



Discovering the Archaeologists of Czech Republic 2012-14

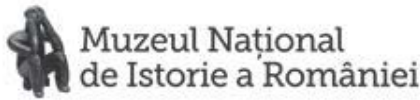
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1. Introduction

This report represents one of 21 National Reports that have summarized the results of *Discovering the Archaeologists of Europe 2012–2014 / Researching the European Archaeological Community 2012–2014* project in each participating country. Their parts as well as general conclusions will be used for preparing of the summarizing international report of the project.

This National Report has been created as part of a joint project *Discovering the Archaeologists of Europe 2012–2014*, with participation of 19 EU member states (Belgium, Czech Republic, Denmark, Estonia, Italy, Ireland, Cyprus, Latvia, Germany, Netherlands, Poland, Portugal, Austria, Romania, Greece, Slovakia, Slovenia, Spain and Great Britain) and two countries outside the EU (Bosnia and Herzegovina and Norway). The project's goal was to gather data comparable among different countries, and also garner a basic understanding of composition and state of archaeological community in the participating countries. The project was also aimed at determining whether or not and in which way the archaeological community was affected by economic crisis ruling over significant part of Europe since the year 2009.



Figure 1 - partners map

This project existing in the years 2012–2014 followed a similarly oriented and named project run in the years 2006–2008 in 12 EU countries (Belgium, Czech Republic, Ireland, Cyprus, Hungary, Germany, Netherlands, Austria, Greece, Slovakia, Slovenia and Great Britain; *Aitchison 2009; Frolík – Tomášek 2008*). This effort was inspired by a similar project that run in the years 2002 and 2003 in Great Britain (*Aitchison – Edwards 2003*), and an even older project from 1997–1998 (*Aitchison 1999*).

The project *Discovering the Archaeologists of Europe 2012–2014* has been also realized with the aim to compare the data obtained in previous project and to try to determine transformations of archaeological community in the observed countries. The most convenient starting conditions have Great Britain (already four projects in years 1997–2014) and Ireland (three projects in years 2002–2014; first project: *CHL Consulting Co Ltd. 2002*). With regard to the project run in 2006–2008, it is possible to compare data also in other nine countries (Belgium, Czech Republic, Cyprus, Germany, Netherlands, Austria, Greece, Slovakia and Slovenia). Our project has been running from October 2012 till September 2014.

2. An Archaeologist

Definition of an archaeologist that differs significantly in participating countries represents the major basis for the data collection. In the Czech Republic, a person may work as an archaeologist if he/she has completed a university degree in the field of social sciences focused on archaeology (generally various branches of studies such prehistoric, medieval, classical archaeology and Egyptology), at least to a Master's Degree level (Mgr./MA title).

In the cases involving field work, the organization employing an archaeologist must fulfil additional conditions. A license to conduct field work is issued by the Ministry of Culture of the Czech Republic on the basis of an agreement of the Academy of Sciences of the Czech Republic. The essential condition for obtaining this permit is an approval of the Academy of Sciences of the Czech Republic, with which the organization must subsequently sign a contract outlining the scope and the conditions for performing the field work (§21, subpar. 2 of the Law on Protecting Historical Monuments No 20/87 Coll.). In order to provide sufficient coordination, the Academy of Sciences has established an Evaluative Committee. In practice, conducting of field work as well as fulfilment of the agreement' conditions are observed by the Institutes of Archaeology of the Academy of Sciences in Prague and in Brno.

Additional obligations stemmed from the law are imposed on archaeologists, as well as on organizations they work for. These conditions include having sufficient laboratory equipment for archaeological finds treatment, having the space necessary for scientific study, for documenting archaeological finds, and for at least temporary storage of moveable archaeological finds. Moreover, archaeologists who act as professional guarantors of archaeological activities of the given organization must conclude at least two years of specialized experience (§21, subpar. 3 of the Law on Protecting Historical Monuments No 20/87 Coll., as amended). The archaeologist must submit a report on each archaeological

field work announcing its commencement, and a detailed report outlining its results. Both of these documents are filed at the central archaeological archive administered by the Institutes of Archaeology of the Academy of Sciences of the Czech Republic in Prague and in Brno.

Some types of archaeological research (for instance field walking) may also be conducted by persons without formal archaeological education as a hobby. Willingness to cooperate with one of the organizations authorized to conduct archaeological research (generally a museum), which will offer the person scientific guidance and guarantee represents the only condition for engaging in such activities. In such case, the persons do not violate the law. This kind of activities has expanded mainly in connection with using metal detectors in order to find moveable archaeological finds. Any violations of the above-outlined conditions may result in sanctions according to the Law on Protecting Historical Monuments, and according to the Czech Republic's penal code. However, such efforts are restricted in practice by various difficulties and penalties are generally only formal.

2.1. Archaeology in the Czech Republic

Archaeology is a well-established scientific discipline in the Czech Republic with a rather long institutional history. Its origins can be traced back to museum environment. Since the beginnings, individual provincial museums (for Bohemia, Moravia, and Silesia – all were founded in the year 1818) collected archaeological finds. The earliest organization with purely archaeological activities is The Archaeological Union of the National Museum Society, founded in 1841. University education in the field of archaeology launched at the Charles University in Prague in the year 1850 (Professor Jan Erazim Vocel). Following the foundation of Czechoslovakia, the State Archaeological Institute (nowadays Institutes of Archaeology of the Academy of Sciences of the Czech Republic) was founded in the year 1919 as an organization ensuring protection and research of archaeological monuments.

Legislation regulating conditions for archaeology and archaeological research / field work has been implemented only gradually. The earliest law in the then-Czechoslovak Republic was adopted in 1958. It followed a State decree regarding archaeological monument care from the year 1941. A new law, modifying some of the basic principles of historical monument preservation was adopted in 1987 and it is still in force. The law also contains an archaeological section (§21–§24) regarding preserving immovable and moveable archaeological finds as well as conditions for conducting archaeological field work (destructive). Even back then, the law contained provisions for legal entities to cover the costs of archaeological research by the constructor – legal person.

Following the year 1989, the Czech Republic has been undergoing significant transformations that have also influenced the field of archaeology. The law from the year 1987 has been altogether seventeen times revised in order to adapt conditions regarding protection of archaeological monuments to changing conditions in the society (mainly in connection with changes in ownership forms). Provisions were broadened in the year 1992 when an obligation to cover the cost of archaeological field work by an investor of any

project constructed for commercial purposes was added to the law. This legal adjustment caused that majority of finances in archaeology come from field works paid by builders, i.e. come from rescues field works. This adjustment has also led to emergence of archaeological organizations founded on private basis. Other adjustments of the law tried to more specify, among other things, conditions for conducting archaeological field work and to adjust authorities of individual organizations and institutions within the scope of archaeological monuments preservation.

An ever increasing influence on archaeology is exerted by the fact that the Czech Republic is divided into 14 geographical regions and that a series of institutions and government authorities went over to regional level. Majority of organizations that employ archaeologists are now founded by regions and also archaeological finds predominantly become property of said regions. By the same token, decision-making in the matters of historic monument preservation, as well as the practical implementation of archaeological monuments preservation is to a greater and greater extent being transferred to the regions.

Since the year 1989, a brand new Law on Protecting Historical Monuments is being drafted, intended to reflect the wholly different social and legal environment in the Czech Republic and its society. Currently, already the sixth attempt in preparation of a new law is undergoing. The author of this report is convinced that none of the propositions (with the exception of 1992 amendment) was aimed at preparation of a new law that would fulfil the current modern trends in archaeological monuments protection as a whole and archaeology as a distinctive branch.

2.2. Archaeological organizations

Archaeological organizations that employ archaeologists can be divided to five (or more precisely six) groups.

The major institutions entrusted by law to care for archaeological monuments, and also the top scientific institutions, are the Institutes of Archaeology of the Academy of Sciences of the Czech Republic (in Prague – responsible for Bohemia, in Brno – responsible for Moravia and Silesia). Both Institutes employ roughly one-sixth of all professional archaeologists. Both Institutes of Archaeology form an integral part of the Academy of Sciences of the Czech Republic. Currently, both Institutes are classified as public scientific and research institutions and are formally detached from the state. Academy of Sciences of the Czech Republic (or more precisely both Institutes of Archaeology) enjoys special standing due to the law 20/1987 Coll. regarding the state monument care in the field of archaeology. Both Institutes are entitled by law to conduct archaeological field work and, thus, they do not need any licence given by the Ministry of Culture of the Czech Republic. Documentation (the so-called excavation reports) from archaeological research of all institutions engaged in such research must be preserved in the archives of both Institutes, per current legislation. Furthermore, only the Academy of Sciences of the Czech Republic can submit a proposal to the Ministry of Culture of the Czech Republic to record an

archaeological monument (or site) in the Central Registry of Cultural Landmarks of the Czech Republic and, thus, ensure their protection by law.

Historical monuments that enjoy the state protection that stems from the above-cited law (20/1987 Coll.) and are recorded in the Central Registry of Cultural Landmarks of the Czech Republic are in the specialized care of the National Heritage Institute, which is subordinated to the Ministry of Culture of the Czech Republic. The National Heritage Institute was reorganized and now represents a centralized institution with several regional offices, roughly corresponding to the regional division of the Czech Republic (in 2014, the Institute has 14 regional offices and two central headquarters). Departments of archaeology of the National Heritage Institute are entrusted with administrative care (record keeping, documenting current state, defining terms and conditions in cases of building alterations) for monuments and for protected areas in evidence (for instance conservation areas in historical towns, archaeological reservations). They also take an immediate care of some of the real-estate monuments owned by the state (i.e. castles and chateaus). If they conduct archaeological research at all, it is most frequently in situations related directly to the monuments they care for. The most extensive rescue archaeological activities traditionally happen in the offices in Prague, Olomouc and in Opava.

