 2012, the average age for all archaeological and support staff members was estimated to be 44.5 years for both genders, 41.3 for females and 46.4 for males.

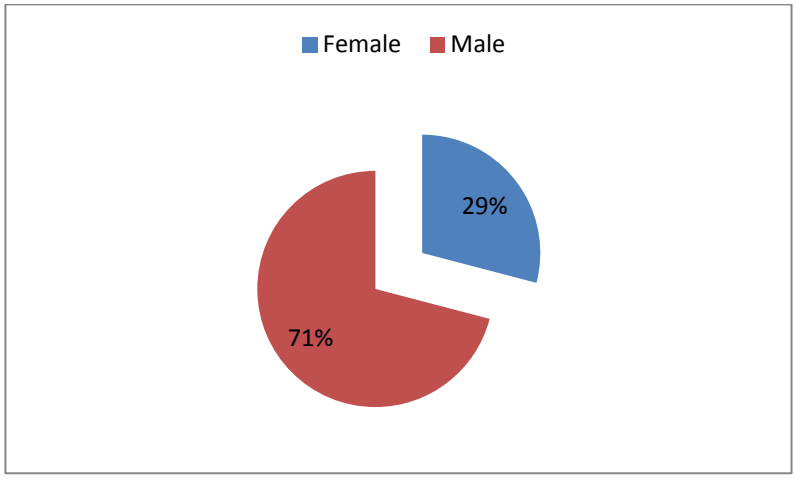


Figure 7a. Gender of support staff – 2007.

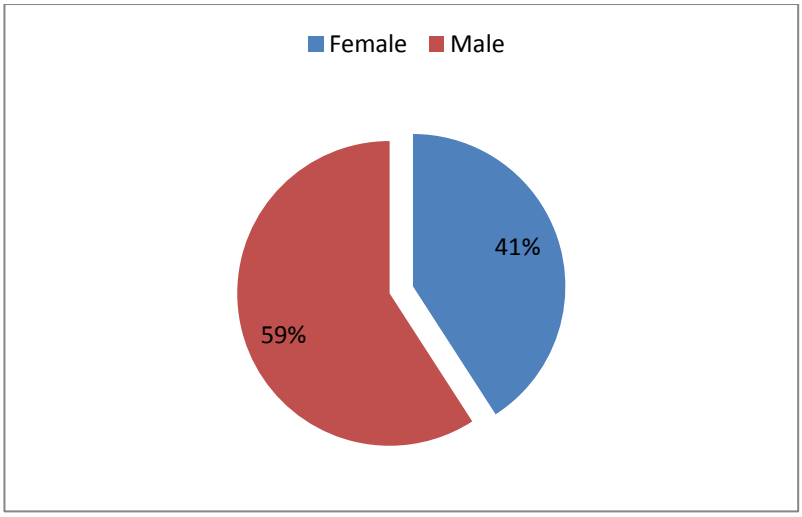


Figure 7b. Gender of support staff – 2012.

Age ranges	Female	% of all age range	Male	% of all age range	Male and Female
< 20	0	0%	0	0%	0
20 - 29	17	36%	30	64%	47
30 - 39	25	22%	88	78%	113
40 - 49	48	31%	105	69%	153
50 - 59	28	32%	59	68%	87
> 60	5	22%	18	78%	23
Total	123	29%	300	71%	**423**

Table 39a. Gender balance of support staff by age range – 2007.

Age ranges	Female	% of all age range	Male	% of all age range	Male and Female	%
<20	0	0%	2	100%	2	0.5%
20 -29	26	68%	12	32%	38	9.0%
30-39	41	36%	72	64%	113	26.7%
40-49	46	26%	128	74%	174	41.1%
50-59	40	23%	133	77%	173	40.9%
>60	11	31%	24	69%	35	8.3%
Total	164	31%	371	69%	535	99.0%

Table 39b. Gender balance of support staff by age range – 2012.

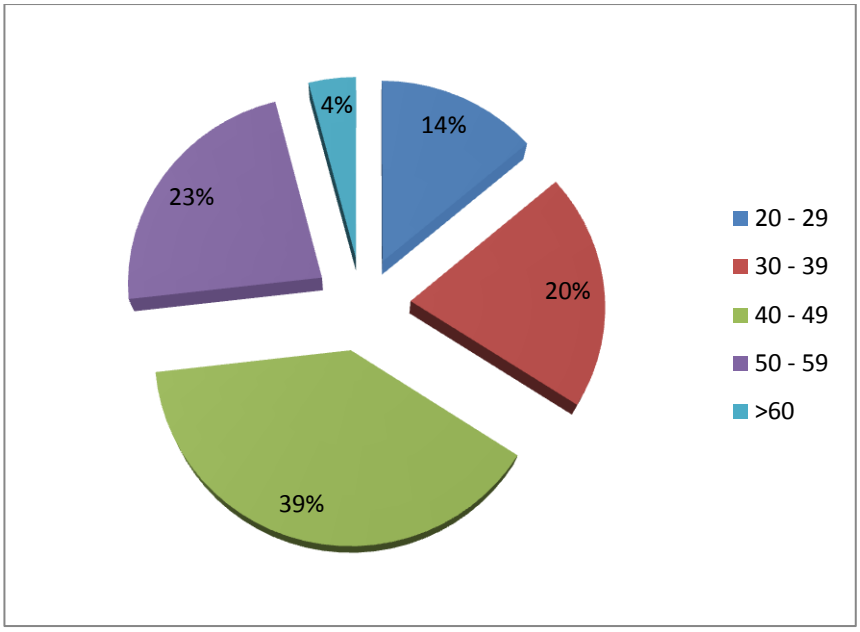


Figure 8a. Age ranges of female support staff – 2007.

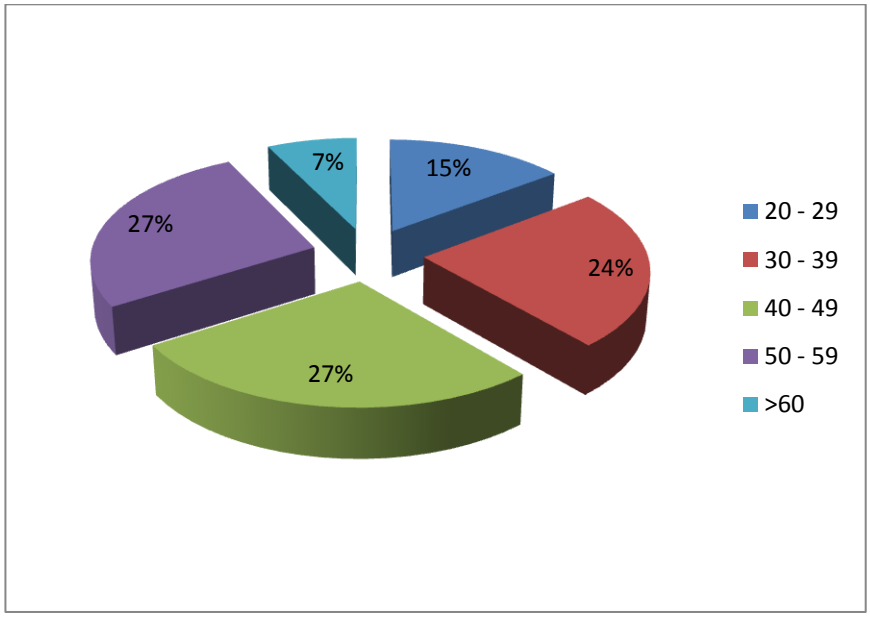


Figure 8b. Age ranges of female support staff – 2012.

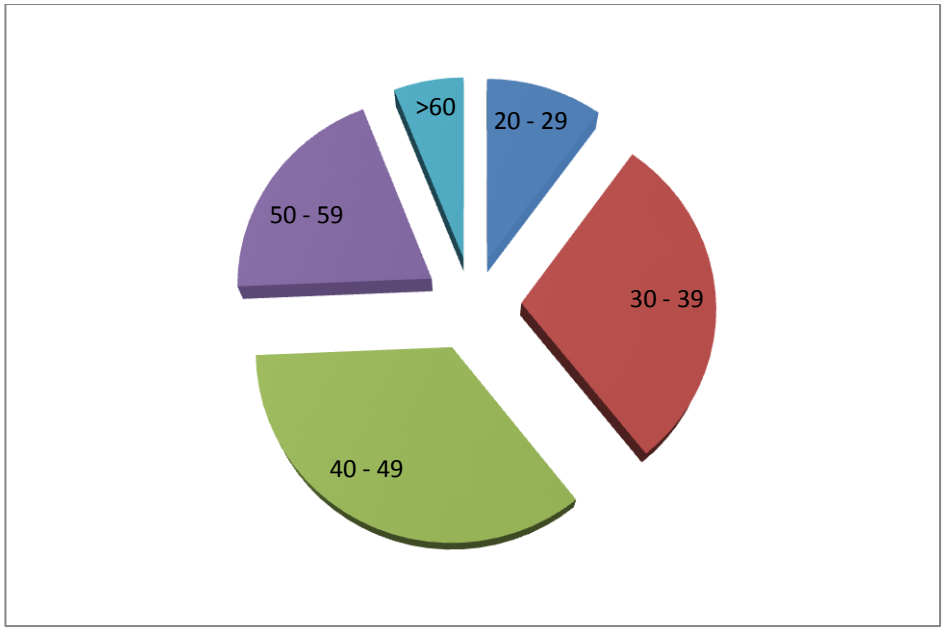


Figure 9a. Age ranges of male support staff – 2007.

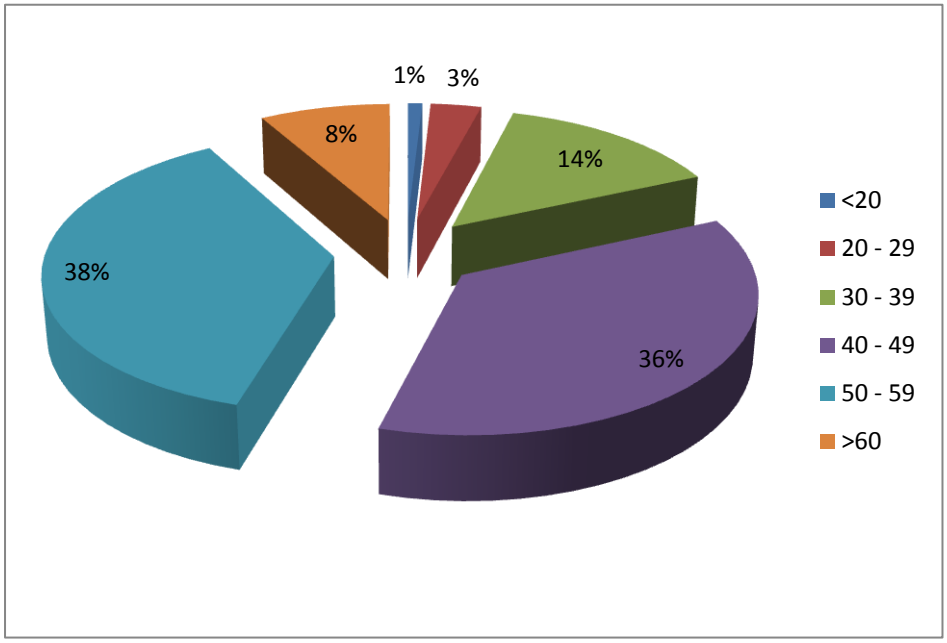


Figure 9b. Age ranges of male support staff – 2012.

As shown in Tables 40a, 40b and 40c, the vast majority of the support staff is employed in the public sector (441 employees, 83.4% of total support staff), followed by foundations with just 42 employees (7.9% of total support staff). This was expected, since the largest organisation employing archaeological and support archaeological staff is the Department of Antiquities which is a national government institution.

Structural basis of organisation	Female	Male	Total
National Government	103	338	441 (83.4%)
Local Authority	8 paid 2 upnaid	8 paid	18 (3.4%)
Church Organisation	5 paid	6 paid	11 (2.1%)
University	5 paid 1 upaid	2 paid 3 unpaid	11 (2.1%)
Foundation	23 paid 13 upaid	2 paid 4 unpaid	42 (7.9%)
Other	5 unpaid	1 unpaid	6 (1.1%)
Total	165 (31%)	364 (69%)	529 (98%)

Table 40a. Gender of support staff by organisational structural basis – 2012.

	FEMALES					
Structural basis of organisation	**Paid**	**%**	**Unpaid**	**%**	**Total**	**%**
National Government	103	100.0%	0	0.0%	103	62.4%
Local Authority	8	80.0%	2	20.0%	10	6.1%
Church Organisation	5	100.0%	0	0.0%	5	3.0%
University	5	83.3%	1	16.7%	6	3.6%
Foundation	23	63.9%	13	36.1%	36	21.8%
Other	0	0.0%	5	100.0%	5	3.0%
Total	144	87.3%	21	12.7%	165	

Table 40b. Female support staff by organisational structural basis – 2012.

	MALES					
Structural basis of organisation	**Paid**	**%**	**Unpaid**	**%**	**Total**	**%**
National Government	338	100.0%	0	0.0%	338	92.9%
Local Authority	8	100.0%	0	0.0%	8	2.2%
Church Organisation	6	100.0%	0	0.0%	6	1.6%
University	2	40.0%	3	27.3%	5	1.4%
Foundation	2	33.3%	4	9.5%	6	1.6%
Other	0	0.0%	1	16.7%	1	0.3%
Total	356	97.8%	8	1.5%	364	

Table 40c. Male support staff by organisational structural basis – 2012.

4.3. Highest qualification achieved by support staff

The responding organisations were also asked regarding the highest academic qualification of their support archaeological staff. At this point it should be stressed again that the data collected regarding the support staff was not as complete as the data on archaeologists. However, enough data was collected so as to produce quite indicative results. In the 2012 survey, only 38% of the total of 539 members of support staff reported their highest qualifications. What is indicated in Table 41 is the relatively high academic level of the support staff. In 2012, 41 individuals (20%) had a postgraduate degree: More precisely 31 individuals (15%) had a Masters degree, 8 (4%) were qualified with a Doctorate, while 2 (1%) had a Post-Doctorate. It is evident that in 2012 the educational level of the support staff was much higher than 5 years before, since, as recorded in the 2007 data, only 5.4% (12 individuals) of support staff were qualified with postgraduate degrees (Masters or Doctorate). The percentage of the support staff that was qualified with a university First Degree or a College Diploma in 2012 turned out to be slightly higher than in 2007 (13.2%, 30 individuals in 2007; 16%, 33 individuals in 2012). Finally, according to the available data, in both reporting periods, the largest reported proportion of the non-archaeological support staff corresponds to the individuals that were qualified with a High School Diploma (68.3%, 155 individuals in 2007; 46%, 95 individuals in 2012). It should be stressed, however, that some support staff posts do not require a Secondary Education Diploma (e.g. cleaner, workman, masonry workman etc.).

Highest Qualification	Number of support staff	%	Number of support staff	%
	2007		2012	
Post-Doctorate	N/A	N/A	2	1%
Doctorate	1	0.4%	8	4%
Masters	11	5%	31	15%
First Degree	30	13.2%	33	16%
College Diploma	30	13.2%	36	18%
High school Diploma	155	68.3%	95	46%
Total	227		205	

Table 41. Highest qualification reached by support staff.

4.4. Support staff with degrees in archaeology

Interestingly enough, 13 individuals that were reported as support staff in the 2007 survey were qualified with degrees in archaeology. The figure increased in the 2012 survey, which recorded 31 individuals with academic qualifications in archaeology that were employed in support staff posts (Tables 42a, 42b). The vast majority (84%, 11 out of 13 individuals) of the support staff with degrees in archaeology were in the 20-29 age range in 2007. According to the 2012 data, 64.5% (9 out of 14 individuals) of those whose age was recorded were in the 20-29 age range. Although in 2007 the proportion of individuals with a postgraduate degree was low (15.5%, 1 individual), in the 2012 survey they show quite a high academic level: 25 individuals (81%) out of a total of 31 were qualified with a postgraduate degree in archaeology (20 individuals had a Masters degree, 4 had a Doctorate, 1 had a Post-Doctorate). Finally, it is worth noting that a high percentage of

individuals with degrees in archaeology that were reported working in support staff posts were unpaid volunteers (30.7%, 4 individuals in 2007; 38.7%, 12 individuals in 2012).

It seems that young archaeologists preferred to work in support staff posts alongside archaeologists in order to gain experience in the discipline of archaeology. Moreover, it seems that young professionals are usually employed in support staff posts due to the limited posts available in archaeology. There are several cases of qualified archaeologists that choose to stay active in archaeology because they love the discipline of archaeology and prefer to work in more insecure or not well-paid positions in archaeology, rather than changing profession.

Post title	No. of staff	Gender	Age group	Structure of organisation	Highest Degree in archaeology	Country degree was received
Librarian	1	Female	20 -29	University	First Degree	Cyprus
Librarian	1	Female	20 -29	University	First Degree	Greece
Technician	1	Female	20 -29	National Government	First Degree	Greece
Technician	2	Female	40 -49	National Government	Masters	France
Worker	4	Female	20 -29	National Government	First Degree	Greece
Student volunteer	2	Male	20 - 29	Other	First Degree	Cyprus
Student volunteer	2	Female	20 -29	Other	First Degree	Cyprus
Total	13					

Table 42a. Highest degree in archaeology for support staff – 2007.

Post title	No. of staff	Gender	Age group	Structure of organisation	Highest Degree in archaeology	Country degree was received
Educational Programme Officer	1	Female	20-39	Local Authority	Doctorate	Creece
Educational Programme Officer	1	Female	20-39	Local Authority	Masters	Cyprus
Secretarial Staff / Administration Assistant	1	Female	30-39	University	Masters	United Kingdom
Librarian	1	Female	30-39	University	Masters	Cyprus
Librarian	1	Female	20-29	Foundation	Masters	United Kingdom
Secretarial Staff / Administration Assistant	1	Female	20-29	Foundation	Masters	United Kingdom
Technician	2	Female	50-59	National Government	Masters	France
Workman	2	Female	20-29	National Government	Masters	Italy
Workman	2	Female	20-29	National Government	Masters	United Kingdom
Workman	2	Male	20-29	National Government	Masters	United Kingdom
Museum Professional	5	N/A	N/A	Foundation	First Degree	Greece
Student / Volunteer	1	N/A	N/A	Other	Post-Doctorate	USA
Student / Volunteer	1	N/A	N/A	Other	Doctorate	Other
Student / Volunteer	1	N/A	N/A	Other	Master	Cyprus
Student / Volunteer	1	N/A	N/A	Other	Master	Other
Student / Volunteer	1	N/A	N/A	Other	First Degree	Other
Student / Volunteer	2	N/A	N/A	Foundation	Doctorate	Greece
Student / Volunteer	3	N/A	N/A	Foundation	Masters	United Kingdom
Student / Volunteer	2	N/A	N/A	Foundation	Masters	Greece
Total	31					

Table 42b. Highest degree in archaeology for support staff – 2012.

4.5. Nationality of support staff

In addition to the nationalities of their archaeological staff, the responding organisations were also asked regarding the nationalities of their support staff employees. As in the case of archaeological staff, Cypriot employees were predominant in both reporting periods (97% in 2007; 98.33% in 2012). As explained earlier, this was expected, since the largest organisation employing support staff is public (Department of Antiquities) and requires a good knowledge of the Greek language. Although the number of support staff increased in 2012 as indicated in Table 43, the proportion of Greek nationals in support staff positions decreased from 2.6% (11 individuals) in 2007 to 0.56% (3 individuals) in 2012. On the other hand, it should be mentioned that in 2012, 3 non-EU nationals were reported as being employed in support staff posts, whereas in 2007 no individuals from a non-EU country held support staff posts. Finally, concerning individuals from EU countries other than Greece, these increased from 2 in 2007 to 3 in 2012.