A rather numerous group of archaeologists is employed in regional or for city museums. This museum network originated in the second half of the 19th century, and its structure has eventually aligned itself with the organizational structure of the state administration in the 1960s (generally speaking, a larger archaeological organization seats in regional centre and additional several smaller institutions work in previous district towns, a district represents an already non-existent lesser administrative unite). In this group also belong the main country museums (the National Museum in Prague, the Moravian Museum in Brno, the Silesian Museum in Opava), Technical Museums, even though they actually are state-owned institutions. Museum founded by regions or by municipalities come in close second. The status of these museums derives from their relationship to the regional or local authorities. A significant part of their work represents the care for archaeological finds gathered during their own archaeological field works, or received from other institutions. They are also generally engaged in conducting archaeological field work.

Also the Institutes of Archaeological Monument Care belong to the network of regional-based archaeological organizations. Originally, these institutes were founded as state organizations ensuring rescue archaeological field work in certain regions. However, this reorganization has not been left unfinished and the already established organizations were transformed to regional-sponsored offices owned by local (regional) administration.

Still a certain exception represents archaeologists working as clerks in the Regional administrative bodies in the field of monument care (currently in two Regions).

In the case of archaeological departments at the universities, we have probably reached the final state. Besides the traditional universities (Prague, Brno), the archaeology is represented at all but one local/regional universities. Altogether, the archaeology can be studied (completely or partly) at eight universities on 14 Departments of Archaeology (in

1990: two universities; in 2006: six universities; and in 2013: eight universities). The numbers of archaeology students have grown tremendously (from a few dozen prior to the year 1989 to several hundred today), but only a minority of these students stay to work in the field after completing their degrees.

Emergence of private-sponsored (commercial) archaeological firms represents a new phenomenon occurring after the year 1990. They conduct archaeological field work especially at large commercial construction projects, which are frequently represented in areas with intense construction activities (Prague, Brno and Pilsen). Their prevalent legal form is the so-called civic association (since the year 2014 society) or company for public benefit. Such companies would perform rescue archaeological field work not-for-profit (i.e. only to cover their costs). And the number of such organizations is still increasing. It is highly plausible that mainly young graduated archaeologists begin to work in these organizations.

A rather increasing phenomenon represents companies supplying technical equipment, trained diggers / archaeology manual workers, technicians / record keepers, draughtsmen and, last but not least, in the recent past also archaeologists needed for rescue archaeological field work. However, these companies do not actually have the authorization granted by the Ministry of Culture of the Czech Republic to conduct archaeological field work projects independently and they do not usually struggle to obtain it. They only participate in archaeological field work in (commercial) collaboration with organizations that do own the relevant license. As far as legal form of these companies is concerned, Limited Liability Company or General partnership prevails. Also individuals mainly working as field technicians or draughtsmen provide their services in this branch of archaeological research and they own independent trade licence and, thus, represent a self-employed person.

3. Organizations asked to participate in this project – questionnaires

A list of notified organizations was prepared on the basis of a database that had stemmed from the previous Discovering 2006–2008 project and on an overview of the contracts concluded between the Academy of Sciences and authorized organizations (the list is published on websites of the Institutes of Archaeology of the Academy of Sciences of the Czech Republic in Prague and Brno). We may also use a database of archaeological organizations provided by the Czech archaeological society – an Association of archaeologists of Bohemia, Moravia and Silesia (Česká archeologická společnost – Sdružení archeologů Čech, Moravy a Slezska in Czech). Altogether, 167 addresses of archaeological organizations and their parts have been identified. Some organizations are further subdivided to smaller units (regional offices, departments; e.g. the National Heritage Institute, the National Museum in Prague or the Museum of West Bohemia in Pilsen). In order to obtain as complete data as possible, the questionnaires were sent even to these

regional offices. In the case of universities, all departments with lectures in archaeology have been notified (e.g. at the Charles University in Prague are four departments that are currently employing archaeologists and at the Masaryk University in Brno are three such departments). Altogether, only 157 addresses were notified because we were able to determine that eight organizations do not employ an archaeologist (unlike the state monitored in the previous project), and other two organizations ceased their existence or, more precisely, they merged with other organization.

In the end, altogether 75 of the organizations actually responded and sent filled in questionnaires. From these questionnaires the authors learned out that information regarding two other organizations are included for they merged with other organization. One questionnaire returned left blank, three sets returned undelivered (non-functional or ceased organizations?), and last but not least, one organization ceased its activities in the course of evaluation phase of this project. Altogether, the authors obtained 75 responses out of 150 addresses and were possible to process the contained data, i.e. precisely 50%. The responses represent the total of 58 organizations or their parts (such as departments at the universities).

The as-of date, to which all of the collected data relates, was set as April 1st, 2013. The date the authors selected guaranteed that the data would include workers employed for a specified contractual period (based on a work contracts, or on contract of services / *locatio operis*), as these contracts are typically entered into at the beginning of the calendar year. However, the data do not contain information regarding short-term (seasonal) workers / archaeological diggers (for instance workers employed in field works that take place in summer months). The questionnaires were sent by e-mails. In cases when an e-mail address was not possible to ascertain, the set was sent as a postal delivery. The questionnaires were sent out in the course of April and May 2013. In view of the fact that only 27 responses had been delivered back by the mid-June 2013, the authors repeated the whole process once more. By the end of July 2013, the number of delivered questionnaires increased to 69. A third round of notifying took place in September and October 2013 (no response) and, thus, larger organizations were personally visited. Other seven filled in questionnaires represent the outcome of this action.

The list of organizations (addresses) that were notified is included in **Appendix 1** of this Report (List of noticed institutions).

The questionnaire was prepared according to its predecessor used for the previous project – *Discovering 2006–2008* project (Frolík – Tomášek 2008) with only small alternations stemming from the demands of the current project – *Discovering 2012–2014*. This approach was selected in order to obtain data set as comparable as possible. The questionnaire consisted of two parts. In the first part, basic information regarding the notified organization was gathered. In the second part, the attention moved to particular working positions and employees who work in the given organization in the field of archaeology. The questionnaire is attached to this Report and forms part of the **Appendix 2** (Questionnaire 1 and 2).

When processing the data, each organization was regarded as a single unit, i.e. regional offices of organizations such as National Heritage Institute were counted together. In the case the regional offices would be counted separately, the number of addresses and, thus, organizations would increase to 128. The only exception represents departments of universities with employed archaeologists. They were processed as individual departments (altogether 14) and not as a university (altogether eight organizations). This decision is based on the fact that each department has its own different specialization (such as Department of Archaeology of the Charles University in Prague, Department of Anthropology of the Faculty of Science of the Masaryk University in Brno, Department of Social and Cultural Ecology of the Faculty of Humanities of the Charles University in Prague etc.).

Currently, archaeological organizations have three basic founders/sponsors: state – region – municipality. This aspect represents one of the basic distinguishing features for processing the questionnaires. It should be stressed that the state acts as a founder of a very diversified group of organizations. In order to enable comparison with other national reports of the project, individual university departments and Institutes of Archaeology of the Academy of Sciences of the Czech Republic, who are all state-sponsored, were regarded as independent units. Some duality still remains in the Museums and Monument preservation categories where both the state and regional administration play the role of a founder. In the case of museums, it should be stressed here that some are founded / sponsored by municipalities. If the categories of Museums and Monument preservation are evaluated together, we have to be mindful of this fact.

The state is the founder of the largest archaeological monument care organization (the National Heritage Institute) as well as several large museums. Regions sponsor predominantly museums but also some Institutes for Archaeological Monument Care. All regions (altogether 14) also administer offices executive historic monument preservation. So far (?), only two archaeologists have been incorporated in these offices.

According to results of this project, municipalities (cities) only act as sponsors of museums. Most municipal offices (mainly the so-called authorized municipalities) also administer departments of executive historic monument preservation. Persons who have earned a degree in archaeology usually do not work for these offices. A rather unique position of the capital of Prague should be highlighted here, which functions both as a municipality and as a region. Therefore, all institutions founded by the City council of Prague enjoy the status of an organization sponsored by a region.

The 75 affirmative questionnaires include all the above-mentioned types of organizations that employ archaeologists. The most numerous group represent museums sponsored by the state, regions and municipalities as well. Almost completely are represented organizations active in the field of historic monument preservation – the National Heritage Institute provided information for its all 16 regional offices. On the other hand, organizations sponsored by municipalities provided only five filled in questionnaires. However, the total number of organizations sponsored by municipalities is taken into

consideration; the difference is not so significant. The prevailing majority of cooperating organizations represent private-sponsored companies. The difference between Bohemia and Moravia, where these companies are present only rarely is still preserved. The most inhomogeneous group are the universities. Only four universities of the total number of eight provided the information and only six departments (of 14). We are lacking any data from departments where archaeology is taught for the largest group of students (three departments in Prague and Opava) and, thus, they should employ the most numerous group of archaeologists. Thus, the obtained data remain highly questionable from the statistical point of view.

Unlike the previous project, obtaining of at least some information regarding the organizations that had not responded was easier. This fact can be connected with the amount and quality of information published on websites of particular organization. As far as personal information of archaeologists are concerned, data from *Biografický slovník českých, moravských a slezských archeologů / Bibliographical dictionary in English* (Sklenář a kol. 2005) were used. Thus, the authors were able to check data obtained from the questionnaires at least partly and also to fill in some entries that had been left unfilled (by mistake? or by purpose?).

While evaluating the data, each organization was classified in two different ways just like in the previous project. First, the prevailing type of activities performed by the organization was evaluated (archaeological monument care – museum activities – universities – Academy of Sciences – private-sponsored organizations). Second, the organizations were evaluated on the basis of the fact who is their founder/sponsor (state – region – municipality). Within the group of state-sponsored organizations, universities and the Academy of Sciences were set aside.

4. Number of archaeologists and persons working in the field of archaeology

This project is aimed at determination how many persons work in the field of archaeology. Individual employees were divided into three categories (as in previous project). First and foremost category can be labelled as *Archaeologists* (in accordance with the above-mentioned definition); further *Technical personnel* category was identified (mostly field technicians, draughtsmen, field specialists, conservators, geodesists, depository managers etc. – see the complete list in Appendix 3), and *Other specialists* (persons with university degrees in a discipline other than archaeology, who work for archaeological organizations and process data generated from archaeological research.).

In order to evaluate the obtained data, a simplified division was adopted: *Archaeologists* (comprises only the first above-mentioned working group) and *Persons working in the field of archaeology* (includes all three above-mentioned working groups counted together) categories.

Data regarding working positions obtained by workers divided to the above-mentioned categories (*Archaeologists, Technical personnel and Other specialists*) and their titles have been also collected in the course of this project. Complete list of these positions is included in the **Appendix 3** attached to this Report.

Note: Some tables present information gained from two different sources. Data from questionnaires represent one of these sources and tables using them are written in regular script. On the other hand, tables based on internet and other sources are written in italics. And last but not least, tables combining both types of sources are written in bold script.

4.1. Number of organizations with employed archaeologists

4.1.1. Organizations with employed archaeologists (by prevailing activities)

4.1.1.1. – based on questionnaires

Founder	Field work	Monument care	Museum activities, collections	Education	Technical and organizational services, analyses etc.	Total
State	-	1	4	-	-	5
Region	5	-	21	-	-	26
Municipality	-	1	4	-	-	5
University	-	-	-	6	-	6
Academy	2	-	-	-	-	2
Private	14	-	-	-	-	14
Total	21	2	29	6	-	58
In %	36.2	3.5	50	10.3	-	-

Table 1 – organizations with employed archaeologist (based on questionnaires)

4.1.1.2. – based on other sources

<i>Founder</i>	<i>Field work</i>	<i>Monument care</i>	<i>Museum activities, collections</i>	<i>Education</i>	<i>Technical and organizational services, analyses etc.</i>	<i>Total</i>
<i>State</i>	-	-	4	-	-	4
<i>Region</i>	-	5	47	-	-	52
<i>Municipality</i>	-	-	-	-	-	-
<i>University</i>	-	-	-	8	-	8
<i>Academy</i>	-	-	-	-	-	-
<i>Private</i>	6	-	-	-	-	6
Total	6	5	51	8	-	70
In %	8.6	7.1	72.9	11.4	-	-

Table 2 – organizations with employed archaeologist (based on other sources)

4.1.1.3. – together

<i>Founder</i>	<i>Field work</i>	<i>Monument care</i>	<i>Museum activities, collections</i>	<i>Education</i>	<i>Technical and organizational services, analyses etc.</i>	<i>Total</i>
State	-	1	8	-	-	9
Region	5	5	68	-	-	78
Municipality	-	1	4	-	-	5
University	-	-	-	14	-	14
Academy	2	-	-	-	-	2
Private	20	-	-	-	-	20
Total	27	7	80	14	-	128
In %	21.1	5.5	62.5	10.9	-	-

Table 3 – organizations with employed archaeologist (based on questionnaires and on other sources)

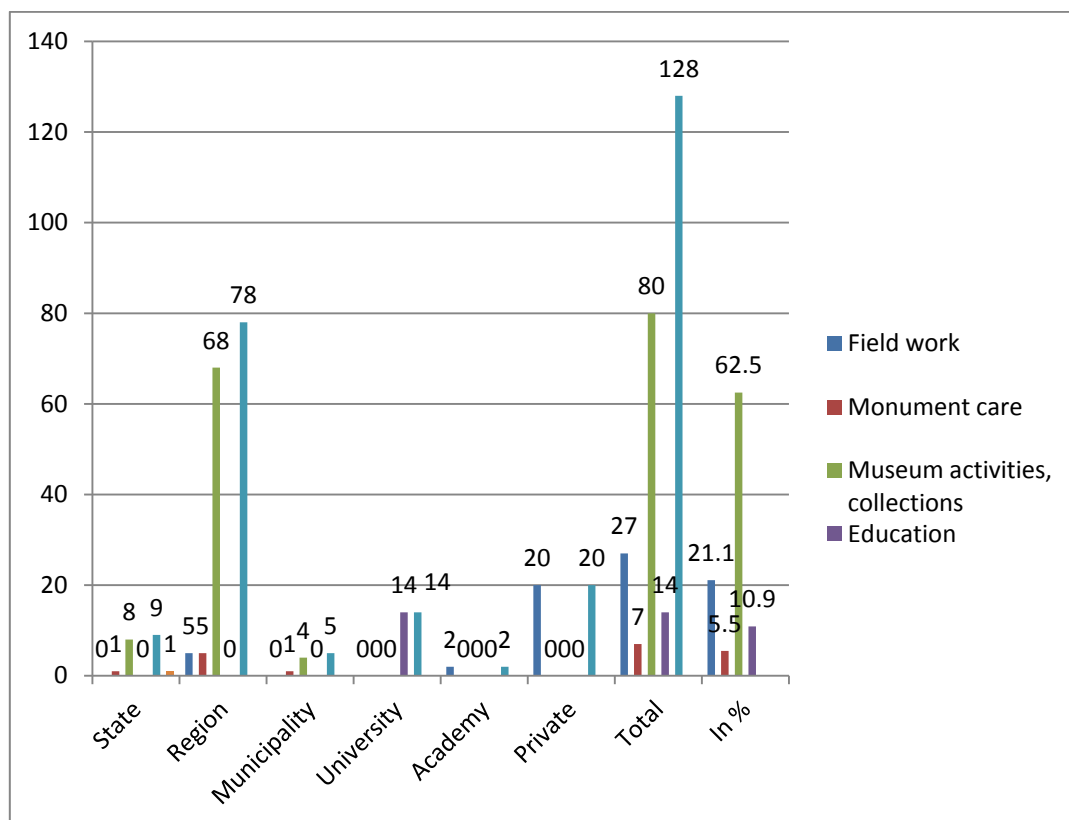


Figure 2 - Organizations with archaeologists and persons working in the field of archaeology arranged according to founders and prevailing activities

4.1.2. Number of persons employed in archaeology

4.1.2.1. – Archaeologist – by founders

Founder	Archaeologists	In %
State	72	13.58
Region	177	33.4
Municipality	18	3.4
University	97	18.3
Academy	83	15.66
Private	83	15.66
	530	

Table 4 – number of archaeologists (by founders)

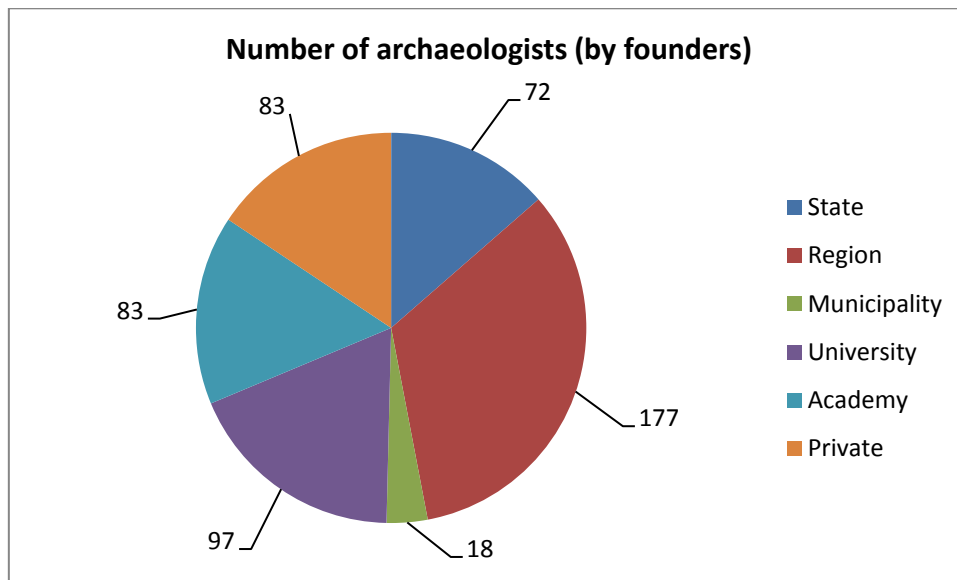


Figure 3 – number of archaeologists (by founders)