		Cypriot	**%**	**Greek**	**%**	**other EU country**	**%**	**non EU country**	**%**	**Total**
2007	All Staff	451	95%	19	4%	3	0.6%	2	0.4%	475
	Support staff	410	97%	11	2.6%	2	0.4%	0	0%	423
		Cypriot	**%**	**Greek**	**%**	**other EU country**	**%**	**non EU country**	**%**	**Total**
2012	All Staff	604	95.12%	15	2.36%	12	1.89%	4	0.63%	635
	Support staff	530	98.33%	3	0.56%	3	0.56%	3	0.56%	539

Table 43. Nationality of support staff.

4.6. Full-time and part-time employment of support staff

According to the organisations' reporting on their full-time and part-time support staff, the percentages of the two reporting periods turned out to be the same. The vast majority (95%) of support staff worked full-time (402 individuals in 207; 510 individuals in 2012) (Figure 10).

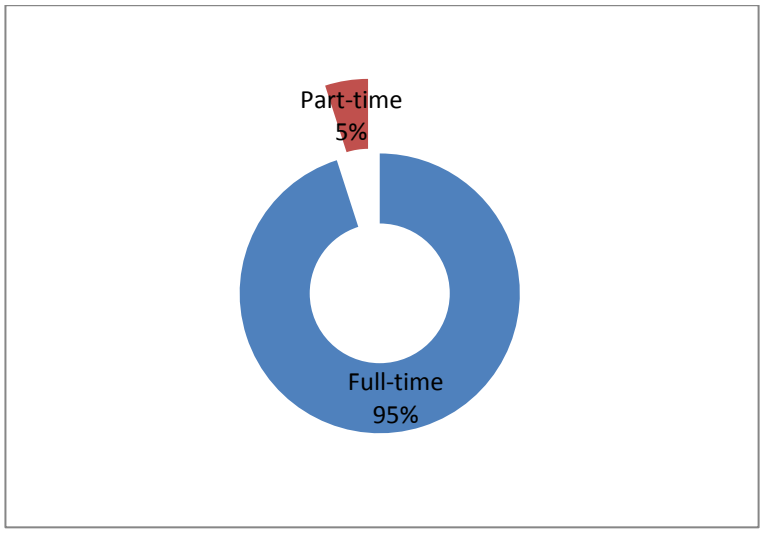


Figure 10. Full-time and part-time employment of support staff.

4.7. Disability

2 out of the 539 support staff for whom details were given in this survey were reported as disabled, while the same number was reported in the 2007 reporting period (2 out of the 423 support staff).

More precisely, according to the results of the 2012 survey, only 3 employees (0.5% of all employees in archaeology) were reported to be disabled out of a total of 635 employees (archaeologists and support staff) (Table 44). All the disabled employees were paid, full-time staff, employed in permanent positions. 1 of them was an archaeologist (1.04% of the total number of archaeologists), while the other 2 were among the dedicated support staff, reflecting a percentage of just 0.37% of the total number of support staff. As referred to above, in 2007, only 2 employees (0.42%) were reported to be disabled out of a total of 475 employees. Both of the disabled employees were dedicated support staff, while no disabled archaeologist was reported then.

	Paid Staff with Disability	**Unpaid Staff with Disability**	**Total**
Archaeologists	1	0	1 (1.04%)
Support Staff	2	0	2 (0.37%)
Total	3 (0.50%)	0 (0.00%)	3 (0.50%)

Table 44. Staff with disability – 2012.

4.8. Job security – Length of contract of support staff

The responding organisations also provided data on the length of contracts of the staff employed in each post (Tables 45a, 45b). With regard to support staff, data was received for 99.02% of the paid support staff reported in 2012, which corresponds to 505 individuals out of a total of 509 members of paid support staff (30 individuals working as support staff were unpaid volunteers). According to the 2007 survey, data was collected for 415 paid members of staff (8 individuals working as support staff were unpaid volunteers)

which constituted a 100% response rate. Concerning the data collected in both surveys, the majority of the support staff was employed on a permanent contract basis: 77% (321 out of the total 415 paid support staff employees) in 2007, and 57.45% (293 out of the total of 505 reported paid support staff employees) in 2012. It is worth noting, however, that the percentage of permanently employed support staff decreased in the 5-year-period, between 2007 and 2012.

Length of contract	Number of paid support staff	%
Up to 3 months	4	1.00%
3 -6 months	73	17.60%
6 -12 months	0	0.00%
12-24 months	0	0.00%
>24 months	2	0.48%
Open ended	15	3.60%
Permanent	321	77.00%
Total	415	

Table 45a. Length of contract of support staff – 2007.

Length of contract	Noumber of paid support staff	%
Up to 3 months	1	0.20%
3 -6 months	108	21.18%
6 -12 months	0	0.00%
12-24 months	7	1.37%
>24 months	62	12.16%
Open ended	34	6.67%
Permanent	293	57.45%
Total	505	99.02%

Table 45b. Length of contract of support staff – 2012.

4.9. Sources of funding of support staff

The questionnaire also requested information regarding the sources of funding of the support staff, asking whether posts were funded by establishment income or by project grants/contracts. The 2007 survey collected data for 420 members of support staff. Of these, 98% (413 individuals) were in establishment-funded posts and 2% (7 individuals) were in project-funded posts. The establishment-funded posts consisted of 4 student volunteer posts and 3 conservator posts. In the 2012 survey, data was received for 504 (98.8%) out of total of 510 paid support staff employees and the results showed that the vast majority of the support staff was paid by establishment income. 99.6% (502 individuals) of the reported paid support staff employees were employed in establishment-funded posts, and only 0.4% (2 reported individuals) were paid by project funding (grants, contracts).

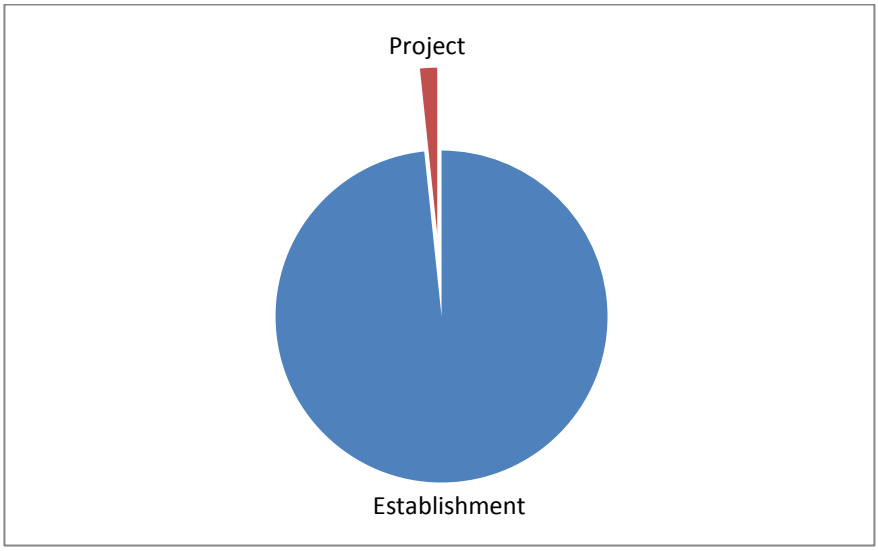


Figure 11a: Funding of Support Staff posts – 2007.

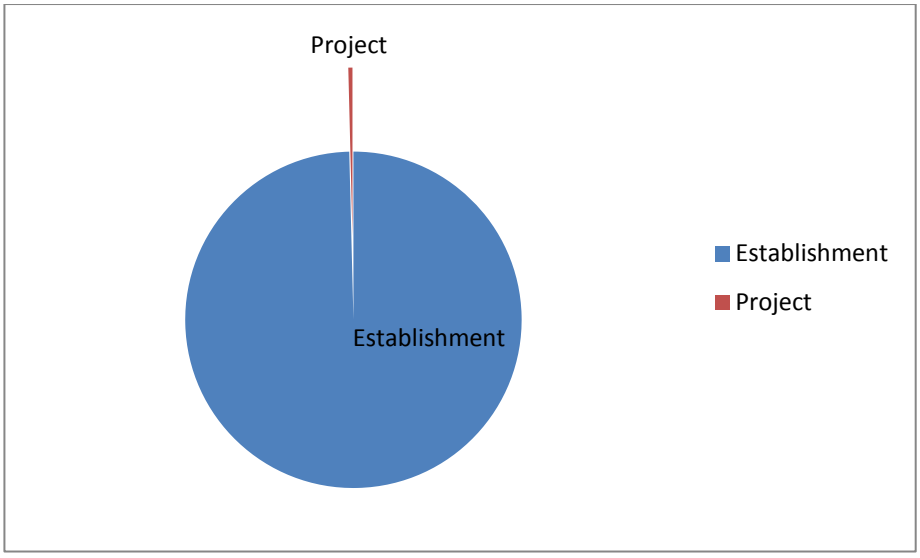


Figure 11b Funding of Support Staff posts – 2012.

4.10. Unpaid volunteer staff

Both surveys of 2007 and 2012 collected data regarding unpaid volunteer staff working alongside paid archaeological and support staff (Tables 46a, 46b). It is worth mentioning that in the 2007 survey only 2 of the 15 organisations reported the existence of unpaid staff (13% of the responding organisations), whereas in 2012 the number of organisations with unpaid workforce increased to 5 (26.3% of all 19 responding organisations).

According to the data provided in the 2012 survey, there were 30 unpaid volunteers in archaeology (4.7% of all total staff reported), whereas in 2007 there were only 10 (2.1% of all total staff reported). The majority of individuals offering voluntary work were young people either studying or in the beginning of their career. More than half of the volunteers reported in 2012, as wel as 9 out of the 10 reported in 2007, were in the 20-29 age group. In addition, in 2012 there were 2 volunteers under the "< 20" age band, and 6 in the 30-39 age band. However, it seems that there were also a few individuals of more mature ages that were interested in the archaeology of Cyprus and worked as volunteers alongside the

archaeologists and the paid support staff. In 2012, 6 members of the unpaid workforce were aged 40 and above, and 1 in 2007. In 2012 the great majority of unpaid individuals were female (73%, 22 women), and only 27% (8 individuals) were male, whereas five years earlier female volunteers were only 40% (4 women) and male volunteers corresponded to 60% (6 men).

As seen in Tables 46a and 46b, in 2007 half of the volunteers worked for the church organisation and half for *"other"* organisations. According to the 2012 data, however, more than half of the unpaid volunteer staff (57%) was reported to be working for foundations (17 individuals), 20% (6 individuals) for *"other"* organisations, 16% (5 individuals) for universities, and finally 7% (2) for local authority organisations.

Principal role	**< 20**		**20-29**		**30-39**		**40-49**		**50-59**		**>60**		**Total**
	F	**M**	**F**	**M**	**F**	**M**	**F**	**M**	**F**	**M**	**F**	**M**	
National Government	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Local Authority	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Church Organisation	0	0	**1**	**4**	0	0	0	0	0	0	0	0	**5 (50%)**
University	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Foundation	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Other	0	0	**2**	**2**	0	0	0	0	**1**	**0**	0	0	**5 (50%)**
Total	0	0	**3**	**6**	0	0	0	0	**1**	**0**	0	0	**10**

Table 46a. Gender and age of unpaid workforce by organisational type – 2007.

Principal role	< 20		20 - 29		30 - 39		40 -49		50 -59		>60		Total
	F	M	F	M	F	M	F	M	F	M	F	M	
National Government	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Local Authority	0	0	**1**	**0**	**1**	**0**	0	0	0	0	0	0	**2 (7%)**
Church Organisation	0	0	0	0	0	0	0	0	0	0	0	0	**0**
University	0	0	**1**	**0**	0	0	**1**	**0**	**0**	**3**	0	0	**5 (16%)**
Foundation	**0**	**2**	**9**	**1**	**4**	**1**	0	0	0	0	0	0	**17 (57%)**
Other	0	0	**4**	**0**	0	0	**1**	**1**	0	0	0	0	**6 (20%)**
Total	**0**	**2**	**15**	**1**	**5**	**1**	**2**	**1**	**0**	**3**	0	0	**30**

Table 46b. Gender and age of unpaid workforce by organisational type – 2012.

Concerning the principal role of the unpaid workforce's posts in 2007, half of the volunteers (5 individuals) were reported as offering *Museum and visitor/user services* and more than half (17 individuals) in 2012, followed by 40% of the volunteers (4 individuals working in *Field investigation* posts in 2007 and 20% (6 individuals) in 2012 (Tables 47a and 47b). According to the 2012 survey, 5 volunteers (16% of unpaid workforce) worked in *Education and academic research posts*. Finally, 2 individuals provided *Historic environment advice and information services* in 2012, whereas in 2007 there was only 1 individual who worked in an organisation with this principal role.

Principal role	< 20		20 - 29		30 - 39		40 -49		50 -59		>60		Total
	F	M	F	M	F	M	F	M	F	M	F	M	
Archaeological field investigation	0	0	**2**	**2**	0	0	0	0	0	0	0	0	**4 (40%)**
Museum and visitor/user services	0	0	**1**	**4**	0	0	0	0	0	0	0	0	**5 (50%)**
Education and academic research	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Historic environment advice and information services	0	0	0	0	0	0	0	0	**1**	**0**	0	0	**1 (10%)**
Total	0	0	**3**	**6**	0	0	0	0	**1**	**0**	0	0	**10**

Table 47a. Gender and age of unpaid workforce by principal role – 2007.

Principal role	< 20		20 - 29		30 - 39		40 -49		50 -59		>60		Total
	F	M	F	M	F	M	F	M	F	M	F	M	
Archaeological field investigation	0	0	**4**	**0**	0	0	**1**	**1**	0	0	0	0	**6 (20%)**
Museum and visitor/user services	**0**	**2**	**9**	**1**	**4**	**1**	0	0	0	0	0	0	**17 (57%)**
Education and academic research	0	0	**1**	**0**	0	0	**1**	**0**	**0**	**3**	0	0	**5 (16%)**
Historic environment advice and information services	0	0	**1**	**0**	**1**	**0**	0	0	0	0	0	0	**2 (7%)**
Total	**2**	**0**	**15**	**1**	**5**	**1**	**2**	**1**	**0**	**3**	0	0	**30**

Table 47b. Gender and age of unpaid workforce by principal role – 2012.

Tables 48a and 48b represent the age and gender of the volunteers reported according to their post in the organisation they worked. Of these, only 2 were reported to be professional archaeologists in 2007 and just 1 in 2012. Regarding the remaining 8 volunteers of the 2007 data, they were reported as support staff (4 were archaeology students and 4 were conservators). However, in 2012, from the 29 individuals reported as unpaid support volunteer staff, the majority (17 individuals: 11 female, 6 male) were undergraduate students of archaeology together with individuals of older ages that were interested in archaeology and spent time working alongside the paid staff. 10 individuals of relatively young ages were museum professionals (8 female, 2 male), and finally 2 female volunteers belonging to the 20-29 and 30-39 age bands were educational programme officers.

Post Profile	**< 20**		**20 - 29**		**30 - 39**		**40 -49**		**50 -59**		**>60**		**Total**
	F	**M**	**F**	**M**	**F**	**M**	**F**	**M**	**F**	**M**	**F**	**M**	
Archaeologist	0	0	**1**	**0**	0	0	0	0	**1**	**0**	0	0	**2**
Conservator	0	0	**0**	**4**	0	0	0	0	0	0	0	0	**4**
Students / Volunteers	0	0	**2**	**2**	0	0	0	0	0	0	0	0	**4**
Total	0	0	**3**	**6**	0	0	0	0	**1**	**0**	0	0	**10**

Table 48a. Age and gender of unpaid workforce by post – 2007.

Post Profile	**< 20**		**20 - 29**		**30 - 39**		**40 -49**		**50 -59**		**>60**		**Total**
	F	**M**	**F**	**M**	**F**	**M**	**F**	**M**	**F**	**M**	**F**	**M**	
Archaeologist	0	0	**1**	**0**	0	0	0	0	0	0	0	0	**1**
Museum Professional	**0**	**2**	**5**	**0**	**3**	**0**	0	0	0	0	0	0	**10**
Educational Programme Officer	0	0	**1**	**0**	**1**	**0**	0	0	0	0	0	0	**2**
Students / Volunteers	0	0	**8**	**1**	**1**	**1**	**2**	**1**	**0**	**3**	0	0	**17**
Total	**0**	**2**	**15**	**1**	**5**	**1**	**2**	**1**	**0**	**3**	0	0	**30**

Table 48b. Age and gender of unpaid workforce by post – 2012.

CHAPTER FIVE: JOBS

5.1. Range of jobs

Details relating to 475 archaeologists and support staff working in jobs with 43 different post titles were received in the 2007 data collection. This represents one post title for every 11 individuals indicating a fairly high level of consistency in the use of post titles across Cyprus. Similarly, according in the 2012 survey, 62 different post titles were received for a total of 635 employees (archaeologists and support staff), thus representing one post title for every 10.2 individuals (Table 49).

	Post Title
1.	Academic Staff
2.	Administrator
3.	Archaeological Officer
4.	Archaeologist
5.	Archaeologist: Anthropologist
6.	Archaeologist: Archaeozoologist
7.	Archaeologist: Curator of Antiquities
8.	Archaeologist: Research Assistant
9.	Archaeologist: Research Staff
10.	Assistant Conservator (Mosaics, Frescoes)
11.	Assistant Finance Officer
12.	Assistant Librarian
13.	Assistant Professor
14.	Assistant Secretarial Staff
15.	Builder
16.	Carer

17.	Cleaner
18.	Conservator
19.	Conservator of Artifacts
20.	Conservator of Fabrics
21.	Conservator of Woodcrafts
22.	Construction Workman
23.	Curator
24.	Director
25.	Director's Secretary
26.	Educational Program Officer
27.	Excavation Worker
28.	Executive Assistant
29.	Foreman
30.	Freelancer Archaeologist-Zooarchaeologist
31.	Gardener
32.	General Worker B’
33.	Guard
34.	Guard of Antiquities-Keeper of Antiquities
35.	Historian-Researcher
36.	Housekeeper
37.	Intern Archaeologist
38.	Keeper of Collections
39.	Librarian
40.	Light Vehicle Driver
41.	Masonry Workman
42.	Messenger
43.	Museum Professional
44.	Museum Security Staff
45.	Museum Shop Staff
46.	Public Relations Officer

47.	Secretarial Staff
48.	Secretary
49.	Secretary-Administration Assistant
50.	Senior Finance Officer A’
51.	Senior Technician
52.	Senior Technician Supervisor
53.	Stores Assistant
54.	Stores Worker
55.	Students / Volunteers
56.	Supervision Staff
57.	Support Staff-Diver
58.	Support Staff-Special Scientist
59.	Technician
60.	Technician Supervisor
61.	Volunteers-Museum Friends
62.	Wood craftsman-Carpenter

Table 49. All post titles received – 2012.

The use of post titles in both surveys allowed us to compare and contrast information regarding similar posts more easily. After comparing and grouping together certain posts that were similar, according to the brief description given for each post and also for all the duties that each post involves, 33 final post profiles were created for the 2007 survey and 32 final post profiles for the present survey (Table 50).