4.1.2.2 – Archaeologists according to prevailing activities

Activities	Number of archaeologists	In %
Field work	166	31.32
Archaeological monument care	97	18.3
Museum activities	170	32.08
Education	97	18.3
	530	

Table 5 – number of archaeologists (by prevailing activities)

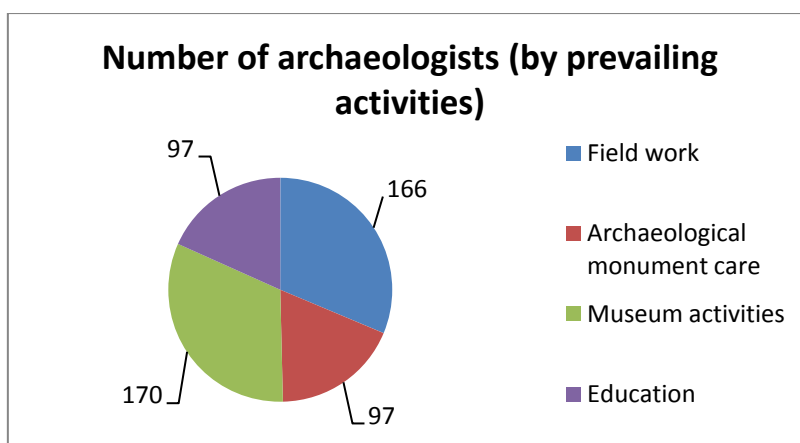


Figure 4 – number of archaeologist (by prevailing activities)

4.1.2.3. – Working in archaeology (by prevailing activities) based on questionnaires

	Archaeologists	Technical personnel	Other specialists
Field work	192	5	-
Archaeological monument care	48	4	-
Museum activities	37	-	-
Education	87	-	-
Technical personnel	6	181	-
Conservation	2	50	2
Collection management	12	19	-
Geodetic work	-	7	-
Other scientific disciplines	-	-	30
Analyses	2	18	-
Total	373	284	32

Table 6 – persons working in archaeology (by prevailing activities) based on questionnaires

4.1.2.4. Working in archaeology – summary

Source	Archaeologists	Technical personnel	Other specialists	Total number (= persons employed in archaeology)
Questionnaire	373	338	73	784
<i>Internet, other</i>	157	10	1	168
Total	530	348	74	952
In %	55.7	36.5	7.8	

Table 7 – persons working in archaeology – summary

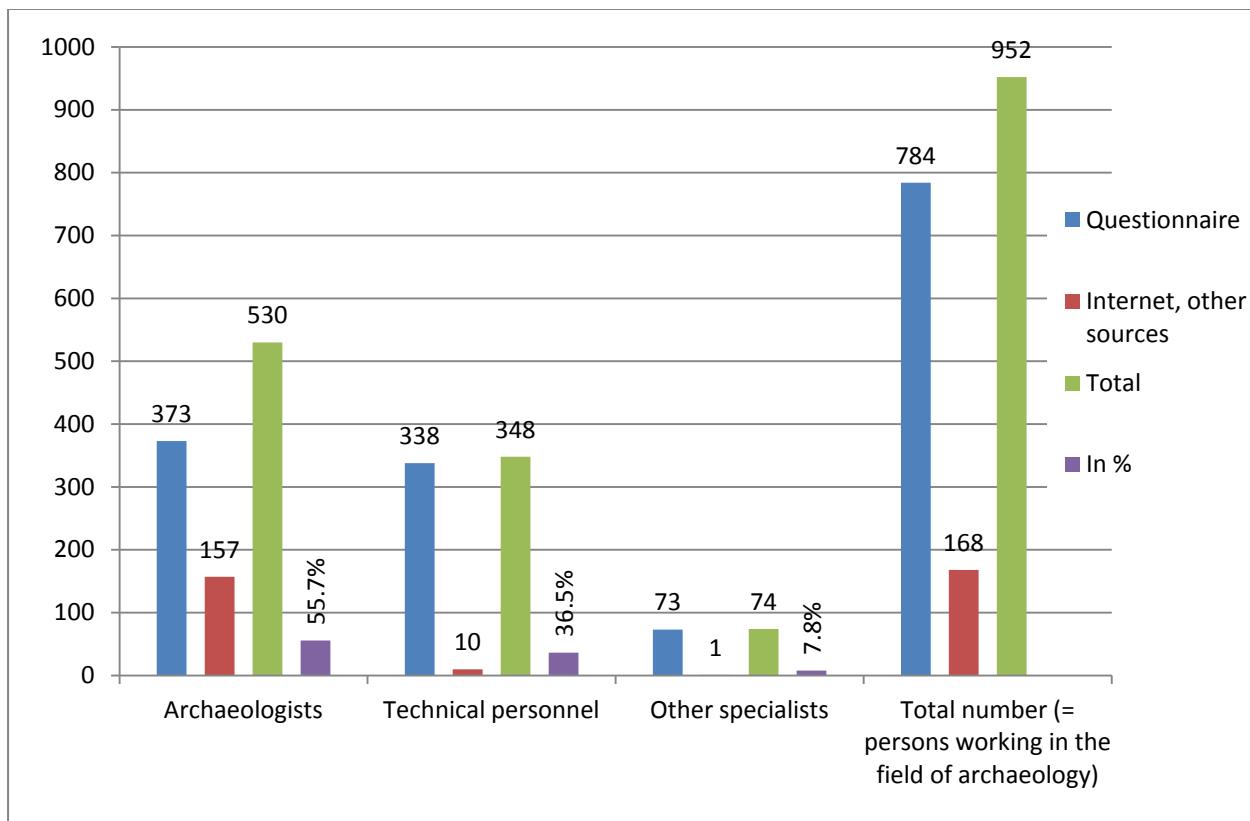


Figure 5 - total number of archaeologists and other people working in the field of archaeology arranged according to available sources

In order to obtain the most complete data on the number of archaeologists as well as persons working in the field of archaeology we combined data from questionnaires with additional information from other information sources (mainly the internet). According to character of those data, we may conclude that number of archaeologists is more or less complete because this category – as working position or working contents, is clearly declared. In the categories of *Technical personnel* and *Other specialists* we may assume that our data are slightly under-evaluated. In this case only such data obtained from other information sources unambiguously linking particular people with archaeological activities will be used. We may also assume that other information sources do not capture all persons only temporarily employed (mainly by agreement to perform work).

An attention was paid mainly to the category of *Archaeologists* in order to avoid double-counting (or multiple), particularly if this archaeologist is employed in several organizations by having part-time work-loads. By using this method, double-counting may influence only several persons.

4.2. Number of archaeologists in individual regions

4.2.1.1. – authorized institutions working in individual regions (by agreements with the Academy of Sciences)

Region	Number of institutions			
	Based on questionnaires	From other sources	Total	In %
Hradec Králové	22	8	30	7.11
South Bohemian	28	10	38	9.0
South Moravian	20	9	29	6.87
Karlovy Vary	21	8	29	6.87
Liberec	20	6	26	6.16
Moravian-Silasian	20	8	28	6.64
Olomouc	18	7	25	5.92
Pardubice	22	5	27	6.4
Plzeň / Pilsen	25	8	33	7.82
Praha / Prague	20	4	24	5.69
Central Bohemian	32	9	41	9.72
Ústí nad Labem	23	9	32	7.58
Vysočina	33	4	37	8.77
Zlín	17	6	23	5.45
Total	321	101	422	

Table 8 – authorized institutions working in individual regions (by agreements with the Academy of Sciences)

4.2.1.2. – according to number of archaeologists and seat of the institutions

Region	Number of archaeologists	
		In %
Hradec Králové	16	3.02
South Bohemian	34	6.42
South Moravian	107	20.19
Karlovy Vary	4	0.75
Liberec	9	1.7
Moravian-Silasian	12	2.26
Olomouc	32	6.04
Pardubice	10	1.89
Plzeň / Pilsen	73	13.77
Praha / Prague	134	25.28
Central Bohemian	53	10.0
Ústí nad Labem	30	5.66
Vysočina	8	1.51
Zlín	8	1.51
Total	530	

Table 9 – archaeologists working in individual regions (by number of archaeologists and seat of the institutions)

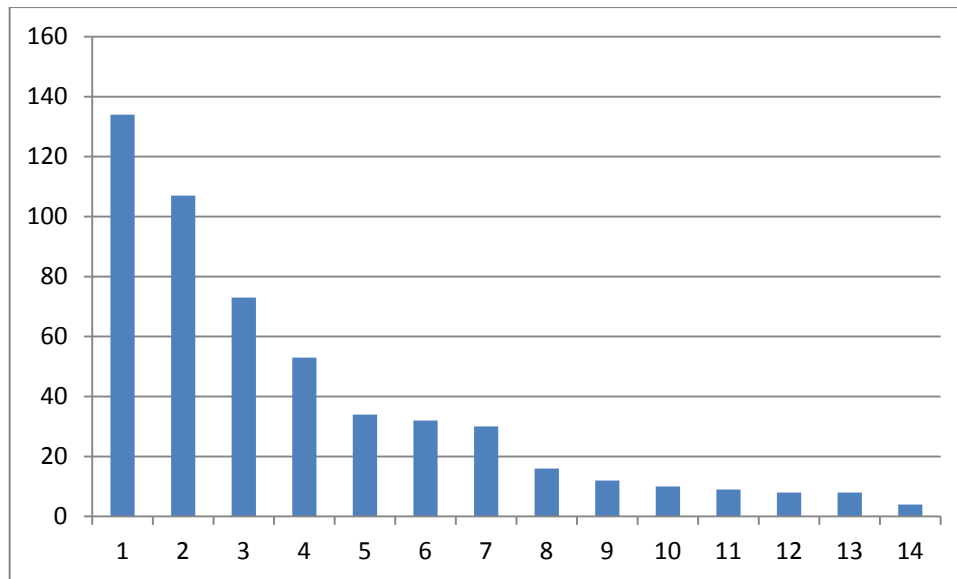


Figure 6 - number of archaeologists in individual regions. 1: Praha / Prague (134), 2: South Moravian region (107), 3: Plzeň / Pilsen (73), 4: Central Bohemian region (53), 5: South Bohemian region (34), 6: Olomouc (32), 7: Ústí nad Labem (30), 8: Hradec Králové (16), 9: Moravian-Silesian region (12), 10: Pardubice (10), 11: Liberec (9), 12: Vysočina region (8), 13: Zlín (8), 14: Karlovy Vary (4).

Regional division of archaeologists highlights was prepared according to two viewpoints. The first table stems from agreements between authorized organizations and the Academy of Sciences of the Czech Republic regulating areas where the organizations can perform archaeological organizations. Each organization has its own territory ranging from the entire Czech Republic to only one region or even smaller administrative units. The table shows number of organizations that are allowed to conduct archaeological field work in particular regions. It is clear that existence of some organizations is only formal and does not correspond to the real number of archaeologists conducting archaeological field work in particular region. In any of the regions the number of organizations with appropriate permission does not drop below 20. In regions divided between Bohemia and Moravia (the regions of South Bohemia, Pardubice and Vysočina) all organizations with the scope of authority in both the entire Bohemia and Moravia may conduct the archaeological field work. That's way the number of organizations is extremely high in these regions. The highest number of organizations is active in Central Bohemian region – this can be explained by the presence of high number of museums as well as private-sponsored organizations. Furthermore, the Central Bohemian region also shows the highest number of recorded archaeological activities.

The table seems to indicate that the scope of authority of the authorized organizations is more or less even and sufficient. However, this criterion is only formal because a series of organizations that can officially work in the entire regions of Bohemia, Moravia and Silesia conduct archaeological field works only in a restricted area or even not at all.

However, entirely different picture provides the distribution of regions on the basis of number of archaeologists that really work in each of the regions and conduct archaeological field work there. It is not surprising that a large portion of archaeologists (45.47% – South Moravian region) is concentrated in two main centres – Prague and Brno. If the third biggest centre – Pilsen (59.24% – Pilsen region), is taken into consideration the count rises to almost two thirds. This can be explained by the presence of important archaeological organizations (Institutes of Archaeology of the Academy of Sciences of the Czech Republic, large museums with a long tradition, local departments of the National Heritage Institute and universities with several departments of archaeology).

We can divide remaining regions into two groups. In four of the regions (the regions of South Bohemia, Olomouc, Central Bohemia and Ústí nad Labem), there's a group of 30–53 archaeologists who work there (i.e. 5.66% to 10% of the total count). This number probably corresponds to a kind of average situation in the Czech Republic. A rather important position of Central Bohemian Region mirrors the high count of museum archaeological organizations. Also the number of archaeologists equals the average number of archaeologists working in a particular region (38 archaeologists) if they would be equally distributed. A second group of regions (Hradec Králové, Pardubice and Moravian-Silesian regions) includes such regions with 10 to 16 active archaeologists. Also in these regions, universities with lectures in archaeology, important museums and local departments of National Heritage Institute are present. However, these organizations are all smaller. In the remaining four regions (the regions of Karlovy Vary, Liberec, Vysočina and Zlín) not even ten archaeologists are working, mainly varying from four to nine (i.e. 0.75 to 1.7%). Ensuring archaeological monument care has to be regarded insufficient, despite quite a high activity of the local archaeologists, and does not meet the current demands placed upon them.

4.2.1. – Size of archaeological organisations / companies

4.2.2.1. Size of archaeological organisations arranged according to the number of archaeologists (divided by the founder and number of organisations)

Founder	Number of archaeologists in the organisation						Number of organisations
	1	Max. 3	Max. 5	Max. 10	Max. 20	More than 20	
State	3	2	-	1	1	1	8
Region	36	22	3	4	3	-	68
Municipality	8	3	1	-	-	-	12
University	3	1	2	1	4	2	13
Academy	-	-	-	-	-	2	2
Private	1	5	5	2	1	-	14
Total	51	33	11	8	9	5	117
In %	43.59	28.21	9.4	6.84	7.69	4.27	

Table 10 – size of archaeological organisations divided by founder

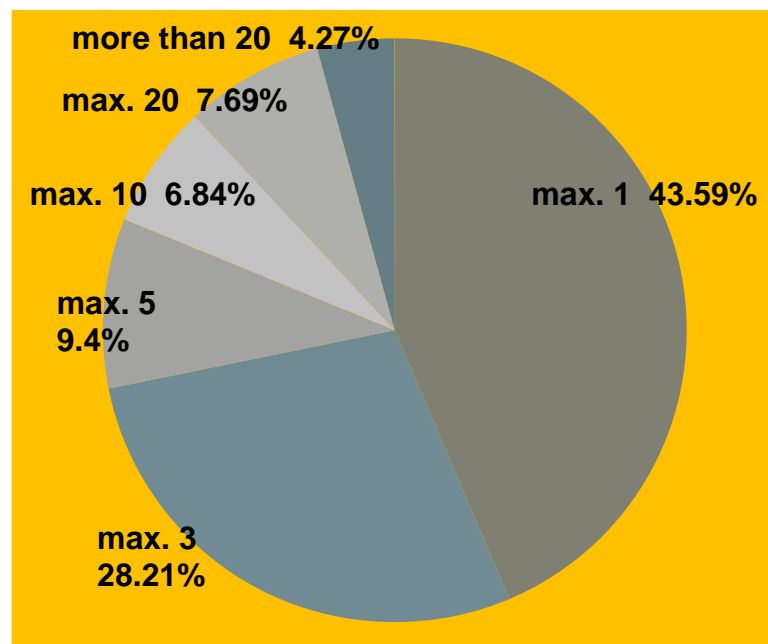


Figure 7 - archaeological organisations on the basis of their size (number of archaeologists)

4.2.2.2. Size of archaeological organisations according to the number of archaeologists (divided by the founder and number of organisations)

Founder	Number of archaeologists in organisation						Number of organisations / number of archaeologists
	1	Max. 3	Max. 5	Max. 10	Max. 20	More than 20	
State	3	4	-	9	11	45	8/72
Region	36	50	13	30	48	-	66/177
Municipality	8	6	4	-	-	-	12/18
University	3	3	9	38	20	24	13/97
Academy	-	-	-	-	-	83	2/83
Private	1	12	23	29	18	-	14/93
Total	51	75	49	106	97	152	117/530
In %	9.62	14.15	9.25	20	18.3	28.68	

Table 11 – size of archeological organisations according to the number of archaeologists

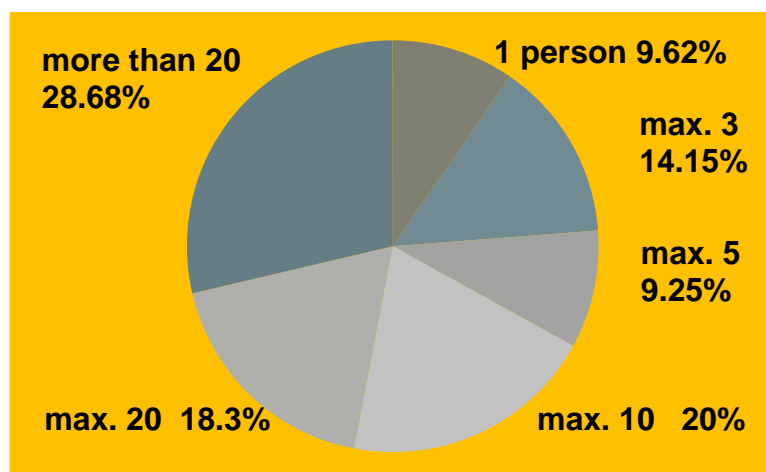


Figure 8 - archaeological organizations on the basis of the number of their personnel. Expressed in absolute numbers of archaeologists working in organizations.

Classifying organizations by the number of archaeologists working there highlights a rather important feature of the Czech archaeological community. A vast majority of archaeological organizations is very small (71.9% with the maximum of three archaeologists; 43.59% of organizations employ only one archaeologist). These organizations can only hardly meet all demands of archaeological activities. These small organizations employ probably a quarter of all archaeologists (23.77%).

A standard organization of this size is a museum that represents a basic link of museums network distributed according to administrative division prior to the year 1989, and located in centres of previous districts. This network consisted of 77 museums (including Prague). We may say that currently the situation has almost reached the state that could be prior to the year 1989 (when at least one archaeologist would be working in each district museum) regarded as ideal. From this point of view, the increase in the number of organizations even personally undersized represents a positive feature.