	Post Title
1.	Archaeological Officer
2.	Archaeological Specialist: Anthropologist / Zooarchaeologist
3.	Archaeologist
4.	Archaeologist: Curator of Antiquities
5.	Archaeologist: Director
6.	Archaeologist: Museum Curator
7.	Archaeology Department Teaching Staff
8.	Assistant Conservator
9.	Assistant Finance Officer
10.	Builder
11.	Cleaner
12.	Conservator
13.	Construction Workman
14.	Educational Program Officer
15.	Foreman
16.	Gardener
17.	Guard
18.	Librarian
19.	Public Relations Officer
20.	Messenger
21.	Museum Professional
22.	Museum shop staff
23.	Researcher
24.	Room Supervisor
25.	Secretarial staff / Administration Assistant
26.	Senior Finance Officer
27.	Stores Assistant
28.	Student / Volunteer
29.	Stores Workman
30.	Technician

31.	Wood craftsman-Carpenter
32.	Workman

Table 50. Final Post titles – 2012.

5.2. Employee rights/benefits

The questionnaire asked a number of questions related to the rights and benefits of employees. Tables 51a and 51b show the total number of organisations that answered each question along with the numbers that the responding organisations employ. In 2007 there was a 100% response, whereas in 2012 the response percentage was 95% (18 out of a total of 19 responding organisations).

The first question was if employees received 20 or more days paid holiday leave per annum. According to the Cyprus Ministry of Labour[31], all workers are entitled to 20 days paid leave per year. In 2007, 9 organisations employing 465 individuals (95% of total employees), and in 2012, 15 organisations employing 601 individuals (95% of total employees), responded that they were complying with the law on this matter.

The second question was whether employees received paid sickness leave over and above the Statutory Sick Pay. 4 out of the 15 organisations, employing 42 individuals (8.6% of all employees) in 2007, and 5 out of 18 responding organisations, employing 38 individuals (6% of all employees) in 2012 respectively, stated that they gave paid sick leave over and above Statutory Sick Pay.

[31] More information regarding *Parental Leave Regulations (Goniki Adeia)* and *Annual Leave Regulations* can be found on the official site of the Cyprus Ministry of Labour, Welfare and Social Insurance. Available: http://www.mlsi.gov.cy/mlsi/mlsi.nsf/index_en/index_en?OpenDocument (Accessed: March 2014).

Thirdly, according to the 2007 survey, no organisation offered paid maternity leave over and above Statutory maternity leave, whereas in 2012, 4 organisations, employing 60 individuals (9.5% of all employees), answered positively. In 2007 the employers of 95% (467 individuals) of archaeologists and support staff reported that they would offer employees the opportunity to take unpaid maternity leave. This percentage dropped to 74% (470 individuals) in the 2012 survey.

As far as paternity leave is concerned, in 2007, 10 organisations with 451 employees (92% of all archaeologists and support staff) stated that their employees were not given the benefit of paid paternity leave. On the other hand, in 2012, 3 organisations reported that they granted paternity leave to their employees (3% of the total staff surveyed), and 11 organisations with 588 employees (92.6% of all archaeologists and support staff) stated that their employees were not granted the above benefit. According to the 2007 survey, 3 organisations that employed 425 archaeologists and archaeological support staff (87% of the total staff surveyed) answered "*yes"* to the question "*Do employees receive the opportunity to take unpaid paternity leave?"* In 2007 the majority of employers (8 organisations, employing 9% of all archaeologists and support staff) stated that they do not give their employees the benefit of unpaid paternity leave. In 2012, 5 organisations with 60 employees (9.5% of the total staff surveyed) answered positively to the above question, while 7 organisations with 74 employees (12% of all archaeologists and support staff) responded negatively. However, at this point it should be noted that unpaid maternity and paternity leave is a right and not a benefit under the Parental Leave Law 2003, which states that an employee that has been employed by the same employer for 6 continuous months is entitled to be absent from work on unpaid leave for up to 13 weeks due to the birth or the adoption of a child.

The opportunity to job share or to use other flexible working arrangements was offered as a benefit in 2007 by 10 organisations that had 84 members of staff (17% of all employees), while 3 organisations that employed 389 archaeologists and archaeological support staff (79% of all individuals surveyed) did not give the opportunity to their employees to job share or to have other flexible working arrangements. Concerning the 2012 survey, 13 organisations with 147 employees (23% of total employees) offered the above benefit, while 5 organisations with 489 members of staff (77% of all individuals surveyed) stated that they did not.

Finally, according to the 2007 survey, the employers of 97% of the individuals surveyed (474 members of staff) offered subsidized accommodation or a subsistence allowance. In 2012 91% of all employees surveyed (580 members of staff) stated they offered subsidized accommodation or a subsistence allowance. This high figure in both reporting periods is related to the high percentage of those employed by government organisations that provide field investigation services which involve frequent travelling.

Benefits	Numbers of providing organisations and total number of employees working for those organisations		
	Yes	No	Don't know
Do employees receive 20 or more days paid holiday leave per annum?	9 (465)	4 (20)	2 (4)
Do employees receive paid sickness leave over and above Statuatory Sick Pay?	4 (42)	8 (442)	3 (5)
Do employees receive paid maternity leave over and above Statuatory maternity pay?	0 (0)	11 (450)	4 (39)
Do employees receive the opportunity to take unpaid maternity leave?	7 (467)	5 (9)	3 (13)
Do employees receive paid paternity leave?	0 (0)	10 (451)	5 (38)
Do employees receive the opportunity to take unpaid paternity leave?	3 (425)	8 (42)	4 (22)
Are employees provided with the opportunity to job-share or use other flexible working arrangements?	10 (84)	3 (389)	1 (16)
Are employees provided with subsidized accommodation or subsistence allowance?	9 (474)	5 (12)	1 (3)

Table 51a. Employee rights/benefits – 2007.

Benefits	Numbers of providing organisations and total number of employees working for those organisations		
	Yes	No	Don't know
Do employees receive 20 or more days paid holiday leave per annum?	15 (601)	2 (8)	1 (27)
Do employees receive paid sickness leave over and above Statuatory Sick Pay?	5 (38)	11 (557)	2 (41)
Do employees receive paid maternity leave over and above Statuatory maternity pay?	4 (60)	11 (544)	3 (32)
Do employees receive the opportunity to take unpaid maternity leave?	9 (470)	2 (8)	7 (60)
Do employees receive paid paternity leave?	3 (19)	11 (588)	4 (29)
Do employees receive the opportunity to take unpaid paternity leave?	5 (60)	7 (74)	6 (502)
Are employees provided with the opportunity to job-share or use other flexible working arrangements?	13 (147)	5 (489)	0
Are employees provided with subsidized accommodation or subsistence allowance?	12 (580)	6 (56)	0

Table 51b. Employee rights/benefits – 2012.

5.3. Employers' pension contributions

The questionnaire also asked organisations regarding employer's pension contributions. This question was asked for each post profile (*"Questionnaire: Part II"*), rather than as part of questionnaire concerning the organisation as a whole (*"Questionnaire: Part I"*). The question was answered for all 465 paid employees surveyed in the 2007 survey, whereas it was answered for 604 out of total 635 (95%) of all employees surveyed in the 2012 survey. In 2007, organisations answered that they contributed to the pension of the 98% (456 individuals) of paid archaeologists and support staff, and in 2012 organisations answered that they contributed to the pension of 95% of the employees (573 individuals).

		Yes	**No**
2007	Does the organisation contribute to the pension of individuals working in this post?	456 (98%)	9 (2%)
2012	Does the organisation contribute to the pension of individuals working in this post?	573 (95%)	31 (5%)

Table 52. Employer's pension contributions.

5.4. Performance-related pay scheme

The respondents were also asked to report whether their organisations operated a performance-related pay scheme. According to the data results of the two surveys, no organisation operated such a scheme for any of the reported post profiles in neither of the two reporting periods.

CHAPTER SIX: TRAINING

6.1. Identification of training needs

Another of the project's main aims was to identify training needs and skills shortages in the archaeological profession in Cyprus, compared to those identified in the 2007 survey. Each organisation was therefore asked a number of questions relating to their commitment to training and how this commitment was practiced. In the 2012 survey there was a 95% response rate to questions related to training (only 1 organisation under *"other"* with *Historic/environment advice and information services* as principal role did not respond), whereas a 100% response rate to training-related questions was reported in the 2007 survey. In 2012 16 out of the 18 responding organisations, which corresponds to a percentage of 89%, responded that they identified training needs for individuals and the organisation as a whole. The percentage of the organisations identifying training needs was almost the same as in 2007 (87%, 13 out of the 15 organisations).

Although a commitment to training was stated by the vast majority of the responding organisations in both surveys, 39% (7 organisations) stated that they had a training budget, and only 17% (3 organisations) mentioned that they had a formal training plan in 2012. The situation was more or less the same five years earlier, in 2007, when 40% (6 organisations) reported that they had a training budget, and only 27% (4 organisations) stated that they had a formal training plan. In both reporting periods the same percentage (33%) of organisations mentioned that their training budget was under their direct control. This corresponds to 5 organisations in 2007 and 6 in 2012.

More importantly, despite the fact that training needs for individuals and the organisation as a whole were identified by almost all the responding organisations,

only 67% (12 organisations) in 2012 and 60% (9 organisations) in 2007 actually provided training or other development opportunities for their paid employees. It is important though to highlight that the number of organisations which mentioned that they provided training or other development opportunities for their unpaid workforce increased from 3 (20% of the total number of organisations) in 2007, to 8 organisations in 2012, which corresponds to 44% of the total number of the responding organisations[32].

As indicated also by Tables 53a and 53b, the organisations stating that they record how much time is spent by their employees on training turned out to be few (27%, 4 organisations in 2007; 39%, 7 organisations in 2012). In 2007, 33% of organisations stated that they formally evaluated the impact of training on individuals, and the same percentage (33%) also corresponded to the organisations that formally evaluated the impact of training on their organisation as a whole (5 organisations). Five years later, these figures seem to have remained almost unchanged, since, according to the 2012 data, 33% (6 organisations) formally evaluated the impact of training on individuals and 28% (5 organisations) formally evaluated the impact of training on their organisation as a whole. Finally, in 2012, 50% of the responding organisations mentioned that they operated a performance appraisal scheme (9 organisations), and 67% encouraged individuals in continuing professional development (12 organisations).

[32] The relatively low percentage may be explained by the fact that most organisations did not have unpaid volunteer staff, since volunteers were reported by only 3 organisations in 2007 and 5 in the current survey.

	Yes	%	No	%	Don't know	%	Responses
Do you identify training needs for individuals and the organisation as a whole?	13	87%	1	7%	1	7%	15
Do you provide training or other development opportunities for paid employees?	9	60%	3	20%	3	20%	15
Do you provide training or other development opportunities for unpaid staff?	3	20%	4	27%	8	53%	15
Does your organisation have a formal training plan?	4	27%	10	67%	1	7%	15
Does your organisation have a training budget?	6	40%	7	47%	2	13%	15
Is your training budget under your organisation's direct control?	5	33%	8	53%	2	13%	15
Do you record how much time employees spend training?	4	27%	8	53%	3	20%	15
Do you formally evaluate the impact of training on individuals?	5	33%	8	53%	2	13%	15
Do you formally evaluate the impact of training on the organisation?	5	33%	8	53%	2	13%	15

Table 53a. Identification of training needs – 2007.

	Yes	%	No	%	Don't know	%	Responses
Do you identify training needs for individuals and the organisation as a whole?	16	89%	2	11%	0	0%	18
Do you provide training or other development opportunities for paid employees?	12	67%	4	22%	2	11%	18
Do you provide training or other development opportunities for unpaid staff?	8	44%	6	33%	4	22%	18
Does your organisation have a formal training plan?	3	17%	15	83%	0	0%	18
Does your organisation have a training budget?	7	39%	8	44%	3	17%	18
Is your training budget under your organisation's direct control?	6	33%	6	33%	6	33%	18
Do you record how much time employees spend training?	7	39%	7	39%	4	22%	18
Do you formally evaluate the impact of training on individuals?	6	33%	7	39%	5	28%	18
Do you formally evaluate the impact of training on the organisation?	5	28%	8	44%	8	44%	18
Does your organisation operate a performance appraisal scheme?	9	50%	7	39%	2	11%	18
Does your organisation encourage individuals to engage in continuing professional development?	12	67%	4	22%	2	11%	18

Table 53b. Identification of training needs – 2012.

6.2. Potential skills shortages – Non-archaeological skills shortages

The responding organisations were also asked whether outside specialists/consultants had been brought in for any non-archaeologically specific area of work during the previous year (Table 54). 14 out of the 15 organisations included in the 2007 survey responded to this question, whereas there was a 100% response rate in the 2012 survey. In 2007, 6 (40%) organisations reported that they had brought outside consultants for specific non-archaeological purposes, and 9 (60%) responded that that they had not. In 2012, however, the majority (74%, 14 organisations) answered *"yes"* to this question, and only 26% (5 organisations) answered *"no"*.

		Yes	%	No	%
2007	Has your organisation brought in outside specialists in the last year for specific non-archaeological purposes?	6	40%	9	60%
2012	Has your organisation brought in outside specialists in the last year for specific non-archaeological purposes?	14	74%	5	26%

Table 54. Non-archaeological skills shortages.

According to both surveys, the most commonly identified skill shortage was in *Information technology*, with 4 organisations (60% of total respondents) mentioning it in 2007 and 8 organisations (57% of total respondents) in 2012 (Figures 12a, 12b). 2 organisations (33% of total respondents) mentioned *Marketing* as a field in which skill shortages were noted in 2007, and also 4 organisations (29% of total respondents) mentioned *Marketing/Sales* in 2012. In 2012, 29% of the

responding organisations (4 organisations) stated that *Project management* was also a field in which skill shortages were noted, followed by skill shortages in *Education/Training*, *Foreign languages*, and *Advocacy/Law/Influencing others*. On the other hand, *Leadership* and *Foreign languages* were not reported as skill shortages by any organisation in 2007, while *Business skills* was the only field in which skill shortages were not mentioned in neither of the two data collection periods. Finally, the only *"other skill shortage"* that was reported in both reporting periods was *Archiving*. The overall increase of the non-archaeological skill shortages demonstrates that the organisations are becoming more demanding in the work they produce and that they set high standards.

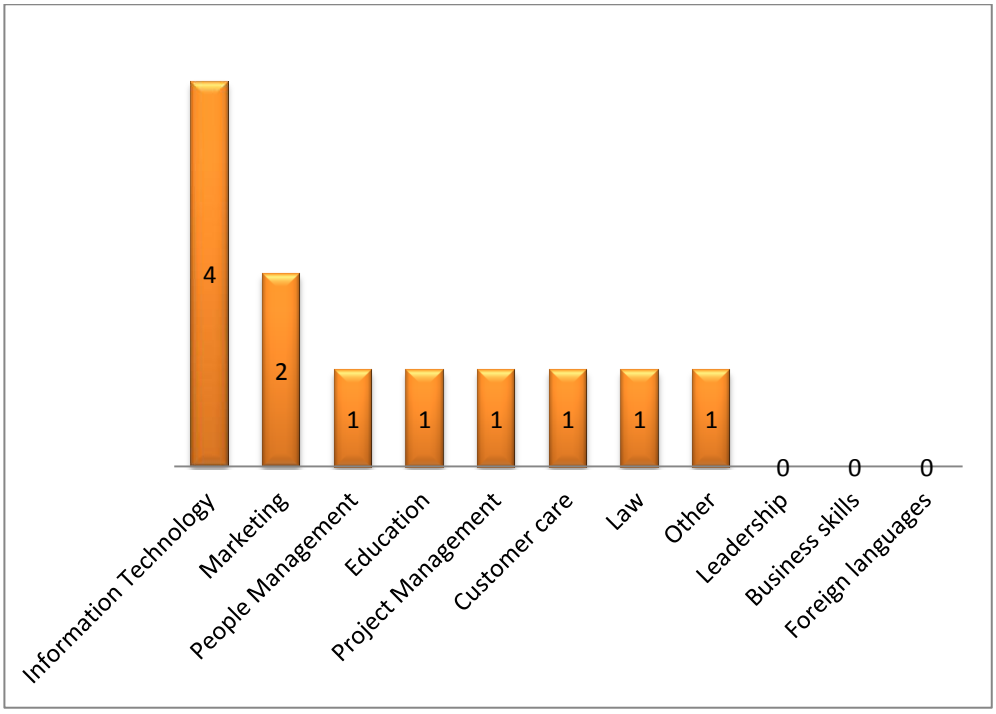


Figure 12a. Non-archaeological skills shortages – 2007.

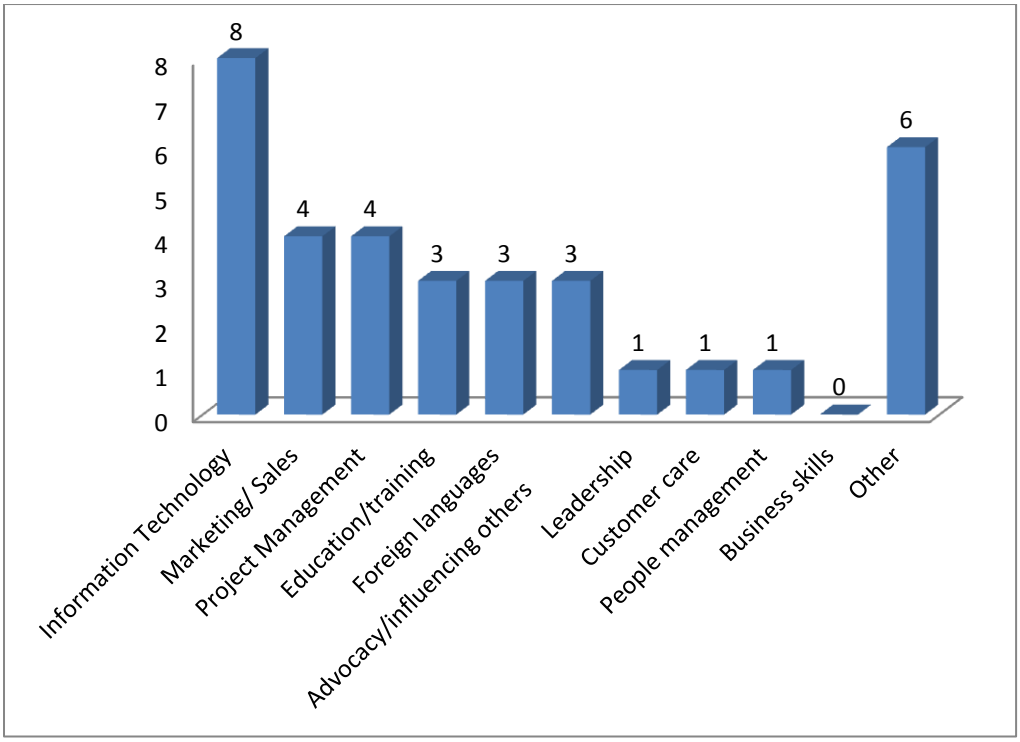


Figure 12b. Non-archaeological skills shortages – 2012.

6.3. Potential skills shortages – Archaeological skills shortages

The questionnaire also asked whether outside specialists/consultants had been brought in by the organisations for any technical archaeological purposes during the previous year. 8 out of the 15 responding organisations (53% of total respondents) reported *"yes"* in the 2007 survey, and an even greater percentage (68.5%, 13 out of the 19 responding organisations) reported *"yes"* in 2012 (Table 55).

		Yes	%	No	%
2007	Has your organisation brought in outside specialists in the last year for specific archaeological purposes?	8	53%	7	47%
2012	Has your organisation brought in outside specialists in the last year for specific archaeological purposes?	13	68%	6	32%

Table 55. Archaeological skills shortages.