4.3. Age and gender of persons working in the field of archaeology

4.3.1. Archaeological organizations by their founders. Representation of men and women in the category of Archaeologists

Founder	Men		Women		Total
	Number	%	Number	%	
State	44	13.02	28	14.58	72
Region	106	31.36	71	36.98	177
Municipality	8	2.36	10	5.21	18
University	66	19.53	31	16.15	97
Academy	54	15.98	29	15.1	83
Total	60	17.75	23	11.98	83
	338	63.77	192	36.23	530

Table 12 – men and women working as an archaeologist

4.3.2 Archaeological organizations. Representation of men and women in the category of Technical personnel and Other specialists

	Men		Women		Total
	Number	%	Number	%	
Technical personnel	126	47.2	141	52.8	267
Other specialists	13	39.4	20	60.6	33
	139	46.3	161	53.7	300

Table 13 – men and women in categories Technical personnel and Other specialists

4.3.3. Archaeological organizations. Representation of men and women in the category of Archaeologists, arranged according to individual age groups

Founder	Age groups						Total
	Less than 20	20–29	30–39	40–49	50–59	Over 60	
State	0/0	1/2	24/12	8/3	8/8	3/3	44/28
Region	0/0	7/3	22/11	12/8	9/4	9/9	59/35
Municipality	0/0	2/1	0/1	0/0	0/1	0/1	2/4
University	0/0	2/2	6/6	2/2	6/3	7/1	23/14
Academy	0/0	0/2	13/9	10/5	20/8	11/5	54/29
Private	0/0	15/10	29/7	6/4	3/3	3/1	56/25
Total	0/0	27/20	94/46	38/22	46/27	33/20	238/135
Males/Females in %	0/0	11.34/14.81	39.49/34.08	15.97/16.3	19.33/20	13.87/14.81	
Both in %		12.6	37.53	16.09	19.57	14.21	

Table 14 – archaeologists according to individual age groups

Note: Number in front of the slash represents number of men, number behind the slash women.

4.3.4. Archaeological organizations. Representation of men and women in the categories of Technical personnel and Other specialists, arranged according to individual age groups

	Age groups						Total
	Less than 20	20–29	30–39	40–49	50–59	Over 60	
Technical personnel	0/0	28/33	52/33	25/32	15/25	5/17	125/140
Other specialists	0/0	3/9	5/4	6/4	0/1	1/1	15/19
Total	0/0	31/42	57/37	31/36	15/26	6/18	140/159
Males / Females in %	0/0	22.14/26.4 2	40.72/23.2 7	22.14/22.6 4	10.71/16.3 5	4.29/11.3 2	46.82/53.1 8
Both in %	0	24.41	31.44	22.41	13.71	8.03	

Table 15 – technical personnel and other specialists according to individual age groups
Notes: Number in front of the slash represents number of men, number behind the slash women.

4.3.5. Archaeological organizations. Total representation of men and women (Persons employed in the field of archaeology), arranged according to individual age groups

	Age groups						Total
	Less than 20	20–29	30–39	40–49	50–59	Over 60	
Archaeologists	0/0	27/20	94/46	38/22	46/27	33/20	238/135
Technical personnel	0/0	28/33	52/33	25/32	15/25	5/17	125/140
Other specialists	0/0	3/9	5/4	6/4	0/1	1/1	15/19
Total	0/0	58/62	151/83	69/58	61/53	39/38	378/294
Males / Females in %	0/0	15.34/21.0 9	39.95/28.2 3	18.25/19.7 3	16.14/18.0 3	10.31/12.9 2	
Both in %	0	17.86	34.82	18.9	16.96	11.46	

Table 16 – persons employed in the field of archeology according to individual age groups
Notes: Number in front of the slash represents number of men, number behind the slash women.

The proportional representation of men and women working in the field of archaeology as archaeologists is approximately two-to-one (63.77% versus 36.23%). With regards to ongoing developments, this representation of men seems relatively high. We may assume that further development will lead to equalizing of both ratios.

This development is indicated by the observed data in the remaining categories – *Persons working in the field of archaeology* (Technical personnel and Other specialists). There, women surpass men (53.7% versus 46.3%). If the entire group of Persons working in the field of archaeology is taken into consideration, then the ration between men and women is 57.47% to 42.53%.

When evaluating the age distribution of the archaeological community in several consecutive ten-year horizons the most numerous categories in both groups (i.e. *Archaeologists* versus *Technical personnel* and *Other specialists*) represents 30–39 years horizon. This trend clearly corresponds to the broadening of study possibilities following the year 1989 and mainly the increasing number of universities. This age horizon represents in the category of Archaeologists 37.53%, i.e. almost two fifths of the entire count. A rather surprising fact is a relatively low representation of archaeologists in the category 20–29 years (12.6%). It can be caused by missing data from organizations where employment of such persons can be expected, such as from universities. On the other hand, it should be stressed here that information regarding age categories can be determined only for a small part of archaeologists (373 archaeologists out of the total count of 530 archaeologists). The data were obtained not only on the basis of questionnaires but also a rather limited number of other sources.

4.3.6. Total average age

Average age in years	Men	Women	All
Archaeologists	43.48	43.59	43.52
Technical personnel	38.36	42.14	40.35
Other specialists	39	35	36.76
Staff working in the field of archaeology	41.61	42.34	41.93

Table 17 – average age in archaeology

Average age for each working position categories was calculated while using the ten-year age horizons determined in previous tables. Medians of each age horizons were used for the overall calculation (e.g. for the age horizon 30–39 years the median is 35 years).

With regard to the obtained data we may assume that the average age in all categories will be in fact slightly lower. Besides the questionnaires (not all of them provided this information), additional information were obtained from the internet (where the data

is, however, often incomplete because the birth date usually does not form an integral part of the curricula vitae and not all workers publish their CVs) and also from *Biografický slovník / Biographical dictionary (Sklenář a kol. 2005)*. Moreover, the dictionary also does not include the youngest archaeologists (it was published in the year 2005) and other categories are mentioned only very rarely. Thus, we are lacking information mainly regarding the youngest archaeologists and other specialists. Taken this fact into consideration it seems more plausible that the real average age should slightly decrease.

5. Persons with altered working abilities

	Total	From those, persons with altered working abilities	
Archaeologists	373	1	-
Technical personnel	265	-	6
Other specialists	34	-	-
Total	672	1	6
	98.98	0.15%	0.89%

Table 18 – persons with altered working abilities

In the course of the project we tried to determine how many persons with altered working abilities are working in the field of archaeology. In the Czech Republic, an altered working abilities are defined by law (Law No. 367/2011 Coll.) that determines what types of health issues are considered a handicap, to what degree these health issues must be respected by employers, and what kind of conditions the employer must create to accommodate employees with altered working abilities.

In accordance with our expectations the representation of persons with altered working abilities in the field of archaeology is very low. In the category of *Archaeologists*, there is only one working. In the category of *Technical personnel*, work six persons with altered working abilities employed on the position of field technicians (one person) and draughtsmen (five persons).

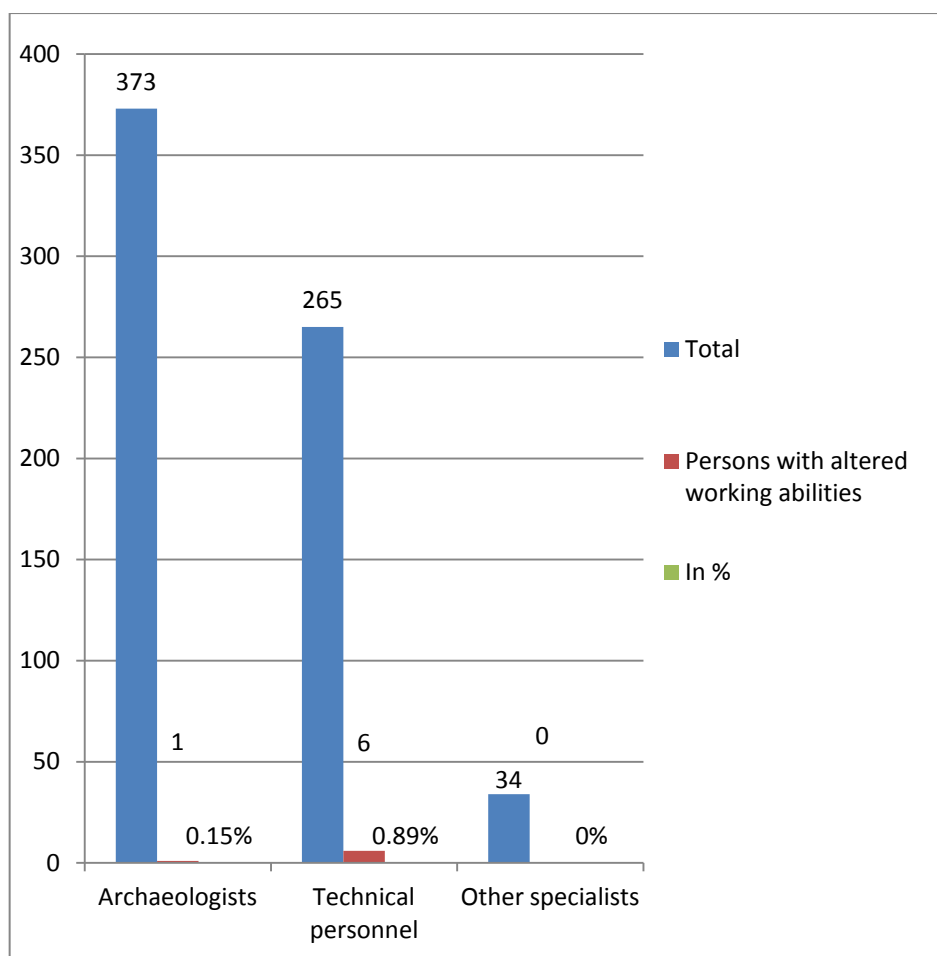


Figure 9 - persons with altered working abilities in the field of archaeology

6. Place of origin

6.1. Archaeologists according to their place of origin

Founder	Czech Republic	Slovakia	Poland	France	Hungary	Great Britain	Other (outside EU)	Total	
State	69	1	1	-	-	-	1	69/3	
Region	93	1	-	-	-	-	-	93/1	
Municipality	6	-	-	-	-	-	-	6/0	
University	33	1	-	-	-	1	2	33/4	
Academy	81	1	-	-	1	-	-	81/2	
Private	79	1	-	-	-	-	1	79/2	
Total	361	5	1	-	1	1	4	361/12	
In %	96.78	1.34	0.27	0	0.27	0.27	1.07		
	96.78	3.22							