In the 2007 survey, all 8 organisations that stated that they had brought in outside specialists/consultants in the last year for technical, archaeological purposes identified *Artifact or ecofact research* as a skill shortage, while 6 organisations (75% of the responses) mentioned *Conservation of artifacts or ecofacts* as a skill shortage (Table 56a). Other skills shortages identified were *Archaeological landscape characterisation* (3 organisations, 38% of all responses) and *Conducting (direct) intrusive investigations* (3 organisations, 38% of all responses). 1 organisation reported *Museology* (under *"other")* as a specialised field area for which an outside specialist was brought in. It is worth mentioning that *Conducting (direct) non-intrusive field investigations (geophysical survey)* and *Contributing to other non-intrusive investigations* were not reported by any of the organisations in 2007.

On the other hand, it seems that in 2012 the ranking of the needs of archaeological organisations changed (Table 56b). Only 37% (7 out of 13 organisations stating that they had brought in outside specialists/consultants for technical, archaeological purposes) identified *Conservation of artifacts or ecofacts* as a skill shortage, and 26% of the responses (5 organisations) indicated *Artifact or ecofact research* as the second-ranked skill shortage. The third-ranked skill shortage in 2012 was *Desk-based research*, identified by 4 organisations (21% of responses), which was indicated by only 13% of responses in 2007. Other skills shortages

identified were *Conducting (direct) intrusive investigations (evaluation, excavation etc.)*, identified by 3 organisations (16% of all responses), *Contributing to other non-intrusive field investigations*, reported by 2 organisations (11% of all responses), and *Conducting (direct) non-intrusive field investigations (geophysical survey)*, mentioned by 2 organisations (11% of all responses). Also, 21% of the responses mentioned *"other"* specialized field areas for which an outside specialist was brought in (*Digitisation*, *Archaeological illustration/drawing*, *3D documentation*, and *Underwater archaeology*). Finally, *Contributing to intrusive investigations (evaluation, excavation)* and *Conducting (direct) other non-intrusive field investigations* were not reported by any of the responding organisations in the 2012 survey.

Skill shortage identified	No. of organisations	%
Artifact or ecofact research	8	100%
Conservation of artifacts or ecofacts	6	75%
Archaeological landscape characterization	3	38%
Conducting (direct) intrusive investigations (evaluation, excavation)	3	38%
Contributing to intrusive investigations (evaluation, excavation)	2	25%
Conducting (direct) other non-intrusive field investigations	1	13%
Contributing to non-intrusive investigations (geophysical survey)	1	13%
Desk-based research	1	13%
Other	1	13%
Contributing to other non-intrusive investigations	0	0%
Conducting (direct) non-intrusive field investigations (geophysical survey)	0	0%
None	0	0%

Table 56a. Archaeological skills shortages – 2007.

Skills gap identified	Responses	%
Conservation of artifacts or ecofacts	7	37%
Artifact or ecofact research	5	26%
Desk-based research	4	21%
Other	4	21%
Conducting (direct) intrusive investigations (evaluation, excavation etc.)	3	16%
Contributing to other non-intrusive field investigations	2	11%
Conducting (direct) non-intrusive field investigations (geophysical survey)	2	11%
Contributing to non-intrusive field investigations (geophysical survey)	1	5%
Archaeological landscape characterization	1	5%
Contributing to intrusive investigations (evaluation, excavation)	0	0%
Conducting (direct) other non-intrusive field investigations	0	0%
None	0	0%

Table 56b. Archaeological skills shortages – 2012.

6.4. Potential skills gaps – Non-archaeological skills gaps

Each organisation was also asked also to identify which non-archaeological and archaeological skills were considered to be priorities regarding the training of staff over the following two years (potential skills gaps).

In both surveys, all 15 and 19 organisations in 2007 and 2012 respectively responded regarding potential non-archaeological skills gaps. *Information technology* was ranked first in both surveys with a percentage of 47% (7 organisations in 2007 and 9 organisations in 2012). The other most commonly identified non-archaeological priorities regarding the training of staff were *Education/Training* (32% in 2012, 27% in 2007), *Marketing/Sales* (21% in 2012, 27% in 2007) and *Project Management* (16% in 2012, 33% in 2007). Finally, in 2012, 3 organisations reported *Museum Education and Secretarial Studies* under *"other"*, whereas the *"other"* areas were not specified by respondents in 2007.

Comparing the results shown in Figures 11a and 11b regarding the *Non-archaeological skill shortages* and the data in Figures 12a and 12b concerning the *Non-archaeological skill gaps*, it is clear that, in both surveys, *Information technology* was regarded as both a skill shortage (for which an outside specialist or consultant had been brought in), as well as a field that requires attention, which suggests that employers are perhaps planning on training their staff in this specific field of knowledge in the near future. *Education/Training* however, was not so much recognised as an actual shortage in 2012, but as a priority for training, the same with *Project management* in the 2007 survey. Finally, *Project Management* was considered as a priority for training in 2007, but not in 2012.

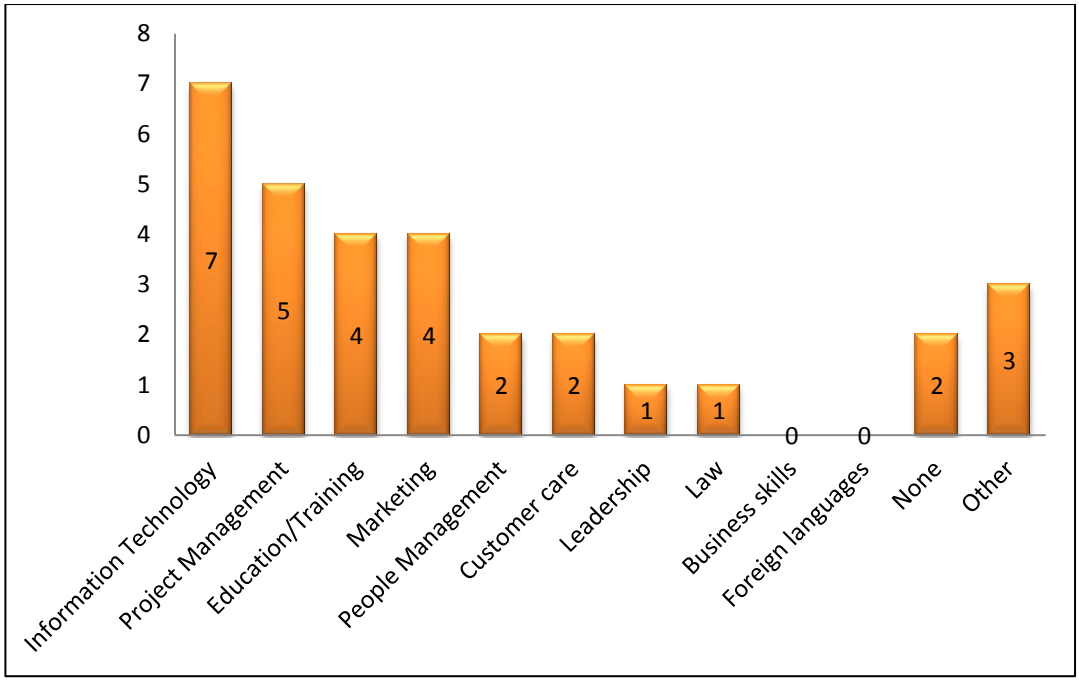


Figure 13a. Non-archaeological skills gaps – 2007.

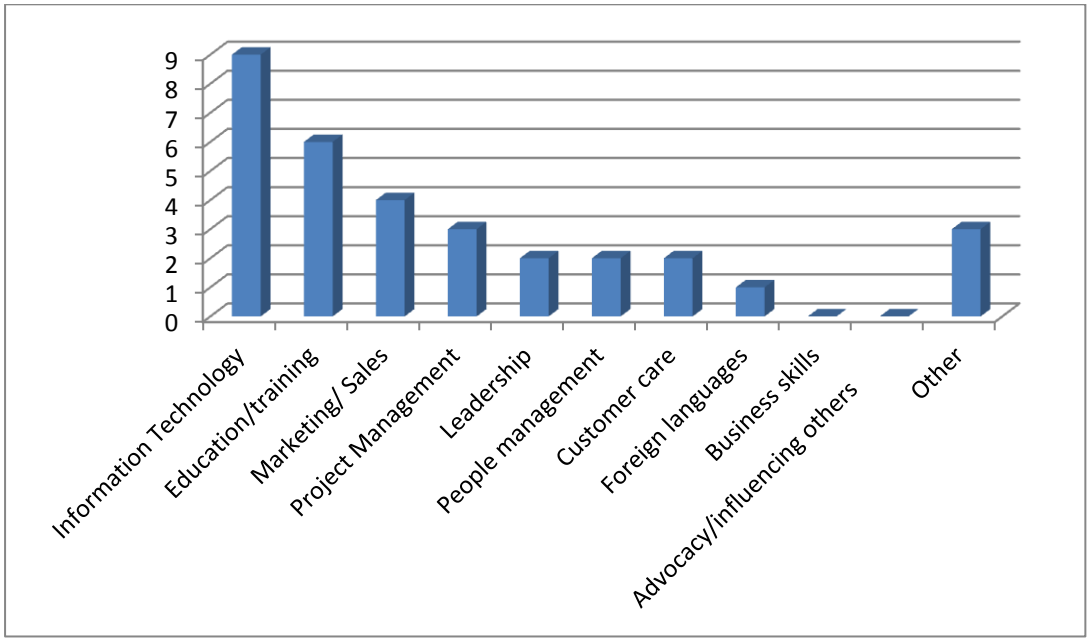


Figure 13b. Non-archaeological skills gaps – 2012.

6.5. Potential skills gaps – Archaeological skills gaps

The responding organisations also answered the question regarding specific potential archaeological skill gaps (Tables 57a, 57b). However, 4 organisations (27% of total) of the 2007 survey and 3 organisations (16% of total) of the 2012 survey stated that no skills were priorities for staff training over the next two years.

Artifact or ecofact research was the most commonly reported priority for training (9 organisations identified it as a skill gap in the 2007 survey and 8 organisations in 2012), followed by *Conservation of artifacts or ecofacts* (5 organisations identified this field of study as a skill gap in the 2007 survey and 6 organisations in 2012) and *Conducting [direct] intrusive investigations [evaluation, excavation etc]* (mentioned by 4 organisations in both surveys). *Desk-based research* was a skill gap mentioned also by 4 responding organisations in 2012, even though it was not considered as a priority in the 2007 survey (mentioned only by 1 organisation).

4 organisations identified *"other"* archaeological skills gaps in 2007. These were *Museology* (2 organisations), *Heritage management* (1 organisation) and *Information technology* applied to archaeological fields of research (1 organisation). The latter was also recognised by one organisation as an archaeological skill gap in the survey of 2012. *Archaeological drawing/illustration* was identified by another organisation as a skill gap, while a third organisation mentioned *Underwater archaeology and conservation of underwater archaeology finds* instead.

Skills gap identified	Responses	%
Artifact or ecofact research	9	60%
Conservation of artifacts of ecofacts	5	33%
Conducting (direct) intrusive investigations (evaluation, excavation)	4	27%
Conducting (direct) non-intrusive field investigations (geophysical survey)	2	13%
Conducting (direct) other non-intrusive field investigations	2	13%
Archaeological landscape characterization	2	13%
Contributing to other non-intrusive field investigations	2	13%
Contributing to intrusive investigations (evaluation, excavation)	2	13%
Desk-based research	1	7%
Contributing to non-intrusive field investigations (geophysical survey)	0	0%
Other	4	27%
None	4	27%
Total	15	

Table 57a. Archaeological skills gaps – 2007.

Skills gap identified	Responses	%
Artifact or ecofact research	8	42%
Conservation of artifacts or ecofacts	6	32%
Conducting (direct) intrusive investigations (evaluation, excavation etc.)	4	21%
Desk-based research	4	21%
Conducting (direct) non-intrusive field investigations (geophysical survey)	3	16%
Other (Please specify)	3	16%
None	3	16%
Contributing to intrusive investigations (evaluation, excavation)	2	11%
Conducting (direct) other non-intrusive field investigations	1	5%
Contributing to non-intrusive field investigations (geophysical survey)	1	5%
Contributing to other non-intrusive field investigations	1	5%
Archaeological landscape characterization	0	0%
Total	19	

Table 57b. Archaeological skills gaps – 2012.

When comparing the data in Tables 56a and 56b regarding the *Archaeologicl skill shortages* and the data in Tables 57a and 57b related to the *Archaeological skill gaps*, it is apparent that *Artifact or ecofact research* as well as *Conservation of artifacts or ecofacts* are both the most commonly mentioned skill shortages and identified skill gaps – priorities at the same time. The same is noted with regard to the *Desk-based research* in the 2012 survey, since 4 out of the 13 responding organisations mentioned that it was a skill shortage, and 4 out of 19 organisations also identified this as s a skill gap.

Although A*rchaeological landscape characterisation* was identified as a skill shortage by 3 organisations in 2007 (3 organisations had brought in outside consultants during the previous year), only 2 organisations mention it as a skill gap. What is more, according to the 2012 survey, no priority was given to *Archaeological landscape characterisation*, although 1 organisation did identify it as a skill shortage by bringing outside consultants during the previous year. The same can be reported regarding *Contribution to other non-intrusive field investigation* which was identified as a skill shortage by 2 organisations in 2012, but only 1 mentioned it as a skill gap and a field that requires attention. It is worth mentioning, however, that, according to the 2007 survey, although no organisation reported *Contribution to other non-intrusive field investigation* as a skill shortage, 2 organisations mentioned this as a priority. Interestingly enough, in 2012 priority was given to *Contribution to intrusive investigations (evaluation, excavation)* by 2 organisations, even though no organisation mentioned it as a skill shortage.

Skills shortages identified	No. of organisations	%
Conservation of artifacts or ecofacts	3	37.50%
Artifact or ecofact research		
Artifact or ecofact research	1	12.50%
Other		
Archaeological landscape characterisation	1	12.50%
Conservation of artifacts or ecofacts		
Desk-based research		
Artifact or ecofact research		
Conducting (direct) intrusive invesigations (evaluation, excavation etc.)	1	12.50%
Conducting (direct) other non-intrusive field investigations		
Archaeological landscape characterisation		
Conservation of artifacts or ecofacts		
Contributing to intrusive investigations (evaluation, excavation etc.)		
Artifact or ecofact research		
Conducting (direct) intrusive invesigations (evaluation, excavation etc.)	1	12.50%
Archaeological landscape characterisation		
Conservation of artifacts or ecofacts		
Contributing to intrusive investigations (evaluation, excavation etc.)		
Contributing to non-intrusive investigations (geophysical survey)		
Artifact or ecofact research		
Conducting (direct) intrusive invesigations (evaluation, excavation etc.)	1	12.50%
Artifact or ecofact research		

Table 58a. Combinations of skills shortages reported – 2007.

Skills shortages identified	No. of organisations	%
Conservation of artifacts or ecofacts	3	23%
Artifact or ecofact research		
Conservation of artifacts or ecofacts	1	8%
Desk-based research		
Artifact or ecofact research		
Conducting (direct) intrusive investigations (evaluation, excavation etc.)	1	8%
Conservation of artifacts or ecofacts		
Desk-based research		
Artifact or ecofact research; Other (Please specify)		
Conducting (direct) non-intrusive field investigations (geophysical survey)	1	8%
Archaeological landscape characterisation		
Desk-based research		
Conservation of artifacts or ecofacts	1	8%
Contributing to other non-intrusive field investigations		
Desk-based research		
Conducting (direct) intrusive investigations (evaluation, excavation etc.)	1	8%
Contributing to other non-intrusive field investigations		
Other (Please specify)		
Contributing to non-intrusive field investigations (geophysical survey)	1	8%
Other (Please specify)		

Table 58b. Combinations of skills shortages reported – 2012.

Skills gaps identified	No. of organisations	%
Conducting (direct) intrusive investigations (evaluation, excavation etc.)	1	9.09%
Conservation of artifacts or ecofacts		
Artifact or ecofact research		
Conducting (direct) intrusive investigations (evaluation, excavation etc.)	1	9.09%
Conducting (direct) non-intrusive field investigations (geophysical survey)		
Conducting (direct) other non-intrusive field investigations		
Conducting (direct) intrusive investigations (evaluation, excavation etc.)	1	9.09%
Contributing to intrusive investigations (evaluation, excavation)		
Desk-based research		
Conducting (direct) intrusive investigations (evaluation, excavation etc.)	1	9.09%
Conducting (direct) non-intrusive field investigations (geophysical survey)		
Other		
Conducting (direct) non-intrusive field investigations (geophysical survey)	1	9.09%
Conservation of artifacts or ecofacts		
Contributing to non-intrusive field investigations (geophysical survey)		
Contributing to other non-intrusive field investigations	1	9.09%
Desk-based research		
Conservation of artifacts or ecofacts	3	27.27%
Artifact or ecofact research		

Skills gaps identified	No. of organisations	%
Conservation of artifacts or ecofacts	1	9.09%
Desk-based research		
Artifact or ecofact research		
Desk-based research	1	9.09%
Artifact or ecofact research		
Other		

Table 59. Combinations of skills gaps reported – 2012.

6.6. Training supply and demand

The responding organisations were also asked questions regarding the new entrants to the profession (Tables 60a, 60b). In the 2007 survey, 53% (8 in number) of the 15 organisations stated that they employed new entrants to the profession, whereas 47% of the respondents (7 organisations) mentioned that they do not employ new entrants to the profession. The percentages did not change considerably in 2012, when 56% (10 in number) of the 19 organisations reported that they employed new entrants to the profession, and 44% (8 in number) of the 19 organisations reported that they did not (1 organisation did not answer).

As far as further training is concerned (presumably following the employee's graduation), in 2007, 75% of organisations (6 in number) reported that new entrants were given a "considerable" amount of training, 13% (1 organisation) mentioned that a "very considerable" amount of training was given to new entrants, and 13% (1 organisation) stated that "very little" training was given at entry level. It seems that the situation was completely different in 2012 concerning further training given to new entrants. 50% of organisations (5 in number) reported that new entrants were given "very little" training, 40% (4 organisations) were given "little" training, and only 1 organisation (10%) answered that a "considerable" amount of training was given to new entrants to the profession.

According to the data collected in both surveys, half of the respondents that employed new entrants to the profession stated that new entrants were "*very well"* equipped (4 organisations in 2007, 5 organisations in 2012) and half reported that new entrants were "*well"* equipped (4 organisations in 2007, 5 organisations in 2012). It is important to stress that no organisation considered that new entrants to the profession were "*poorly*" or "*very poorly"* equipped with skills. It seems that in the 2012 survey a number of organisations may have considered "skills" to be qualifications rather than practical training. This possibly reflects the reason why the amount of training given to the generally well-equipped new entrants to the profession is reportedly little. It is supposed that the well-equipped new entrants need only a small amount of training.

In the 2007 survey, 50% (4 in number) of organisations seemed to believe that the then available courses matched the requirements of the profession "*well*", whereas 38% (3 organisations) stated that available courses met professional requirements "*very well"*. Only 1 organisation (13%) felt that available courses matched the employment requirements "*very poorly"*. In 2012, 67% (12 in number) of the responding organisations believed that the available courses matched their requirements "well" and 33% (8 organisations) "poorly".

	Yes	%	No	%
Do you employ new entrants to the profession?	8	53%	7	47%
If so, how much training do you have to give to new entrants?	1 (13%) Very Little	0 (0%) Little	6 (75%) Considerable	1 (13%) Very Considerable
How well equipped with skills are new entrants to the profession?	0 (0%) Very poorly	0 (0%) Poorly	4 (50%) Well	4 (50%) Very well
How well do currently available courses match the requirements of the profession?	1 (13%) Very poorly	0 (0%) Poorly	4 (50%) Well	3 (38%) Very well

Table 60a. Training supply and demand – 2007.

	Yes	%	No	%
Do you employ new entrants to the profession?	10	56%	8	44%
If so, how much training do you have to give to new entrants?	5 (50%) Very Little	4 (40%) Little	1 (10%) Considerable	0 (0%) Very Considerable
How well equipped with skills are new entrants to the profession?	0 (0%) Very poorly	0 (0%) Poorly	5 (50%) Well	5 (50%) Very Well
How well do currently available courses match the requirements of the profession?	0 (0%) Very poorly	6 (33%) Poorly	12 (67%) Well	0 (0%) Very Well

Table 60b. Training supply and demand – 2012.

6.7. Employer's commitment to qualifications and training

The survey also asked questions regarding training or development opportunities (Table 61). According to the 2007 survey, 60% (9 in number) of the 15 organisations provided training or other development opportunities for paid staff and 20% (3 organisations) provided training for unpaid staff. It should be noted here that in 2007 the great majority of the responding organisations reported that at the time of the survey they did not use unpaid volunteer staff in their work. According to the 2012 survey, 66% (12 in number) of the 18 organisations which responded to this question provided training or other development opportunities to paid staff and 44% (8 organisations) provided training to unpaid staff.

		Yes	**No**	**Don't know**
2007	Do you provide training or other development opportunities for paid employees?	9 (60%)	3 (20%)	3 (20%)
	Do you provide training or other development opportunities for unpaid staff?	3 (20%)	4 (27%)	8 (52%)
2012	Do you provide training or other development opportunities for paid employees?	12 (66%)	4 (22%)	2 (11%)
	Do you provide training or other development opportunities for unpaid staff?	8 (44%)	6 (33%)	4 (22%)

Table 61. Training or development opportunities.

Furthermore, the questionnaire asked the organisations regarding *Continuing professional development* (Table 62). In the 2007 survey, 67% (10 respondents) of the 15 responding organisations reported that *Continuing professional development* was encouraged as a means by which professional staff can maintain and develop its skills, whereas 3 organisations (20% of total respondents) stated that they did not

encourage *Continuing professional development*. The percentages did not change in 2012, when 66% (12 organisations) of the total 18 organisations which responded to this question stated that they encouraged *Continuing professional development*, and only 22% (3 organisations) did not.

		Yes	**No**	**Don't know**
2007	Does your organisation encourage individuals to engage in continuing professional development?	10 (67%)	3 (20%)	2 (13%)
2012	Does your organisation encourage individuals to engage in continuing professional development?	12 (66%)	4 (22%)	2 (11%)

Table 62. Continuing professional development.

6.8. Preferred methods of training

According to the 2007 survey, 9 (60%) organisations out of a total of 15 provided the survey with information regarding the methods they preferred for training their employees (Table 63a). In the 2012 survey data was received from 14 (73%) out of a total of 19 organisations (Table 63b).

Apart from "*Informal in-job training"* which was preferred by only 4 (44%) organisations, the remaining training categories were fairly popular with organisations, since each category was chosen by over 50% of the organisations. "*Formal off-job training"* was popular with 7 organisations (78% of the total respondents). Surprisingly enough, in contrast to the 2007 data results, the most popular training category in the 2012 survey turned out to be the *"Informal in-job training (e.g. monitoring)"* – mentioned by 10 organisations (71% of all respondents) –, which was the least popular training category in 2007. The second most

popular training categories in 2012 were *"Formal in-job training"* and *"Informal off-job training"* mentioned by 9 organisations (64% of all respondents), followed by *"formal off-job training"* reported by 8 organisations (57% of all respondents). It is worth mentioning that 3 organisations (33% of all respondents) reported that they preferred all 4 methods of training in 2007, while the number of organisations that mentioned all 4 training categories increased to 7 organisations (50% of all respondents) in the current survey.

	Responses	
Formal off-job training (e.g. outside training courses)	7	78%
Formal in-job training (e.g. in-house training courses)	6	67%
Informal off-job training (e.g. supported individual research and learning)	6	67%
Informal in-job training (e.g. monitoring)	4	44%

Table 63a. Preferred methods of training for paid staff – 2007.

	Responses	
Formal off-job training (e.g. outside training courses)	8	57%
Formal in-job training (e.g. in-house training courses)	9	64%
Informal off-job training (e.g. supported individual research and learning)	9	64%
Informal in-job training (e.g. monitoring)	10	71%

Table 63b. Preferred methods of training for paid staff – 2012.

According to the data analysis, 3 organisations responded on the preferred methods of training unpaid volunteer staff in the 2007 survey, and 5 organisations in the 2012 survey (Tables 64a, 64b). Interestingly enough, no organisation reported that they preferred "*Formal off-job training"* in 2007, while only 1 organisation (20% of all respondents)

mentioned it among their preferred methods in 2012. In both reporting periods, 2 organisations mentioned that they develop their staff with *"Formal in-job training"*, corresponding to 67% of all respondents in 2007 and 40% in 2012. *"Informal off-job training"* was reported by all 3 organisations (100%) in 2007 and by 2 in 2012 (40% of all respondents) as a preferred method of training their unpaid volunteer staff. Finally, "informal in-job training", finally, turned out to be the most popular in 2012 since it was preferred by 4 out of 5 organisations (80% of all respondents), while it was also reported by all 3 organisations in 2007 (100%).

	Responses	
Formal off-job training (e.g. outside training courses)	0	0%
Formal in-job training (e.g. in-house training courses)	2	67%
Informal off-job training (e.g. supported individual research and learning)	3	100%
Informal in-job training (e.g. monitoring)	3	100%

Table 64a. Preferred methods of training for unpaid volunteer staff – 2007.

	Responses	
Formal off-job training (e.g. outside training courses)	1	20%
Formal in-job training (e.g. in-house training courses)	2	40%
Informal off-job training (e.g. supported individual research and learning)	2	40%
Informal in-job training (e.g. monitoring)	4	80%

Table 64b. Preferred methods of training for unpaid volunteer staff – 2012.

6.9. Vocational qualifications

The questionnaire asked whether organisations were aware of vocational qualifications, and how much support they would be prepared to give their staff in working towards these qualifications (Tables 65a, 65b). According to the 2007 survey, 80% (12 in number) of a total of 15 responding organisations answered that they were aware of vocational qualifications in archaeological practice, while 66% (10 in number) of all respondents reported that they were prepared to give "*considerable*" or "*very considerable"* support to their employees in working towards vocational qualifications. On the other hand, 33% (5 organisations) mentioned that they would give their staff "*very little"* support on this issue. According to the 2012 survey, 100% of the total 18 organisations that responded to this question stated that they were aware of vocational qualifications. 99% (17 organisations) of all respondents stated that they would give *"considerable"* or *"very considerable"* support to their employees to work towards such qualifications, whereas only one organisation (6% of total respondents) reported *"little"* support.

	Yes	**No**	**Don't know**	**Responses**
Are you aware of any vocational qualifications in archaeological practice?	12 (80%)	1 (7%)	2 (13%)	15
	Very Little	**Little**	**Considerable**	**Very Considerable**
How much support would you give staff to work towards such qualifications?	5 (33%)	0 (0%)	5 (33%)	5 (33%)

Table 65a. Vocational Qualifications – 2007.

	Yes	**No**	**Don't know**	**Responses**
Are you aware of any vocational qualifications in archaeological practice?	18 (100%)	0 (0%)	0 (0%)	18
	Very Little	**Little**	**Considerable**	**Very Considerable**
How much support would you give staff to work towards such qualifications?	0 (0%)	1 (6%)	8 (44%)	9 (50%)

Table 65b. Vocational Qualifications – 2012.

APPENDIX I – POST PROFILES

Post profile questionnaires were received for the jobs of 635 individuals, archaeologists and support staff. Of these, 96 were archaeologists and 539 were support staff. They represent 100% of all archaeologists and of all support staff that were reported. A total of 62 different post titles were received (*CHAPTER FIVE: JOBS)*). After comparing and grouping together certain posts that were similar, 32 final post profiles were created for the present survey (Table 50).

INDIVIDUALS	96	AGE		ROLE	NUMBER OF INDIVIDUALS
		<20	0	*Archaelogical field investigation and research services*	67
Paid	95	20-29	21	*Museum and visitor/user services*	5
Unpaid Volunteers	1	30-39	41	*Education and academic research services*	20
		40-49	16	*Historic environment advice and information services*	4
SALARIES (gross per annum)	Taken from 89 employees	50-59	12		
Minimum	€10,400	>60	6	AREA	Number of individuals
Maximum	€96,591			Location	
Average	€39,593	HIGHEST QUALIFICATION		Lefkosia	78
				Larnaka	8
Female	66	Post-Doctorate	7	Lemesos	6
Male	30	Doctorate	31	Pafos	4
		Masters	42	Ammochostos	0
		First Degree	16		
		College Diploma	0		
		High School Diploma	0		
Establ. funded post (paid only)	79				
Project funded post (paid only)	15				

ORGANISATIONAL STRUCTURAL ROLE	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information serivices	TOTAL
National Government	55				55
Local Authorities				3	3
Church Organisation		2			2
University			18		18
Foundation	10	3	2		15
Commercial Organisation					0
Other	2			1	3
TOTAL	67	5	20	4	96

Table 66. All Archaeologists.

INDIVIDUALS	539	AGE		ROLE	NUMBER OF INDIVIDUALS
		<20	2	*Archaelogical field investigation and research services*	452
Paid	510	20-29	29	*Museum and visitor/user services*	49
Unpaid Volunteers	29	30-39	67	*Education and academic research services*	21
		40-49	119	*Historic environment advice and information services*	17
SALARIES (gross per annum)	Taken from 477 employees	50-59	121		
Minimum	€6,331	>60	29	AREA	Number of individuals
Maximum	€60,814			Location	
Average	€23,699	HIGHEST QUALIFICATION		Lefkosia	246
				Larnaka	94
Female	129	Post-Doctorate	2	Lemesos	91
Male	143	Doctorate	8	Pafos	108
		Masters	31	Ammochostos	0
		First Degree	38		
		College Diploma	62		
		High School Diploma	190		
Establ. funded post (paid only)	502				
Project funded post (paid only)	2				

ORGANISATIONAL STRUCTURAL ROLE	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information serivices	TOTAL
National Government	444	3			477
Local Authorities		1		17	18
Church Organisation		15			15
University				11	11
Foundation	2	30	10		42
Commercial Organisation					0
Other	6				6
TOTAL	452	49	10	28	539

Table 67. All Support Staff.

INDIVIDUALS	22	AGE		ROLE	NUMBER OF INDIVIDUALS
		<20	0	*Archaelogical field investigation and research services*	22
Paid	22	20-29	3	*Museum and visitor/user services*	0
Unpaid Volunteers	0	30-39	9	*Education and academic research services*	0
		40-49	6	*Historic environment advice and information services*	0
SALARIES (gross per annum)		50-59	4		
Minimum	€26,539	>60	0	AREA	Number of individuals
Maximum	€59,883			Location	
Average	€35,953	HIGHEST QUALIFICATION		Lefkosia	15
				Larnaka	1
Female	15	Post-Doctorate	0	Lemesos	4
Male	7	Doctorate	6	Pafos	2
		Masters	14	Ammochostos	
		First Degree	2		
		College Diploma	0		
		High School Diploma	0		
Establ. funded post (paid only)	22				
Project funded post (paid only)	0				

ORGANISATIONAL STRUCTURAL ROLE	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information serivices	TOTAL
National Government	22				22
Local Authorities					
Church Organisation					
University					
Foundation					
Commercial Organisation					
Other					
TOTAL	22				22

Table 68. Archaeological Officer.

INDIVIDUALS	5	AGE		ROLE	NUMBER OF INDIVIDUALS
		<20	0	*Archaelogical field investigation and research services*	5
Paid	5	20-29	2	*Museum and visitor/user services*	
Unpaid Volunteers	0	30-39	1	*Education and academic research services*	
		40-49		*Historic environment advice and information services*	
SALARIES (gross per annum)		50-59	1		
Minimum	€20,00	>60	1	AREA	Number of individuals
Maximum	€39,000			Location	
Average	€28,333	HIGHEST QUALIFICATION		Lefkosia	1
				Larnaka	2
Female	4	Post-Doctorate		Lemesos	
Male	1	Doctorate	2	Pafos	2
		Masters	3	Ammochostos	
		First Degree			
		College Diploma			
		High School Diploma			
Establ. funded post (paid only)	3				
Project funded post (paid only)	2				

ORGANISATIONAL STRUCTURAL ROLE	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information serivices	TOTAL
National Government	3				3
Local Authorities					
Church Organisation					
University					
Foundation					
Commercial Organisation					
Other	2				2
TOTAL	5				5

Table 69. Archaeological Specialist: Anthropologist / Zooarchaeologist.

INDIVIDUALS	42	AGE		ROLE	NUMBER OF INDIVIDUALS
		<20	0	*Archaelogical field investigation and research services*	32
Paid	41	20-29	15	*Museum and visitor/user services*	2
Unpaid Volunteers	1	30-39	25	*Education and academic research services*	7
		40-49	1	*Historic environment advice and information services*	1
SALARIES (gross per annum)		50-59	0		
Minimum	€10,400	>60	1	AREA	Number of individuals
Maximum	€39,000			Location	
Average	€29,770	HIGHEST QUALIFICATION		Lefkosia	35
				Larnaka	5
Female	31	Post-Doctorate	3	Lemesos	2
Male	11	Doctorate	4	Pafos	0
		Masters	21	Ammochostos	0
		First Degree	14		
		College Diploma	0		
		High School Diploma	0		
Establ. funded post (paid only)	29				
Project funded post (paid only)	11				

ORGANISATIONAL STRUCTURAL ROLE	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information serivices	TOTAL
National Government	27				27
Local Authorities					0
Church Organisation		1			1
University			7		7
Foundation	5	1			6
Commercial Organisation					0
Other				1	1
TOTAL	32	2	7	1	42

Table 70. Archaeologist.

INDIVIDUALS	2	AGE		ROLE	NUMBER OF INDIVIDUALS
		<20		*Archaelogical field investigation and research services*	2
Paid	2	20-29		*Museum and visitor/user services*	
Unpaid Volunteers	0	30-39		*Education and academic research services*	
		40-49		*Historic environment advice and information services*	
SALARIES (gross per annum)		50-59	2		
Minimum	€64,572	>60		AREA	Number of individuals
Maximum	€75,914			Location	
Average	€70,220	HIGHEST QUALIFICATION		Lefkosia	2
				Larnaka	
Female	2	Post-Doctorate		Lemesos	
Male		Doctorate	2	Pafos	
		Masters		Ammochostos	
		First Degree			
		College Diploma			
		High School Diploma			
Establ. funded post (paid only)	2				
Project funded post (paid only)					

ORGANISATIONAL STRUCTURAL ROLE	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information serivices	TOTAL
National Government	2				2
Local Authorities					
Church Organisation					
University					
Foundation					
Commercial Organisation					
Other					
TOTAL	2				2

Table 71. Archaeologist: Curator of Antiquities.

INDIVIDUALS	7	AGE		ROLE	NUMBER OF INDIVIDUALS
		<20		*Archaelogical field investigation and research services*	2
Paid	7	20-29		*Museum and visitor/user services*	2
Unpaid Volunteers		30-39		*Education and academic research services*	2
		40-49	2	*Historic environment advice and information services*	1
SALARIES (gross per annum)		50-59	3		
Minimum	€13,000	>60	2	AREA	Number of individuals
Maximum	€96,591			Location	
Average	€51,555	HIGHEST		Lefkosia	7
		QUALIFICATION		Larnaka	
Female	3	Post-Doctorate		Lemesos	
Male	4	Doctorate	5	Pafos	
		Masters	2	Ammochostos	
		First Degree			
		College Diploma			
		High School Diploma			
Establ. funded post (paid only)	7				
Project funded post (paid only)					

ORGANISATIONAL STRUCTURAL ROLE	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information serivices	TOTAL
National Government	1				1
Local Authorities				1	1
Church Organisation		1			1
University					
Foundation	1	1	2		4
Commercial Organisation					
Other					
TOTAL	2	2	2	1	7

Table 72. Archaeologist: Director.

INDIVIDUALS	3	AGE		ROLE	NUMBER OF INDIVIDUALS
		<20		*Archaelogical field investigation and research services*	
Paid	3	20-29	1	*Museum and visitor/user services*	1
Unpaid Volunteers		30-39	2	*Education and academic research services*	
		40-49		*Historic environment advice and information services*	2
SALARIES (gross per annum)	Taken from 1 employee	50-59			
Minimum	€14,300	>60		AREA	Number of individuals
Maximum	€14,300			Location	
Average	€14,300	HIGHEST		Lefkosia	3
		QUALIFICATION		Larnaka	
Female	3	Post-Doctorate		Lemesos	
Male		Doctorate	1	Pafos	
		Masters	2	Ammochostos	
		First Degree			
		College Diploma			
		High School Diploma			
Establ. funded post (paid only)	3				
Project funded post (paid only)					

ORGANISATIONAL STRUCTURAL ROLE	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information serivices	TOTAL
National Government					0
Local Authorities				2	2
Church Organisation					
University					
Foundation		1			1
Commercial Organisation					
Other					
TOTAL		1		2	3

Table 73. Arcaeologist: Museum Curator

INDIVIDUALS	15	AGE		ROLE	NUMBER OF INDIVIDUALS
		<20		*Archaelogical field investigation and research services*	4
Paid	15	20-29		*Museum and visitor/user services*	
Unpaid Volunteers		30-39	4	*Education and academic research services*	11
		40-49	7	*Historic environment advice and information services*	
SALARIES (gross per annum)		50-59	2		
Minimum	€46,800	>60	2	AREA	Number of individuals
Maximum	€91,117			Location	
Average	€62,738	HIGHEST QUALIFICATION		Lefkosia	15
				Larnaka	
Female	8	Post-Doctorate	4	Lemesos	
Male	7	Doctorate	11	Pafos	
		Masters		Ammochostos	
		First Degree			
		College Diploma			
		High School Diploma			
Establ. funded post (paid only)	13				
Project funded post (paid only)	2				

ORGANISATIONAL STRUCTURAL ROLE	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information serivices	TOTAL
National Government					
Local Authorities					
Church Organisation					
University			11		11
Foundation	4				4
Commercial Organisation					
Other					
TOTAL	4		11		15

Table 74. Archaeology Department Teaching Staff

INDIVIDUALS	15	AGE		ROLE	NUMBER OF INDIVIDUALS
		<20		*Archaelogical field investigation and research services*	15
Paid	15	20-29		*Museum and visitor/user services*	
Unpaid Volunteers		30-39	5	*Education and academic research services*	
		40-49	6	*Historic environment advice and information services*	
SALARIES (gross per annum)		50-59	4		
Minimum	€17,701	>60		AREA	Number of individuals
Maximum	€29,887			Location	
Average	€25,004	HIGHEST QUALIFICATION		Lefkosia	8
				Larnaka	
Female	2	Post-Doctorate		Lemesos	3
Male	13	Doctorate	1	Pafos	4
		Masters		Ammochostos	
		First Degree	2		
		College Diploma	4		
		High School Diploma	8		
Establ. funded post (paid only)	15				
Project funded post (paid only)	0				

ORGANISATIONAL STRUCTURAL ROLE	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information serivices	TOTAL
National Government	15				15
Local Authorities					
Church Organisation					
University					
Foundation					
Commercial Organisation					
Other					
TOTAL	15				15

Table 75. Assistant Conservator

INDIVIDUALS	4	AGE		ROLE	NUMBER OF INDIVIDUALS
		<20		*Archaelogical field investigation and research services*	4
Paid	4	20-29		*Museum and visitor/user services*	
Unpaid Volunteers		30-39		*Education and academic research services*	
		40-49	2	*Historic environment advice and information services*	
SALARIES (gross per annum)		50-59	1		
Minimum	€17,398	>60	1	AREA	Number of individuals
Maximum	€39,247			Location	
Average	€28,733	HIGHEST QUALIFICATION		Lefkosia	4
				Larnaka	
Female		Post-Doctorate		Lemesos	0
Male		Doctorate		Pafos	0
		Masters		Ammochostos	
		First Degree			
		College Diploma	2		
		High School Diploma	6		
Establ. funded post (paid only)	4				
Project funded post (paid only)	0				