Table 19 – archaeologist according to their place of origin

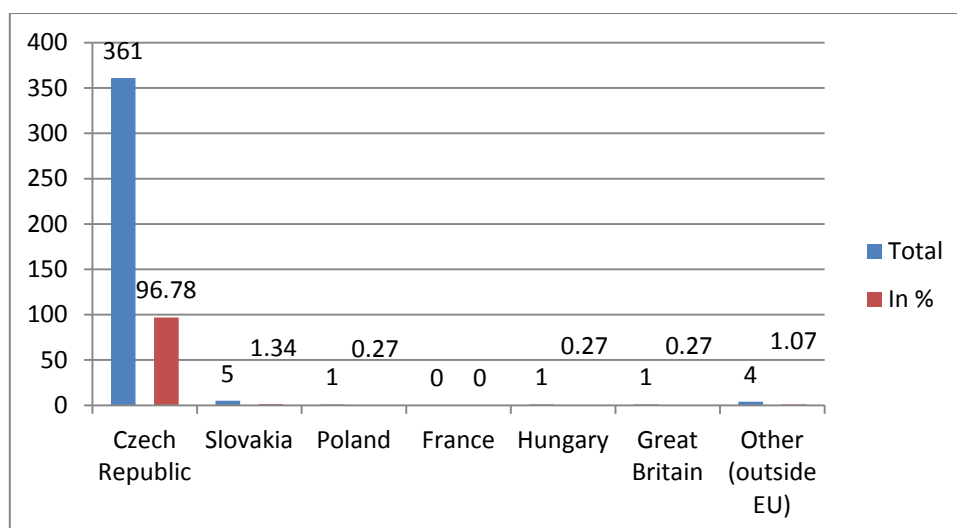


Figure 10 - archaeologists arranged according to their place of origin

6. 2. Persons working in the field of archaeology. Categories “archaeologists”, “technical personnel” and “other specialists”

Founder	Czech Republic	Slovakia	Poland	France	Hungary	Great Britain	Other (outside EU)	Total
Archaeologists	361	5	1	-	1	1	4	373
Technical personnel	250	11	3	1	-	-	-	265
Other specialists	33	1	-	-	-	-	-	34
Total	644	17	4	1	1	1	4	672
In %	95.82	2.53	0.6	0.15	0.15	0.15	0.6	
	95.82	4.18						

Table 20 – persons working in archaeology according to their place of origin

The project has clearly shown that the practice of employing persons of other than Czech citizenship is still very rare in the Czech archaeology. A relatively low number of foreign nationals it was possible to double-check any unclear data and that’s why the table can be regarded as statistically accurate. However, it should be stressed here that prior to the year 1993, Czech Republic formed part of the Czechoslovakia; and with regards to the issue of citizenship, no distinction was made between persons from Slovakia (Slovaks) and persons from the Czech lands (Czechs). That’s why all employees from Slovakia (of Slovak nationality) who have been working in the Czech archaeological organizations prior to the year 1993 are classified as Czech Republic citizens (i.e. statistically, they appear as Czechs). Only these Slovaks who arrived in the Czech Republic after the year 1992 are in the statistics classified as Slovaks. Most often these are archaeology students from Slovakia who found jobs in the Czech Republic after completing or suspension of their degrees.

A relatively low ratio of persons from the Western Europe is influenced by a language barrier that, however, does not apply for persons from Poland and Slovakia as well as by a significant difference in wages and salaries. Administrative problems regarding employment of foreign workers in the Czech Republic are gradually simplifying. Persons from countries outside the European Union (altogether three persons) are employed at the universities: at the Czech Institute of Egyptology and the Department for Classical archaeology.

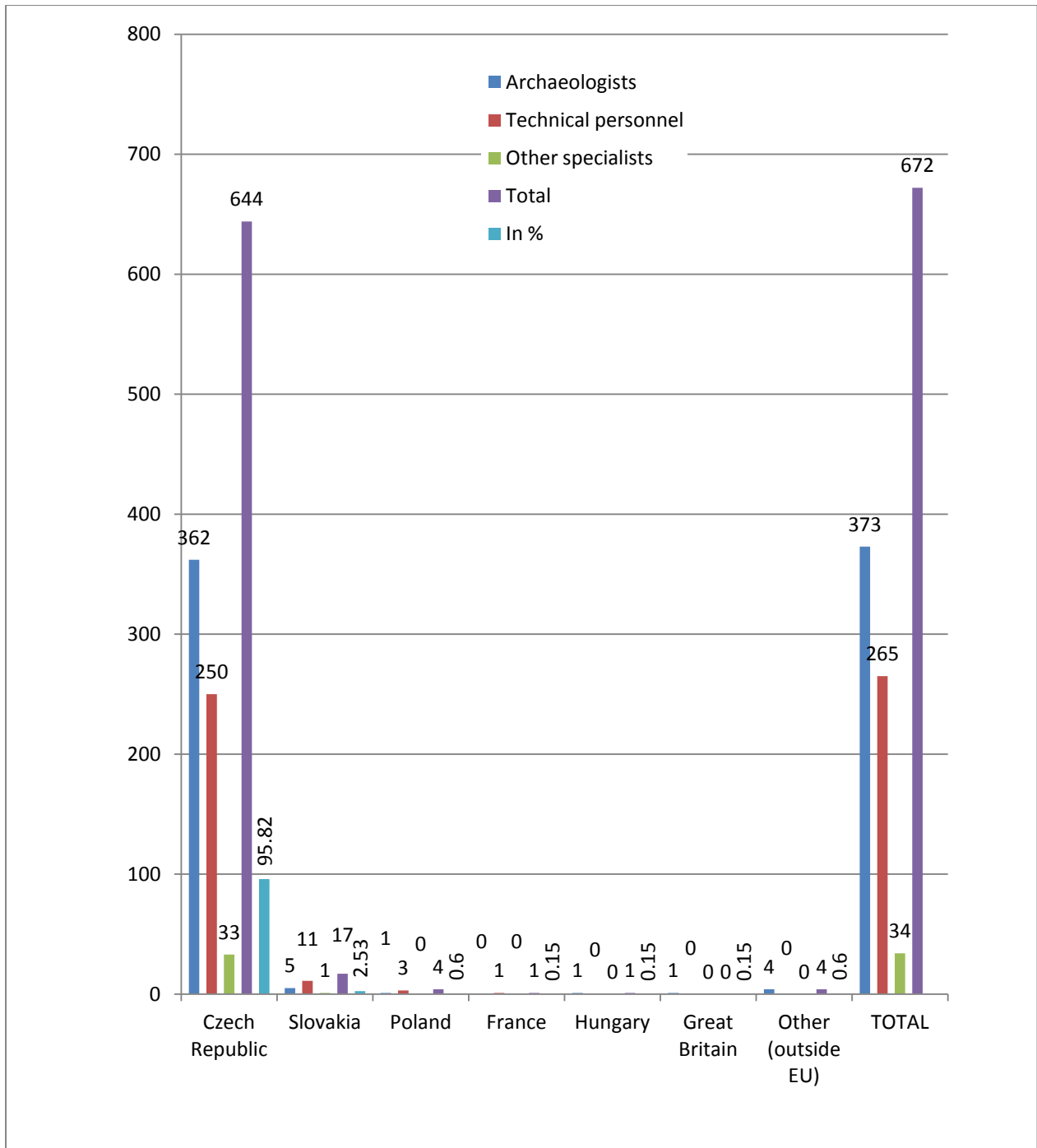


Figure 11 - persons working in the field of archaeology arranged according to their places of origin

7. Work-loads

As a part of the project, the work-load of archaeologists and persons working in the field of archaeology has been also studied. The first criterion that was observed was the size of the work-loads divided in three categories: full-time work-load (i.e. 40 hours per week by the current legislation), part-time work-load further subdivided into part-time work-load larger than half of the full-time job (category *More than 20 hours*) and part-time work-load smaller than half of the full-time job (category *Less than 20 hours*).