ORGANISATIONAL STRUCTURAL ROLE	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information serivices	TOTAL
National Government	4				4
Local Authorities					
Church Organisation					
University					
Foundation					
Commercial Organisation					
Other					
TOTAL	4				4

Table 76. Assistant Finance Officer

INDIVIDUALS	19	AGE		ROLE	NUMBER OF INDIVIDUALS
		<20		*Archaelogical field investigation and research services*	19
Paid	19	20-29	1	*Museum and visitor/user services*	
Unpaid Volunteers		30-39	2	*Education and academic research services*	
		40-49	9	*Historic environment advice and information services*	
SALARIES (gross per annum)		50-59	6		
Minimum	€17,335	>60	1	AREA	Number of individuals
Maximum	€29,161			Location	
Average	€22,919	HIGHEST QUALIFICATION		Lefkosia	7
				Larnaka	3
Female		Post-Doctorate		Lemesos	5
Male	19	Doctorate		Pafos	4
		Masters		Ammochostos	
		First Degree			
		College Diploma	2		
		High School Diploma	19		
Establ. funded post (paid only)	0				
Project funded post (paid only)	19				

ORGANISATIONAL STRUCTURAL ROLE	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information serivices	TOTAL
National Government	19				19
Local Authorities					
Church Organisation					
University					
Foundation					
Commercial Organisation					
Other					
TOTAL	19				19

Table 77. Builder

INDIVIDUALS	36	AGE		ROLE	NUMBER OF INDIVIDUALS
		<20		*Archaelogical field investigation and research services*	30
Paid	36	20-29		*Museum and visitor/user services*	4
Unpaid Volunteers		30-39	2	*Education and academic research services*	1
		40-49	12	*Historic environment advice and information services*	1
SALARIES (gross per annum)	(taken from 34 employees)	50-59	16		
Minimum	€6,331	>60	6	AREA	Number of individuals
Maximum	€19,500			Location	
Average	€13,725	HIGHEST QUALIFICATION		Lefkosia	15
				Larnaka	6
Female	36	Post-Doctorate		Lemesos	7
Male		Doctorate		Pafos	8
		Masters		Ammochostos	
		First Degree			
		College Diploma			
		High School Diploma	18		
Establ. funded post (paid only)	36				
Project funded post (paid only)	0				

ORGANISATIONAL STRUCTURAL ROLE	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information serivices	TOTAL
National Government	30	1			31
Local Authorities				1	1
Church Organisation					
University					
Foundation		3	1		4
Commercial Organisation					
Other					
TOTAL	30	4	1	1	36

Table 78. Cleaner

INDIVIDUALS	13	AGE		ROLE	NUMBER OF INDIVIDUALS
		<20		*Archaelogical field investigation and research services*	5
Paid	13	20-29		*Museum and visitor/user services*	8
Unpaid Volunteers		30-39	6	*Education and academic research services*	
		40-49	5	*Historic environment advice and information services*	
SALARIES (gross per annum)	(taken from 5 employees)	50-59	2		
Minimum	€26,539	>60		AREA	Number of individuals
Maximum	€43,914			Location	
Average	€32,868	HIGHEST QUALIFICATION		Lefkosia	12
				Larnaka	
Female	8	Post-Doctorate		Lemesos	1
Male	5	Doctorate	1	Pafos	
		Masters	3	Ammochostos	
		First Degree	5		
		College Diploma	8		
		High School Diploma			
Establ. funded post (paid only)	13				
Project funded post (paid only)					

ORGANISATIONAL STRUCTURAL ROLE	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information serivices	TOTAL
National Government	5				5
Local Authorities					
Church Organisation		8			8
University					
Foundation					
Commercial Organisation					
Other					
TOTAL	5	8			13

Table 79. Conservator

INDIVIDUALS	3	AGE		ROLE	NUMBER OF INDIVIDUALS
		<20		*Archaelogical field investigation and research services*	
Paid	1	20-29	1	*Museum and visitor/user services*	
Unpaid Volunteers	2	30-39	1	*Education and academic research services*	
		40-49		*Historic environment advice and information services*	3
SALARIES (gross per annum)		50-59			
Minimum	N/A	>60	1	AREA	Number of individuals
Maximum	N/A			Location	
Average	N/A	HIGHEST QUALIFICATION		Lefkosia	3
				Larnaka	
Female	3	Post-Doctorate		Lemesos	
Male		Doctorate	1	Pafos	
		Masters	1	Ammochostos	
		First Degree			
		College Diploma			
		High School Diploma	1		
Establ. funded post (paid only)	1				
Project funded post (paid only)	0				

ORGANISATIONAL STRUCTURAL ROLE	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information serivices	TOTAL
National Government					
Local Authorities				3	3
Church Organisation					
University					
Foundation					
Commercial Organisation					
Other					
TOTAL					3

Table 80. Educational Programme Officer

INDIVIDUALS	16	AGE		ROLE	NUMBER OF INDIVIDUALS
		<20		*Archaelogical field investigation and research services*	16
Paid	16	20-29		*Museum and visitor/user services*	
Unpaid Volunteers		30-39		*Education and academic research services*	
		40-49	7	*Historic environment advice and information services*	
SALARIES (gross per annum)		50-59	8		
Minimum	€31,260	>60	1	AREA	Number of individuals
Maximum	€32,843			Location	
Average	€32,661	HIGHEST		Lefkosia	9
		QUALIFICATION		Larnaka	3
Female		Post-Doctorate		Lemesos	2
Male	16	Doctorate		Pafos	2
		Masters		Ammochostos	
		First Degree			
		College Diploma			
		High School Diploma	16		
Establ. funded post (paid only)	16				
Project funded post (paid only)	0				

ORGANISATIONAL STRUCTURAL ROLE	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information serivices	TOTAL
National Government	16				16
Local Authorities					
Church Organisation					
University					
Foundation					
Commercial Organisation					
Other					
TOTAL	16				16

Table 81. Foreman

INDIVIDUALS	1	AGE		ROLE	NUMBER OF INDIVIDUALS
		<20		*Archaelogical field investigation and research services*	1
Paid	1	20-29		*Museum and visitor/user services*	
Unpaid Volunteers	0	30-39		*Education and academic research services*	
		40-49		*Historic environment advice and information services*	
SALARIES (gross per annum)		50-59	1		
Minimum	€25,018	>60		AREA	Number of individuals
Maximum	€25,018			Location	
Average	€25,018	HIGHEST QUALIFICATION		Lefkosia	1
				Larnaka	
Female		Post-Doctorate		Lemesos	
Male	1	Doctorate		Pafos	
		Masters		Ammochostos	
		First Degree			
		College Diploma			
		High School Diploma	1		
Establ. funded post (paid only)					
Project funded post (paid only)					

ORGANISATIONAL STRUCTURAL ROLE	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information serivices	TOTAL
National Government	1				1
Local Authorities					
Church Organisation					
University					
Foundation					
Commercial Organisation					
Other					
TOTAL	1				1

Table 82. Gardener

INDIVIDUALS	105	AGE		ROLE	NUMBER OF INDIVIDUALS
		<20		*Archaelogical field investigation and research services*	95
Paid	105	20-29	4	*Museum and visitor/user services*	4
Unpaid Volunteers		30-39	15	*Education and academic research services*	
		40-49	40	*Historic environment advice and information services*	6
SALARIES (gross per annum)		50-59	38		
Minimum	€19,637	>60	4	AREA	Number of individuals
Maximum	€33,355			Location	
Average	€26,496	HIGHEST QUALIFICATION		Lefkosia	30
				Larnaka	16
Female	24	Post-Doctorate		Lemesos	24
Male	81	Doctorate		Pafos	35
		Masters		Ammochostos	
		First Degree	3		
		College Diploma	8		
		High School Diploma	94		
Establ. funded post (paid only)	105				
Project funded post (paid only)					

ORGANISATIONAL STRUCTURAL ROLE	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information serivices	TOTAL
National Government	95				95
Local Authorities				6	6
Church Organisation		4			4
University					
Foundation					
Commercial Organisation					
Other					
TOTAL	95	4		6	105

Table 83. Guard

INDIVIDUALS	3	AGE		ROLE	NUMBER OF INDIVIDUALS
		<20		*Archaelogical field investigation and research services*	1
Paid	3	20-29	1	*Museum and visitor/user services*	
Unpaid Volunteers		30-39	1	*Education and academic research services*	2
		40-49		*Historic environment advice and information services*	
SALARIES (gross per annum)		50-59	1		
Minimum	€13,000	>60		AREA	Number of individuals
Maximum	€33,117			Location	
Average	€21,006	HIGHEST QUALIFICATION		Lefkosia	3
				Larnaka	
Female	3	Post-Doctorate		Lemesos	
Male		Doctorate		Pafos	
		Masters	2	Ammochostos	
		First Degree	1		
		College Diploma	0		
		High School Diploma	0		
Establ. funded post (paid only)	3				
Project funded post (paid only)	0				

ORGANISATIONAL STRUCTURAL ROLE	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information serivices	TOTAL
National Government	1				1
Local Authorities					
Church Organisation					
University			1		1
Foundation			1		1
Commercial Organisation					
Other					
TOTAL	1		2		3

Table 84. Librarian

INDIVIDUALS	1	AGE		ROLE	NUMBER OF INDIVIDUALS
		<20		*Archaelogical field investigation and research services*	
Paid	1	20-29		*Museum and visitor/user services*	
Unpaid Volunteers		30-39	1	*Education and academic research services*	
		40-49		*Historic environment advice and information services*	1
SALARIES (gross per annum)		50-59			
Minimum	N/A	>60		AREA	Number of individuals
Maximum	N/A			Location	
Average	N/A	HIGHEST QUALIFICATION		Lefkosia	1
				Larnaka	
Female	1	Post-Doctorate		Lemesos	
Male		Doctorate		Pafos	
		Masters	1	Ammochostos	
		First Degree			
		College Diploma			
		High School Diploma			
Establ. funded post (paid only)	1				
Project funded post (paid only)					

ORGANISATIONAL STRUCTURAL ROLE	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information serivices	TOTAL
National Government					
Local Authorities				1	1
Church Organisation					
University					
Foundation					
Commercial Organisation					
Other					
TOTAL				1	1

Table 85. Public Relations Officer

INDIVIDUALS	19	AGE		ROLE	NUMBER OF INDIVIDUALS
		<20		*Archaelogical field investigation and research services*	19
Paid	19	20-29		*Museum and visitor/user services*	
Unpaid Volunteers		30-39	2	*Education and academic research services*	
		40-49	10	*Historic environment advice and information services*	
SALARIES (gross per annum)		50-59	6		
Minimum	€26,338	>60	1	AREA	Number of individuals
Maximum	€32,843			Location	
Average	€29,182	HIGHEST QUALIFICATION		Lefkosia	11
				Larnaka	3
Female	0	Post-Doctorate		Lemesos	3
Male	19	Doctorate		Pafos	2
		Masters		Ammochostos	
		First Degree			
		College Diploma	2		
		High School Diploma	14		
Establ. funded post (paid only)	19				
Project funded post (paid only)					

ORGANISATIONAL STRUCTURAL ROLE	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information serivices	TOTAL
National Government	19				19
Local Authorities					
Church Organisation					
University					
Foundation					
Commercial Organisation					
Other					
TOTAL	19				19

Table 86. Construction Workman

INDIVIDUALS	1	AGE		ROLE	NUMBER OF INDIVIDUALS
		<20		*Archaelogical field investigation and research services*	1
Paid	1	20-29		*Museum and visitor/user services*	0
Unpaid Volunteers	0	30-39		*Education and academic research services*	0
		40-49		*Historic environment advice and information services*	0
SALARIES (gross per annum)		50-59			
Minimum	€32,299	>60	1	AREA	Number of individuals
Maximum	€32,299			Location	
Average	€32,299	HIGHEST QUALIFICATION		Lefkosia	1
				Larnaka	
Female		Post-Doctorate		Lemesos	
Male	1	Doctorate		Pafos	
		Masters		Ammochostos	
		First Degree			
		College Diploma			
		High School Diploma	1		
Establ. funded post (paid only)	1				
Project funded post (paid only)					

ORGANISATIONAL STRUCTURAL ROLE	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information serivices	TOTAL
National Government	1				1
Local Authorities					
Church Organisation					
University					
Foundation					
Commercial Organisation					
Other					
TOTAL	1				1

Table 87. Messenger

INDIVIDUALS	18	AGE		ROLE	NUMBER OF INDIVIDUALS
		<20	2	*Archaelogical field investigation and research services*	
Paid	8	20-29	7	*Museum and visitor/user services*	15
Unpaid Volunteers	10	30-39	7	*Education and academic research services*	3
		40-49	1	*Historic environment advice and information services*	
SALARIES (gross per annum)		50-59	1		
Minimum	€11,986	>60	0	AREA	Number of individuals
Maximum	€39,000			Location	
Average	€23,550	HIGHEST		Lefkosia	4
		QUALIFICATION		Larnaka	14
Female	13	Post-Doctorate		Lemesos	
Male	5	Doctorate	2	Pafos	
		Masters	4	Ammochostos	
		First Degree	10		
		College Diploma			
		High School Diploma	4		
Establ. funded post (paid only)	8				
Project funded post (paid only)					

ORGANISATIONAL STRUCTURAL ROLE	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information serivices	TOTAL
National Government		1			1
Local Authorities		1			1
Church Organisation					
University					
Foundation		13	3		16
Commercial Organisation					
Other					
TOTAL		15	3		18

Table 88. Museum Proffessional

INDIVIDUALS	1	AGE		ROLE	NUMBER OF INDIVIDUALS
		<20		*Archaelogical field investigation and research services*	
Paid	1	20-29		*Museum and visitor/user services*	
Unpaid Volunteers		30-39	1	*Education and academic research services*	
		40-49		*Historic environment advice and information services*	1
SALARIES (gross per annum)		50-59			
Minimum	N/A	>60		AREA	Number of individuals
Maximum	N/A			Location	
Average	N/A	HIGHEST QUALIFICATION		Lefkosia	1
				Larnaka	
Female	1	Post-Doctorate		Lemesos	
Male		Doctorate		Pafos	
		Masters		Ammochostos	
		First Degree			
		College Diploma			
		High School Diploma	1		
Establ. funded post (paid only)	1				
Project funded post (paid only)					

ORGANISATIONAL STRUCTURAL ROLE	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information serivices	TOTAL
National Government					
Local Authorities				1	1
Church Organisation					
University					
Foundation					
Commercial Organisation					
Other					
TOTAL				1	1

Table 89. Museum shop staff.

INDIVIDUALS	2	AGE		ROLE	NUMBER OF INDIVIDUALS
		<20		*Archaelogical field investigation and research services*	
Paid	2	20-29		*Museum and visitor/user services*	1
Unpaid Volunteers		30-39	2	*Education and academic research services*	1
		40-49		*Historic environment advice and information services*	
SALARIES (gross per annum)		50-59			
Minimum	N/A	>60		AREA	Number of individuals
Maximum	N/A			Location	
Average	N/A	HIGHEST QUALIFICATION		Lefkosia	2
				Larnaka	
Female	1	Post-Doctorate	1	Lemesos	
Male	1	Doctorate		Pafos	
		Masters	1	Ammochostos	
		First Degree			
		College Diploma			
		High School Diploma			
Establ. funded post (paid only)					
Project funded post (paid only)	1				

ORGANISATIONAL STRUCTURAL ROLE	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information serivices	TOTAL
National Government					
Local Authorities					
Church Organisation		1			1
University			1		1
Foundation					
Commercial Organisation					
Other					
TOTAL		1	1		2

Table 90. Researcher

INDIVIDUALS	8	AGE		ROLE	NUMBER OF INDIVIDUALS
		<20		*Archaeological field investigation and research services*	
Paid	8	20-29		*Museum and visitor/user services*	8
Unpaid Volunteers		30-39	4	*Education and academic research services*	
		40-49	3	*Historic environment advice and information services*	
SALARIES (gross per annum)	taken from 7 employees	50-59	1		
Minimum	€23,400	>60		AREA	Number of individuals
Maximum	€23,400			Location	
Average	€23,400	HIGHEST QUALIFICATION		Lefkosia	8
				Larnaka	
Female	7	Post-Doctorate		Lemesos	
Male	1	Doctorate		Pafos	
		Masters		Ammochostos	
		First Degree	2		
		College Diploma	2		
		High School Diploma	4		
Establ. funded post (paid only)	7				
Project funded post (paid only)					

ORGANISATIONAL STRUCTURAL ROLE	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information serivices	TOTAL
National Government					
Local Authorities					
Church Organisation		1			1
University					
Foundation		7			7
Commercial Organisation					
Other					
TOTAL		8			8

Table 91. Room Supervisor

INDIVIDUALS	19	AGE		ROLE	NUMBER OF INDIVIDUALS
		<20		*Archaelogical field investigation and research services*	9
Paid	19	20-29	3	*Museum and visitor/user services*	2
Unpaid Volunteers		30-39	7	*Education and academic research services*	7
		40-49	5	*Historic environment advice and information services*	1
SALARIES (gross per annum)		50-59	1		
Minimum	€14,300	>60	3	AREA	Number of individuals
Maximum	€39,247			Location	
Average	€21,000	HIGHEST QUALIFICATION		Lefkosia	19
				Larnaka	
Female	19	Post-Doctorate		Lemesos	
Male		Doctorate		Pafos	
		Masters	3	Ammochostos	
		First Degree	1		
		College Diploma	5		
		High School Diploma	10		
Establ. funded post (paid only)	18				
Project funded post (paid only)	1				

ORGANISATIONAL STRUCTURAL ROLE	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information serivices	TOTAL
National Government	7	1			8
Local Authorities				1	1
Church Organisation		1			1
University			4		4
Foundation	2		3		5
Commercial Organisation					
Other					
TOTAL	9	2	7	1	19

Table 92. Secretarial Staff / Administration Assistant

INDIVIDUALS	1	AGE		ROLE	NUMBER OF INDIVIDUALS
		<20		*Archaelogical field investigation and research services*	1
Paid	1	20-29		*Museum and visitor/user services*	
Unpaid Volunteers		30-39		*Education and academic research services*	
		40-49		*Historic environment advice and information services*	
SALARIES (gross per annum)		50-59			
Minimum	€60,814	>60	1	AREA	Number of individuals
Maximum	€60,814			Location	
Average	€60,814	HIGHEST QUALIFICATION		Lefkosia	1
				Larnaka	
Female		Post-Doctorate		Lemesos	
Male	1	Doctorate		Pafos	
		Masters		Ammochostos	
		First Degree			
		College Diploma			
		High School Diploma	1		
Establ. funded post (paid only)	1				
Project funded post (paid only)					

ORGANISATIONAL STRUCTURAL ROLE	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information serivices	TOTAL
National Government	1				1
Local Authorities					
Church Organisation					
University					
Foundation					
Commercial Organisation					
Other					
TOTAL	1				1

Table 93. Senior Finance Officer

INDIVIDUALS	1	AGE		ROLE	NUMBER OF INDIVIDUALS
		<20		*Archaelogical field investigation and research services*	1
Paid	1	20-29		*Museum and visitor/user services*	
Unpaid Volunteers		30-39		*Education and academic research services*	
		40-49		*Historic environment advice and information services*	
SALARIES (gross per annum)		50-59			
Minimum	€29,181	>60	1	AREA	Number of individuals
Maximum	€29,181			Location	
Average	€29,181	HIGHEST QUALIFICATION		Lefkosia	1
				Larnaka	
Female		Post-Doctorate		Lemesos	
Male	1	Doctorate		Pafos	
		Masters		Ammochostos	
		First Degree			
		College Diploma			
		High School Diploma	1		
Establ. funded post (paid only)					
Project funded post (paid only)					

ORGANISATIONAL STRUCTURAL ROLE	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information serivices	TOTAL
National Government	1				1
Local Authorities					
Church Organisation					
University					
Foundation					
Commercial Organisation					
Other					
TOTAL	1				1

Table 94. Stores Assistant

INDIVIDUALS	17	AGE		ROLE	NUMBER OF INDIVIDUALS
		<20		*Archaelogical field investigation and research services*	6
Paid		20-29	9	*Museum and visitor/user services*	7
Unpaid Volunteers	17	30-39	2	*Education and academic research services*	4
		40-49	3	*Historic environment advice and information services*	
SALARIES (gross per annum)		50-59	3		
Minimum	N/A	>60	1	AREA	Number of individuals
Maximum	N/A			Location	
Average	N/A	HIGHEST QUALIFICATION		Lefkosia	11
				Larnaka	
Female	11	Post-Doctorate	1	Lemesos	
Male	6	Doctorate	3	Pafos	6
		Masters	7	Ammochostos	
		First Degree	6		
		College Diploma	0		
		High School Diploma	0		
Establ. funded post (paid only)	N/A				
Project funded post (paid only)	N/A				

ORGANISATIONAL STRUCTURAL ROLE	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information serivices	TOTAL
National Government					
Local Authorities					
Church Organisation					
University			4		4
Foundation		7			7
Commercial Organisation					
Other	6				6
TOTAL	6	7	4		17

Table 95. Student / Volunteer

INDIVIDUALS	2	AGE		ROLE	NUMBER OF INDIVIDUALS
		<20		*Archaelogical field investigation and research services*	2
Paid	2	20-29		*Museum and visitor/user services*	
Unpaid Volunteers		30-39		*Education and academic research services*	
		40-49	1	*Historic environment advice and information services*	
SALARIES (gross per annum)		50-59			
Minimum	€21,771	>60		AREA	Number of individuals
Maximum	€25,257			Location	
Average	€23,514	HIGHEST QUALIFICATION		Lefkosia	1
				Larnaka	
Female		Post-Doctorate		Lemesos	1
Male	2	Doctorate		Pafos	
		Masters		Ammochostos	
		First Degree			
		College Diploma			
		High School Diploma	2		
Establ. funded post (paid only)	2				
Project funded post (paid only)					

ORGANISATIONAL STRUCTURAL ROLE	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information serivices	TOTAL
National Government	2				2
Local Authorities					
Church Organisation					
University					
Foundation					
Commercial Organisation					
Other					
TOTAL	2				2

Table 96. Stores Workman

INDIVIDUALS	38	AGE		ROLE	NUMBER OF INDIVIDUALS
		<20		*Archaelogical field investigation and research services*	31
Paid	38	20-29	2	*Museum and visitor/user services*	
Unpaid Volunteers		30-39	6	*Education and academic research services*	3
		40-49	4	*Historic environment advice and information services*	4
SALARIES (gross per annum)		50-59	19		
Minimum	€16,567	>60	7	AREA	Number of individuals
Maximum	€51,641			Location	
Average	€24,924	HIGHEST QUALIFICATION		Lefkosia	26
				Larnaka	2
Female	17	Post-Doctorate		Lemesos	5
Male	21	Doctorate		Pafos	5
		Masters	3	Ammochostos	
		First Degree	8		
		College Diploma	16		
		High School Diploma	11		
Establ. funded post (paid only)	38				
Project funded post (paid only)					

ORGANISATIONAL STRUCTURAL ROLE	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information serivices	TOTAL
National Government	31				31
Local Authorities				4	4
Church Organisation					
University			1		1
Foundation			2		2
Commercial Organisation					
Other					
TOTAL	31		3	4	38

Table 97. Technician

INDIVIDUALS	11	AGE		ROLE	NUMBER OF INDIVIDUALS
		<20		*Archaelogical field investigation and research services*	11
Paid	11	20-29		*Museum and visitor/user services*	
Unpaid Volunteers		30-39		*Education and academic research services*	
		40-49	6	*Historic environment advice and information services*	
SALARIES (gross per annum)		50-59	5		
Minimum	€28,054	>60		AREA	Number of individuals
Maximum	€29,887			Location	
Average	€28,971	HIGHEST QUALIFICATION		Lefkosia	11
				Larnaka	
Female		Post-Doctorate		Lemesos	
Male	11	Doctorate		Pafos	
		Masters		Ammochostos	
		First Degree			
		College Diploma			
		High School Diploma	4		
Establ. funded post (paid only)	11				
Project funded post (paid only)					

ORGANISATIONAL STRUCTURAL ROLE	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information serivices	TOTAL
National Government	11				11
Local Authorities					
Church Organisation					
University					
Foundation					
Commercial Organisation					
Other					
TOTAL	11				11

Table 98. Wood Craftsman – Carpenter

INDIVIDUALS	185	AGE		ROLE	NUMBER OF INDIVIDUALS
		<20		*Archaelogical field investigation and research services*	185
Paid	185	20-29	10	*Museum and visitor/user services*	
Unpaid Volunteers		30-39	50	*Education and academic research services*	
		40-49	59	*Historic environment advice and information services*	
SALARIES (gross per annum)		50-59	59		
Minimum	€13,570	>60	7	AREA	Number of individuals
Maximum	€29,887			Location	56
Average	€14,214	HIGHEST QUALIFICATION		Lefkosia	47
				Larnaka	40
Female	16	Post-Doctorate		Lemesos	42
Male	169	Doctorate		Pafos	
		Masters	6	Ammochostos	
		First Degree			
		College Diploma			
		High School Diploma			
Establ. funded post (paid only)	185				
Project funded post (paid only)					

ORGANISATIONAL STRUCTURAL ROLE	Archaeological field investigation and research services	Museum and visitor/user services	Education and academic research services	Historic environment advice and information serivices	TOTAL
National Government	185				185
Local Authorities					
Church Organisation					
University					
Foundation					
Commercial Organisation					
Other					
TOTAL	185				185

Table 99. Workman

APPENDIX II – ARCHAEOLOGY DEGREE HOLDERS IN SECONDARY EDUCATION

1. Number of employed secondary school teachers with a degree in archaeology

According to the data from the Ministry of Education and Culture which was sent on the 20th June 2013, 494 individuals with a degree in Archaeology teach in government-run secondary schools. These individuals are appointed as Philologists and teach Modern Greek Philology, Ancient Greek, Latin and History. In the 2007 survey, 473 archaeologists were employed in the secondary education.

2. Individuals with Archaeology degrees on the Education Service Commission (ESC) employment list

According to data provided by the Ministry of Education and Culture, on the 31st December 2012, 1649 individuals with archaeology degrees were recorded on the list of the Education Service Commission (ESC), as waiting to be employed by the Ministry of Education and Culture as Philology teachers (Modern Greek Philology, Ancient Greek, Latin, History) in secondary schools (Table 100). In 2007 this number was much smaller, 703 individuals.

Degree Title	Number of Individuals
Archaeology	4
History – Archaeology	1523
History and Archaeology – Archaeology	13
History and Archaeology – Archaeology and History of Art	11
History and Archaeology – History	50
History, Archaeology and Cultural Heritage Management	16
History, Archaeology and Social Anthropology	30
Classical Archaeology	2
Total	1649

Table 100. Individuals with Archaeology degrees on the Education Service Commission (ESC) employment list – 2012.

Of the 703 individuals on the ESC list in 2007, 556 (79%) were female and only 147 (21%) were male (Table 101). The percentages were more or less the same in 2012, with 1285 female archaeologists recorded on the ESC list, corresponding to 78% of total records, and 364 male archaeologists, corresponding to 22% of the total.

Archaeology degree holders on ESC list	Number of individuals	%	Number of individuals	%
	2007		2012	
Female	556	79%	1285	78%
Male	147	21%	364	22%
Total	703	100%	1649	100%

Table 101. Gender of Archaeology degree holders on the Education Service Commission (ESC) employment list.

APPENDIX III – FOREIGN ARCHAEOLOGICAL MISSIONS TO CYPRUS

1. Introduction

Foreign archaeological missions to Cyprus represent another important aspect of the archaeological activity on the island, conducting field investigation and research work in Cyprus. The directors of 37 foreign archaeological missions were contacted via email and were requested to provide information regarding a number of general questions concerning their activities in Cyprus in 2012. More precisely, they were asked to indicate the name of the institution to which they were affiliated, the geographical area of their investigations in Cyprus, the length of their excavation season, the number of archaeologists, the number of archaeology students, and finally the number of support staff participating in their project. This very basic questionnaire was also accompanied by a covering letter which described the aims and objectives of the transnational project. 22 directors of foreign missions responded, which corresponds to 60% of total sent questionnaires.

2. Countries of foreign archeological missions

According to the data received, the foreign archaeological missions active in Cyprus in 2012 came from several EU and third countries (Table 102). According to the current survey, 5 out of 21 reported missions were organized and staffed by U.S.A. based institutions, whereas in 2007 the great majority of the missions were also from U.S.A. based institutions. In 2012, 4 missions were from France, 3 from the United Kingdom and Australia respectively and 2 from Italy. Finally, 1 mission came from each of the following countries: Belgium, Greece, Poland, Sweden, and Switzerland. Interestingly enough, in 2007 the number of missions to Cyprus

originating from the USA were three times as many as those originating from any other single country.

Countries of foreign archaeological missions	Number of foreign missions	
	2007	2012
Australia	2	3
Belgium	0	1
France	2	4
Germany	1	0
Greece	0	1
Italy	0	2
Polland	0	1
Sweden	0	1
Switzerland	1	1
United Kingdom	4	3
U.S.A.	11	5
Total	21	22

Table 102. Countries of foreign archaeological missions.

3. Presentation of the foreign archaeological missions in Cyprus

Responses from the 21 missions revealed that in 2007 foreign institutions brought a number of 99 foreign professional archaeologists to the island (Table 103). The archaeologists were also accompanied by 201 archaeology students, and 44 members of support staff were employed in various roles. In 2012 these figures increased: 158 professional archaeologists were reported as members of the foreign archaeological missions to Cyprus, accompanied by 213 archaeology students, while 75 individuals were employed as support staff. These figures are significant if one takes into account that the number of resident archaeologists in Cyprus was 52 and 96 in 2007 and 2012 respectively.

	Archaeologists	Archaeology Students	Support Staff
2007	99	201	44
2012	158	213	75

Table 103. Number of members of foreign archaeological missions.

In terms of duration, the 21 projects reported in 2007 spent a cumulative total of 145 weeks on the island, while the cumulative total of the 2012 projects was calculated to 179 weeks (Table 104). In both cases, their activities on the island were conducted to be principally during the summer and spring months. According to the 2007 data, the average season of activity lasted seven weeks per mission, and for 2012 this increased to 8 weeks per mission.

	Total number of weeks spent	Average number of weeks spent
2007	145	7
2012	179	8

Table 104. Number of weeks spent in Cyprus by foreign archaeological missions.

In both reporting periods the activities seemed more or less evenly spread across the island. The majority of the 2007 projects were conducted in the Pafos and Lefkosia Districts. In 2012, 7 missions worked in the Pafos District, followed by 6 in the Larnaka District, 5 in the Limassol District, and finally 4 in the Lefkosia District (Table 105). The exception was the eastern Ammochostos District, large swathes of which are inaccessible, due to Turkish military occupation, where only one project ventured in 2007 (conducting work in an unaffected area). No projects were reported in the areas accessible to the Republic of Cyprus in the Ammochostos District in 2012.

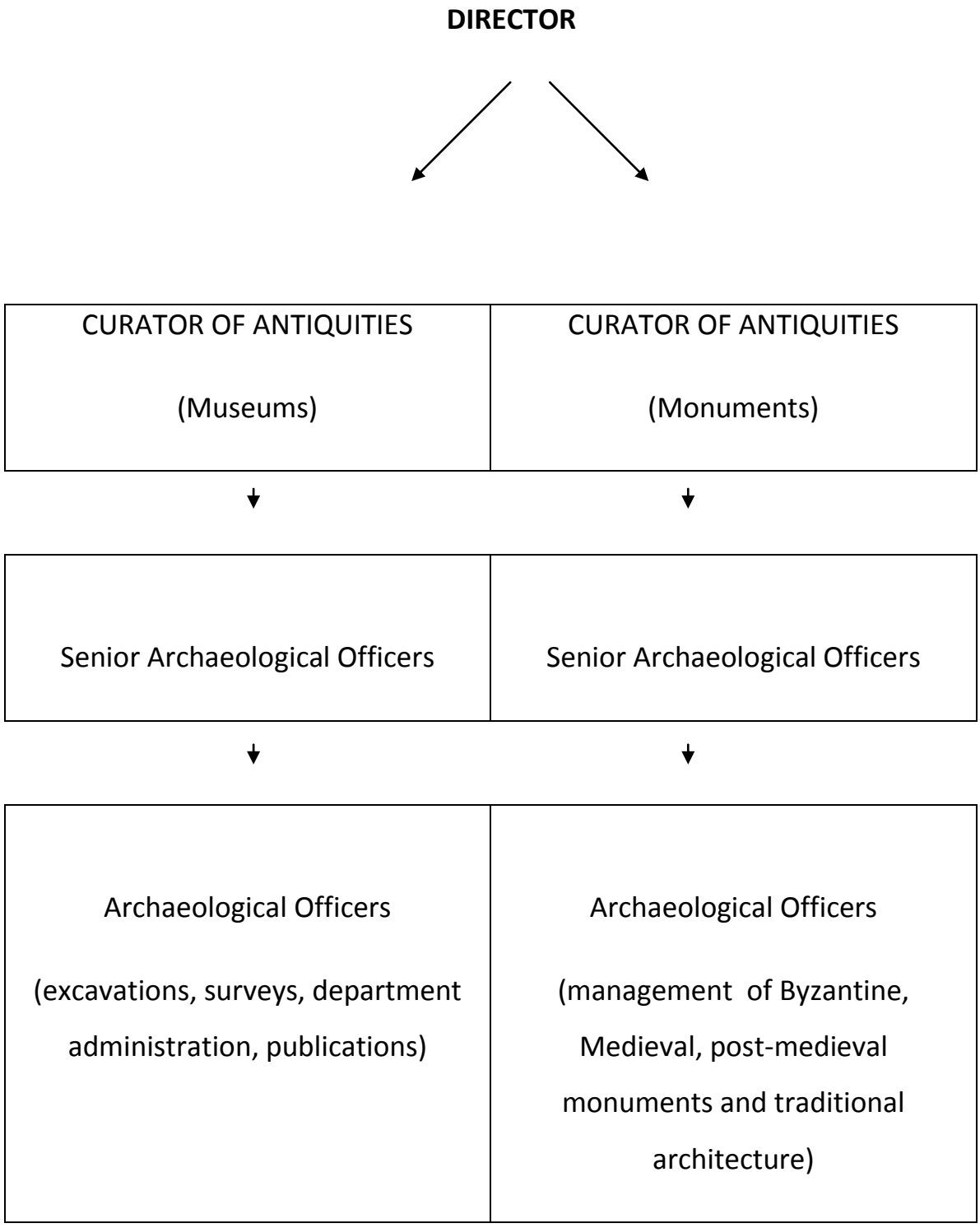
District	Number of foreign archaeological missions
Lefkosia	4
Lemesos	5
Larnaka	6
Pafos	7
Ammochostos	0

Table 105. Number of foreign archaeological missions in each District – 2012.

One could use the rough figures described above, in order to form a picture of what the average foreign mission to Cyprus would look like. In 2012 the average project would come from the U.S.A., and would be composed of 7 professional archaeologists, 10 archaeology students, and 3 members of support staff. They would spend 8 weeks working on the island, in the Pafos District. This picture does not differ much from that formed in 2007, according to the 2007 data: In 2007 the average project would also come from the U.S.A., and would be composed by 5 professional archaeologists, 10 archaeology students, and 2 non-archaeologists in support staff roles. They would spend 7 weeks working on the island, either in the Pafos or the Lefkosia Districts.

APPENDIX IV – GOVERNMENT ARCHAEOLOGY IN CYPRUS

1. Structure of the Department of Antiquities, Cyprus



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Conservation laboratory of objects (metal, glass, etc)	Wall-painting, wood conservation and mosaic conservation unit
Conservation laboratory of pottery, stone	Architectural restoration units (Byzantine, medieval & post-medieval monuments)

2. Government qualifications (Department of Antiquities) required for application for the position of Archaeological Officer[33]

The position's duties and responsibilities and the qualifications required for applying for the post, are as follows:

1. Duties and Responsibilities:

a) To conduct excavations and publish the results of the archaeological investigations.

b) To conduct archaeological surveys, assist towards the organisation and function of the museums, the conservation, reconstruction, protection and presentation of ancient monuments, archaeological sites and traditional/folk monuments.

c) Execute any other duties that may be given to him/her.

2. Required qualifications:

1. University degree or equivalent title or qualification on a relevant subject: e.g. archaeology, philology, history, classical, Byzantine, medieval studies, traditional/folk art etc.

Note: the term "University degree or title" also covers a post-graduate degree or title.

2. A post-graduate specialization in archaeology when it is not included in the first degree.

3. Knowledge of Cypriot archaeology, Cyprus' ancient monuments and folk art.

4. Experience in archaeological excavation techniques.

5. Integrity of character, responsible, with initiative and good judgement.

6. Very good knowledge of the Greek language, good knowledge of the English language and preferably another European language.

[33] According to the provisions of the 1998-2006 Law concerning the Assessment of Candidates for Civil Service Positions, applications for the position can only be submitted by individuals who have been successful in the government examination (Greek language, one foreign language, and subjects of general interest and numerical/logistical thinking).

Note: With regards to the candidates –

i) whose mother tongue is not Greek and do not have a Greek high school diploma and

ii) who, according to Article 2.3 of the Constitution have chosen to belong to the Greek community,

good knowledge of the Greek language is required as long as they have excellent knowledge of the English language.

7. Prior experience related to the position's requirements, acquired during service in either a public position or as a contract employee in a Public Service shall be considered as an additional advantage.

The applicants should be citizens of the Republic of Cyprus or citizens of a member state of the European Union:

According to the reservation of article 31 of the Public Service's Laws of 1980 until 2006 "the Ministerial Council can in exceptional cases and in order to serve the public interest, allow an individual that is not a citizen of the Republic or of a member state of the European Union, to submit an application to be appointed according to the regulations of these laws and in the case that he is chosen he can be appointed –

a) With a time-limited contract or
b) As a permanent employee if the above person has been employed in the public sector with a contract covering a period of four years or more".

3. Government qualifications (Department of Antiquities) required for application for the position of Conservator

Duties and Responsibilities:

a) Conservation, maintenance and preservation of wall paintings, mosaics, icons, wood-carvings, metal objects and any kind of finds resulting from excavations.
b) Any other duty that is related to conservation.

Required Qualifications:

1. University degree in conservation.
2. Integrity of character, responsible, with good judgment and organisational skills.
3. Very good knowledge of the Greek language and good knowledge of the English, French, German or Italian language.

APPENDIX V – THE COVERING LETTERS AND THE QUESTIONNAIRE

REPUBLIC OF CYPRUS
MINISTRY OF COMMUNICATIONS & WORKS

DEPARTMENT OF ANTIQUITIES
1516 LEFKOSIA

File: 4.02.26
Tel.: 22865886
Fax: 22303148

Education and Culture
Leonardo da Vinci

Dear Sir/Madame,

SUBJECT: EUROPEAN PROJECT 'DISCOVERING THE ARCHAEOLOGISTS OF EUROPE (2012-2014)'

The European project 'Discovering the Archaeologists of Europe' (2012 – 2014) aims towards investigating the current situation of the archaeological profession and to detect any barriers related to the profession's mobility among European Union countries (Austria, Belgium, Bosnia-Herzegovina, Cyprus, Czech Republic, Estonia, Germany, Great Britain, Greece, Hungary, Ireland, Italy, Latvia, Netherlands, Norway, Poland, Portugal, Romania, Slovakia, Slovenia, Spain). The project is funded by the European Union under the Lifelong Learning Programme Leonardo da Vinci (PROJECT NUMBER - 528091-LLP-1-2012-1-UK-LEONARDO-LNW).

The project 'Discovering the Archaeologists of Europe' has a number of objectives at both European and individual state levels. The project attempts to:

- identify barriers to entry to the profession of archaeology and to transnational mobility
- identify difficulties and trends in the profession including training investment, recruitment and career progression difficulties
- establish the number of archaeologists working in each state
- identify training needs and skills shortages

● provide archaeological employers with information to aid business planning and improve organizational performance

These objectives will be achieved with the identification, the collection and the dissemination of the information concerning archaeologists and archaeological employment across Europe (labor market intelligence), in order for employees, professional associations, the European Association of Archaeologists, training providers and other bodies to:

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

The findings will be compared with the results of the first data collection period 'Discovering the Archaeologists of Europe (2006 – 2008)' in the context of the transnational collection and analysis of the data.

With regards to Cyprus, the body participating in the project is the Department of Antiquities, Ministry of Communications and Works, which will identify, collect, manage and disseminate the data. Every organization that employs or commissions archaeologists or conservators in Cyprus, and any self-employed archaeologist or conservator of antiquities is invited to contribute to this project.

The enclosed questionnaire is the means by which the above data will be retrieved. Please ensure that this letter is not separated from the questionnaire, as it contains advice that will be needed by the person completing the questionnaire. A postage-paid reply envelope is also enclosed.

This research will address the whole of the archaeology profession and will include volunteers (unpaid staff) and those in paid employment. **Please note that when completing the questionnaire, members of staff can be either**

paid or unpaid, but an employee is a member of staff who is on the payroll.

The deadline for the return of the completed questionnaires is Friday July 12th 2013.

We realize that completing the questionnaire may present some difficulties since some of the questions are complex but they are needed to build as full a picture as possible. Potentially the most difficult question is the first, which asks organizations to characterize themselves by the principal service they provide. Many organizations will consider that they provide services that cross over the definitions resented. Please consider this question in depth and **choose only one category.**

If you require further assistance or advice in completing the questionnaire, please do not hesitate to contact the following e-mail address **elenprok@hotmail.com** or by telephone **22865886**. For more information concerning the project 'Discovering the Archaeologists of Europe' please visit the project's web site: **www.discovering-archaeologists.eu**

Thank you in advance for your time and attention.

Yours sincerely,

(Dr. Despo Pilides)
Acting Director
Department of Antiquities

ESP/NN

Department of Antiquities, 1 Museum street, P.O. Box 22024, 1516 Lefkosia
Email - *antiquitiesdept@da.mcw.gov.cy* Website - *www.mcw.gov.cy/da*

REPUBLIC OF CYPRUS
MINISTRY OF COMMUNICATIONS & WORKS

DEPARTMENT OF ANTIQUITIES
1516 LEFKOSIA

File: 4.02.26
Tel.: 22865886
Fax: 22303148

Education and Culture
Leonardo da Vinci

EUROPEAN PROJECT
DISCOVERING THE ARCHAEOLOGISTS OF EUROPE
2012 – 2014

QUESTIONNAIRE

PART I: THE ORGANISATION

The questionnaire is designed to obtain information relating to people working in archaeology at present in Cyprus. Please complete the questionnaire using information that applied to your organization on Friday 21st December 2012.

PART I: THE ORGANISATION

1. ORGANISATIONAL STRUCTURE AND ROLE

Please tick <u>one box</u> that best describes your organisation's structural basis and principal role.	**Structural basis**	**Principal role**			
		Field investigation and research services	Historic environment advice and information services	Educational and academic research services	Museum and visitor/user services
	National government				
	Local/Municipal government				
	Church organization				
	University				
	Foundation				
	Commercial organisation				
	Other				

2. GEOGRAPHICAL LOCATION

Please tick one box to indicate where the organization that you are providing data for is based.	Lefkosia District	
	Larnaca District	
	Lemesos District	
	Paphos District	
	Ammochostos District	
	Other	

3. NUMBER OF STAFF

		Paid staff	**Unpaid staff**
Please indicate how many members of staff - paid or unpaid - are working for your organization at present. **Please ensure that all staff, including those on short-term or temporary contracts are included.**	Archaeologists		
	Conservators		
	Non-archaeological staff (support staff-e.g. technicians)		
	Total staff		

Have these numbers varied in the course of the past year? ***If so*, please indicate the maximum and minimum numbers of staff - paid and unpaid - that your organization has had at any given time in the course of the past year.**		**Paid staff**		**Unpaid staff**	
		Minimum Number	Maximum Number	Minimum Number	Maximum Number
	Archaeologists				
	Conservators				
	Non-archaeological staff (support staff – e.g. technicians)				
	Total staff				

4. EMPLOYEE RIGHTS/ BENEFITS

	Yes	**No**	**Don't know**
1. Do employees receive 20 or more days paid holiday leave per annum?			
2. Do employees receive paid sickness leave over and above Statutory Sick Pay?			
3. Do employees receive paid maternity leave over and above Statutory Maternity Pay?			

	Yes	No	Don't know
4. Do employees receive the opportunity to take unpaid maternity leave?			
5. Do employees receive paid paternity leave?			
6. Do employees have the opportunity to receive unpaid paternity leave?			
7. Are employees provided with the opportunity to job-share or/and use other flexible working arrangements?			
8. Are employees provided with subsidized accommodation or subsistence allowance when necessary?			

9. Please give details of any other employee benefits which the organization provides:

5. SALARY SCALES

Are salaries within your organisation tied to any scale system?	Yes	No	Don't know

If yes, then please indicate the type of scale system in use:	Civil service	Local Authority	University	Own scale	Other (Please specify)

6. TRADE UNIONS

Are there any recognized trade unions in the organisation's workplace?	Yes	No	Don't know

If yes, which unions are these? Please tick <u>all</u> that apply.	ΠΕΟ	ΣΕΚ	ΠΑΣΥΔΥ	ΔΕΟΚ	Other (Please specify)

7. PAST AND FUTURE STAFF NUMBERS

Please indicate how the numbers of staff (in terms of Full-Time Equivalents) have changed over the last few years. **Please ensure that all staff, including those on short-term or temporary contracts, are included.**	How did the numbers employed by the organization **one year ago [2011/12]** compare with the present? (e.g.: Circle **more** if there were more employees one year ago *etc*).						
	Paid staff	More	The same	Fewer		Don't know	Not trading
	Unpaid staff	More	The same	Fewer	none	Don't know	Not trading

Please indicate how the numbers of staff (in terms of Full-Time Equivalents) have changed over the last few years. **Please ensure that all staff, including those on short-term or temporary contracts, are included.**	How did the numbers employed by the organization **three years ago [2009/10]** compare with the present?						
	Paid staff	More	The same	Fewer		Don't know	Not trading
	Unpaid staff	More	The same	Fewer	none	Don't know	Not trading

Please indicate how the numbers of staff [in terms of Full-Time Equivalents] have changed over the last few years. **Please ensure that all staff, including those on short-term or temporary contracts, are included.**	How did the numbers employed by the organization **five years ago [2007/08]** compare with the present?						
	Paid staff	More	The same	Fewer		Don't know	Not trading
	Unpaid staff	More	The same	Fewer	none	Don't know	Not trading

Please indicate how you anticipate staff numbers to change in the near future. **Please ensure that all staff, including those on short-term or temporary contracts, are included.**	How do you anticipate the numbers employed by the organization **one year in the future [2014/15]** to compare with the present? (e.g.: Circle **more** if you anticipate that there will be more employees in one year's time *etc*).					
	Paid staff	More	The same	Fewer		Don't know
	Unpaid staff	More	The same	Fewer	none	Don't know

Please indicate how you anticipate staff numbers to change in the near future. **Please ensure that all staff, including those on short-term or temporary contracts, are included.**	How do you anticipate the numbers employed by the organization **in three years [2015/16]** to compare with the present?					
	Paid staff	More	The same	Fewer		Don't know
	Unpaid staff	More	The same	Fewer	none	Don't know

8. QUALITY STANDARDS

Do you employ a quality system (for example ISO 9000)?	**Yes**	**No**	**Don't know**

If you answered *yes* to the previous question, then please tick all the quality systems that you apply.	ISO 9000	Investors in People	EFQM (European Foundation for Quality Management)	Other

9. STAFF TRAINING AND DEVELOPMENT

	Yes	No	Don't know
Do you identify training needs for individuals and the organisation as a whole?			
Do you provide training or other development opportunities for paid employees?			
Do you provide training or other development opportunities for unpaid staff?			
If ***yes*** to either of the last two questions above, how do you develop your staff? Please tick all that apply.	**Paid staff**	**Unpaid staff**	
Formal off-job training (e.g. Outside training courses)			
Formal in-job training (e.g. In-house training courses)			
Informal off-job training (e.g. Supported individual research and learning)			
Informal in-job training (e.g. Mentoring)			
	Yes	**No**	**Don't know**
Does your organisation have a formal training plan?			
Does your organisation have a training budget?			
Is your training budget under your organisation's direct control?			
Do you record how much time employees spend training?			

Do you formally evaluate the impact of training on individuals?			
Do you formally evaluate the impact of training on the organisation?			
Does your organisation operate a performance appraisal scheme?			
Does your organisation encourage individuals to engage in continuing professional development?			

10. TRAINING SUPPLY AND DEMAND

Do you employ new entrants to the profession?	Yes	No	Don't know	
***If so*, how much training do you have to give new entrants? (On average)**	Very little	Little	Considerable	Very considerable
How well equipped with skills are new entrants to the profession?	Very poorly	Poorly	Well	Very well
How well do currently available courses match the requirements of the profession?	Very poorly	Poorly	Well	Very well

11. SKILLS GAPS

Has your organisation brought in outside specialists or consultants in the last year for specific non-archaeological purposes? ***If so*, please indicate in which areas they contributed to the work of your organization.**	Leadership		Project Management	
	Information Technology		Business skills	
	People management		Foreign languages	
	Education		Customer care	
	Marketing/ Sales		Advocacy/ Influencing others	
	Other (Please specify)			

Has your organisation brought in outside specialists or consultants in the last year for technical, archaeological purposes? ***If so*, please indicate in which areas they contributed to the work of your organization.**	Conducting (direct) intrusive investigations (evaluation, excavation etc.)		Contributing to intrusive investigations (evaluation, excavation)	
	Conducting (direct) non-intrusive field investigations (geophysical survey)		Contributing to non-intrusive field investigations (geophysical survey)	
	Conducting (direct) other non-intrusive field investigations		Contributing to other non-intrusive field investigations	
	Archaeological landscape characterisation		Desk-based research	
	Conservation of artefacts or ecofacts		Artefact or ecofact research	
	Other (Please specify)			

What non-archaeologically specific skills are priorities for training your organisation's staff over the next two years? **Please select up to three.**	Leadership		Project Management	
	Information Technology		Business skills	
	People management		Foreign Languages	
	Education/training		Customer care	
	Marketing/ Sales		Advocacy/ Influencing others	
	Other (Please specify)			

What technical, archaeological skills are priorities for training your organisation's staff over the next two years? **Please select up to three.**	Conducting (direct) intrusive investigations (evaluation, excavation etc.)		Contributing to intrusive investigations (evaluation, excavation)	
	Conducting (direct) non-intrusive field investigations (geophysical survey)		Contributing to non-intrusive field investigations (geophysical survey)	
	Conducting (direct) other non-intrusive field investigations		Contributing to other non-intrusive field investigations	
	Archaeological landscape characterisation		Desk-based research	
	Conservation of artefacts or ecofacts		Artefact or ecofact research	
	Other (Please specify)			

12. VOCATIONAL QUALIFICATIONS

Are you aware of any vocational qualifications in archaeological practice?	Yes	No	Don't know	
How much support would you give staff to work towards such qualifications?	Very little	Little	Considerable	Very considerable

13. FURTHER COMMENTS

If you have any further comments about any aspect of archaeological employment in Cyprus, please make them here.	

Please now complete part two: Post Profiles

REPUBLIC OF CYPRUS
MINISTRY OF COMMUNICATIONS & WORKS

DEPARTMENT OF ANTIQUITIES
1516 LEFKOSIA

File: 4.02.26
Tel.: 22865886
Fax: 22303148

Education and Culture
Leonardo da Vinci

EUROPEAN PROJECT
DISCOVERING THE ARCHAEOLOGISTS OF EUROPE

2012 – 2014

QUESTIONNAIRE

PART II: POST PROFILES

Please complete this part for each post title within the organization, for both archaeological staff and any dedicated support staff that work with the archaeologists. Note that while each entry relates to a particular post, it may well relate to a number of individuals.

Please photocopy this part as many times as required

PART II: POST PROFILES

Post Title	
Number of paid individuals employed in this post	
Number of individuals working in this post on an unpaid basis	

Geographical base of the employees working in this post **Please note the number of individuals working in this post in each district.**	Lefkosia District	Larnaca District	Lemesos District	Paphos District	Ammochostos District

Please indicate the principal role of the individuals working in this post. **Please tick <u>only one</u> box.**	Archaeologist: Field investigation and research services	
	Archaeologist: Historic environment advice and information services	
	Archaeologist: Educational and academic research services	
	Archaeologist: Museum and visitor/user services	
	Conservation	
	Technical duties	
	Support staff	

Please give a brief description of all the duties that this post involves.	

	Paid staff	Female	Male		Unpaid staff	Female	Male
Number of individuals working in this post by age and gender.	Aged under 20				Aged under 20		
	Aged 20 – 29				Aged 20 – 29		
	Aged 30 – 39				Aged 30 – 39		
	Aged 40 – 49				Aged 40 – 49		
	Aged 50 – 59 ετών				Aged 50 – 59		
	Aged 60 and over				Aged 60 and over		

Gross salary	Minimum		**Does this include any weighting allowance?**	Yes		**How much?**	Minimum	
	Maximum			No			Maximum	
	Average						Average	

Does your organization operate a performance-related pay scheme?	Yes	
	No	
	Don't know	

Working hours per week. **Please complete in terms of numbers of individuals.**	**Paid staff**		**Unpaid staff**	
	Part-time (< 30 hours per week)		Part-time (< 30 hours per week)	
	Full-time (> 30 hours per week)		Full-time (> 30 hours per week)	

Length of contract for <u>paid staff</u>. **Please complete in terms of numbers of individuals.**	< 3 months		12 – 24 months	
	Up to 3 months		> 24 months	
	3 – 6 months		Open ended	
	6 – 12 months		Permanent	

Length of employment to date – <u>paid staff</u>. **Please complete in terms of numbers of individuals.**	Up to 3 months	
	3 – 6 months	
	6 – 12 months	
	12 – 24 months	
	>24 months	
	> 5 years	
	> 10 years	

Length of time working with organization – unpaid staff. **Please compete in terms of numbers of individuals.**	Up to 3 months	
	3 – 6 months	
	6 – 12 months	
	12 – 24 months	
	>24 months	
	> 5 years	
	> 10 years	

How many of the paid posts are funded by establishment income or by project grants/contracts? **Please complete in terms of numbers of individuals.**	Establishment	
	Project	

Does the organisation contribute to the pension of individuals working in this post? **Please complete in terms of numbers of individuals.**	Yes	
	No	

In the last year, have there been vacancies for this post that have been difficult to fill? **Post advertised over 6 months.**	Yes	
	No	
	Don't know	

		Paid staff	**Unpaid staff**	How many people working in this post obtained their highest qualification in each country? Please specify the name of the country and complete in terms of numbers of individuals.					
How many people working in this post have each of the following qualifications, and in which country was this obtained? **For those with multiple qualifications count only their highest.**	Post-Doctorate (Habilitation or equivalent – Archaeology)			Country	Number	Country	Number	Country	Number
	Post-Doctorate (Habilitation or equivalent – Other)								
	Doctorate (Archaeology)								
	Doctorate (Other)								

		Paid staff	Unpaid staff						
	Postgraduate (Masters – Archaeology)			Country	Number	Country	Number	Country	Number
	Postgraduate (Masters-Other)								
	First degree (Archaeology)								
	First degree (Other)								
	College Diploma								
	High School Diploma								

What are the ethnic origins of the people working in this post? **Please complete in terms of numbers of individuals.**	Cypriot	**Paid staff**		**Unpaid staff**	
	Greek	**Paid staff**		**Unpaid staff**	
	Other European country	**Paid staff**		**Unpaid staff**	
	Non-European country	**Paid staff**		**Unpaid staff**	

How many of the people working in this post are disabled, as defined in the Disability Discrimination Act (2000 and 2004)?	**Paid staff**		**Unpaid staff**	

Thank you very much !

REPUBLIC OF CYPRUS
MINISTRY OF COMMUNICATIONS & WORKS

DEPARTMENT OF ANTIQUITIES
1516 LEFKOSIA

File: 4.02.26
Tel.: 22865886
Fax: 22303148

Education and Culture
Leonardo da Vinci

26 June 2013

Dear Sir/Madame,

SUBJECT: EUROPEAN PROJECT 'DISCOVERING THE ARCHAEOLOGISTS OF EUROPE (2012-2014)'

In the context of the European Project 'Discovering the Archaeologists of Europe' (www.discovering-archaeologists.eu) the Department of Antiquities, Cyprus is attempting to report on all aspects of archaeology as it is practiced in Cyprus. The European project 'Discovering the Archaeologists of Europe' (2012 – 2014), which is funded by the European Union under the Lifelong Learning Programme Leonardo da Vinci (PROJECT NUMBER - 528091-LLP-1-2012-1-UK-LEONARDO-LNW), aims towards investigating the current situation of the archaeological profession and detecting any barriers related to the profession's mobility among European Union countries.

The countries participating in the above project are: Austria, Belgium, Bosnia-Herzegovina, Cyprus, Czech Republic, Estonia, Germany, Great Britain, Greece, Hungary, Ireland, Italy, Latvia, Netherlands, Norway, Poland, Portugal, Romania,

Slovakia, Slovenia, Spain. With regards to Cyprus, the body participating in the project is the Department of Antiquities, Ministry of Communications and Works, which will identify, collect, manage and disseminate the data. Every organization that employs or commissions archaeologists or conservators in Cyprus and any self-employed archaeologist or conservator is kindly invited to contribute to this project.

Considering that foreign archaeological missions form a large part of the archaeology that is conducted on the island each year, we would appreciate it if you could answer a few questions concerning your activities in Cyprus during 2012.

The questions attached to this letter are very general and are designed to provide supplementary information for data that is being gathered currently from institutions based on the island. Please consider the following questions as referring to your activities on the island during **2012**.

Please send all your answers to the following email address: elenprok@hotmail.com .

Thank you in advance for your time and attention. Your cooperation is considered very important for the successful outcome of this project.

Yours sincerely,

(Dr. Despo Pilides)
For Acting Director
Department of Antiquities

ESP/NN

Department of Antiquities, 1 Museum street, P.O. Box 22024, 1516 Lefkosia
Email - antiquitiesdept@da.mcw.gov.cy Website - www.mcw.gov.cy/da

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