The length of the work-load represented the other criterion, i.e. permanent employment versus temporary employment for a specified period of time. It should be stressed here, that under the current legislation the temporary employment can have three different forms. First, there is a kind of temporary employment that only differs from the permanent by the fact that an exact date by which the employment terminates is stated in the contract. Another form represents the so-called *agreement to perform work* (also work contract) that only permits employment of up to half of a full-time work-load at the maximum, i.e. 20 hours per week. These contracts can be stroked repeatedly. A third possibility represents the so-called a *contract of services* (also *location operis*) limited to 300 hours at the maximum (i.e. two months of a full-time work-load) performed for any particular employer in one calendar year. Both agreements (work contract and agreement to complete a job) are characteristic for seasonal workers such as e.g. workers performing archaeological field work and technical personnel at the archaeological sites (the so-called technicians). These agreements have been also used in recent years when more than one employments concourse (*agreement to perform work*) or when having work-loads for small number of hours per week (*contract of services* for e.g. teaching at a university in the extent of only several hours per week).

7.1. Archaeologists. Size of work loads

Founder	Full-time job	In %	Part-time job			
			More than 20 hours	In %	Less than 20 hours	In %
State	59	88.06	-	0	8	11.94
Region	60	74.07	4	4.94	17	20.99
Municipality	6	75	1	12.5	1	12.5
University	24	36.36	11	16.67	31	46.97
Academy	56	62.22	6	6.67	28	31.11
Private	38	62.3	9	14.75	14	22.95
Total	243	65.15	31	8.31	99	26.54

Table 21 – archaeologists – size of work loads

Note: data have been obtained for 373 archaeologists.

7.2. Persons working in the field of archaeology (technical personnel + other specialists). Size of work loads

<i>Founder</i>	<i>Full-time job</i>	<i>In %</i>	<i>Part-time job</i>			
			<i>More than 20 hours</i>	<i>In %</i>	<i>Less than 20 hours</i>	<i>In %</i>
State	29/1	93.56/50	1/0	3.23/0	1/1	3.23/50
Region	39/1	60.94/100	8/0	12.5/0	17/0	26.56/0
Municipality	3/0	50/0	1/0	16.67/0	2/0	33.33/0
University	-	-	-	-	-	-
Academy	30/8	66.66/50	7/1	15.56/6.25	8/7	17.78/43.75
Private	51/4	65.38/40	27/3	34.62/30	0/3	0/30
Total	152/14	67.86/48.28	44/4	19.64/13.79	28/11	12.5/37.93

Table 22 – persons working in archaeology (Technical personnel and Other specialists) – size of work loads

Note: number in front of the slash represents number of persons/technical personnel, number behind the slash number of persons/other specialists. Data have been obtained for 224 technical persons and for 29 other specialists.

The results clearly show that a full-time work-load still represents a prevalent form of employment of archaeologists. This form prevails also in private-sponsored organizations whose archaeological activities are significantly dependent upon obtaining their finances from conducting archaeological field works or taking part in paid projects. However, both these activities are hard to predict.

An exception from this trend represent only universities where work-loads smaller than 20 hours per week prevail. Universities offer full-time work-loads only to a minority of their workers (36%). Some of their employees have full-time jobs at other organizations and teaching at a university constitutes only a supplementary activity to their curriculum. Other lecture at several universities at once and their work-load consists of several smaller part-time jobs. From the point of view of this project, this represents a possibility for double-counting of some persons and we tried to eliminate this mistake by cross-checking various sources.

In the categories of *Other persons* the situation is more or less the same for technical personnel with the exception of the fact that full-time work-loads are more prevailing there than in the category of archaeologists. On the other hand, the category of *Other specialists* shows the dominance, by more than half, of part-time work-loads with the exception of organizations founded by regions.

7.3. Archaeologists. Duration of work loads

Founder	Permanent		Temporary						
			Contract		Agreement to perform work		Contract of services		Total
State	58	90.62	6	9.38	0	0	0	0	64
Region	7	31.82	8	36.36	5	22.73	2	9.09	22
Municipality	4	50	3	37.5	1	12.5	0	0	8
University	4	5.33	54	72	0	0	17	22.67	75
Academy	12	14.46	71	85.54	0	0	0	0	83
Private	39	63.9	14	22.58	6	9.68	3	4.84	90
Total	124	39.49	156	49.68	12	3.82	22	7.01	314

Table 23 – archaeologists – duration of work loads

Note: data have been obtained for 314 archaeologists

7.4. Persons working in the field of archaeology (technical personnel + other specialists). Duration of work loads

Founder	Permanent		Temporary						
			Contract		Agreement to perform work		Contract of services		Total
State	29/ 2	93.56/100	1/0	3.23/0	0/0	0/0	1/0	3.23/0	31/2
Region	44/ 2	69.84/100	4/0	6.35/0	12/0	19.05 /0	3/0	4.76/0	63/2
Municipality	4/0	66.66/0	0/0	0/0	1/0	16.67 /0	1/0	16.67/ 0	6/0
University	4/0	100/0	0/0	0/0	0/0	0/0	0/0	0/0	4/0
Academy	40/ 2	88.89/12.5	5/14	11.11/87.5	0/0	0/0	0/0	0/0	45/16
Private	35/ 7	30.97/70	15/3	13.28/30	10/0	8.85/ 0	53/ 0	46.9/0	113/1 0
Total	156 /13	59.54/43.3 3	25/1 7	9.54/56.67	23/0	8.78/ 0	58/ 0	22.14/ 0	262/3 0

Table 24 – persons working in the field of archaeology (Technical personnel and Other specialists) – duration of work loads

Note: number in front of the slash represents number of persons/technical personnel, number behind the slash number of persons/other specialists. Data have been obtained for 262 technical persons and for 30 other specialists.

When evaluating the length of work-loads, a certain parallel with the data regarding the size of the work-loads can be observed. Permanent work-loads for archaeologists tend to significantly prevail in state-sponsored organizations (90.62%) and surprisingly also in private-sponsored organizations (63.9%). Due to current Czech legislation, in the case of universities (5.33%) and the Academy of Sciences (14.46%), only a small ratio of archaeologists has permanent work-loads. Activities of these archaeologists are subjected to regular evaluations, repeated every five years (according to the current legislation the period was cut to three years). Based on results of this evaluation, a new employment contract would be concluded, also for a specific period of time. The above-mentioned observations regarding the higher representation of shorter work-loads (*Less than 20 hours*) at the universities clearly correlate with the highest attested number of contracts of services (22.67%).

The fact that temporary employments for the category of technical personnel prevail in privately-sponsored organizations is hardly surprising (69.03% out of which 46.9% represents contracts of services). As far as technical personnel category is concerned, probably only small number of core workers obtain permanent contracts. More persons are hired for larger projects of more extensive archaeological field works and those are granted only with temporary work-loads.

8. Trend in the number of employees in the past five years

Trends in the number of employees in the categories of *Archaeologists* and *Other* (without any further divisions) were observed between 2008 and 2012 and related to the year 2013. Some organizations did not provide this data.

8.1. Number of archaeologists in organizations in the past five years (by organizations). Overall trend

		More	In %	Equal	In %	Less	In %	Do not know	In %
2012	Archaeologists	7	13.21	38	71.7	7	13.21	1	1.88
	Other	8	21.05	21	55.27	8	21.95	1	2.63
2010	Archaeologists	7	13.46	34	65.39	10	19.23	1	1.93
	Other	7	20	19	54.27	8	22.87	1	2.86
2008	Archaeologists	8	15.38	27	51.92	16	30.77	1	1.93
	Other	10	28.57	14	40	9	25.71	2	5.72

Table 25 – number of archaeologists in organizations in the past five years

Information regarding trends in the number of employees is hard to interpret. It seems that in the past five years the number of employed archaeologists (from 51.92 to 71.7%) as well as other employees (from 40 to 55.27%) remained more or less the same. Information regarding organizations with more employees seems to follow decreasing trend in the year 2008, 2010 and 2012 as if they indicate the drop in the number of archaeologists employed in some organizations. Similarly, also the number of organizations employing lesser number of archaeologists and other personnel in the past seems to decrease. Both data are more or less in balance and they may be interpreted as natural movements of persons between individual organizations.

The same trend can be also observed in the case of universities, mainly at newly established departments of archaeology or at various departments with lectures from the field of archaeology. Also foundation of new privately-sponsored organizations (this category shows, according to the directory, the highest increase) influenced the picture quite significantly. However, it does not seem that these newly established organizations recruited archaeologists from other organizations; more likely they employ freshly graduated archaeologists. Generally speaking, the archaeological organizations seem to show a rather significant stability.

9. Trend in the number of employees in the next three-year horizon

Several questions in the questionnaires targeted the issue of trends in the number of organizations' development in the next three years, divided to the years 2014 and 2016. The data represent assumptions or opinions of particular organizations on their own development. Some organizations did not supply the required data.

		More	In %	Equal	In %	Less	In %	Do not know	In %
2014	Archaeologists	8	15.69	32	62.75	1	1.96	10	19.6
	Other	10	27.03	16	43.24	2	5.41	9	24.32
2016	Archaeologists	7	13.46	22	42.31	2	3.85	21	40.38
	Other	6	16.67	9	25	4	11.11	17	47.22

Table 26 – trend in the number of employees in the next three-year horizon

The obtained data aren't indicative of any decisive development up to the year 2016 but rather expectations of each individual organization, i.e. their optimism or pessimism. Overall, expectation of more or less current trends prevails among the organizations. With regard to the current situation and as a reflection of economic development, the low ratio of *Less* responses (5.41 and 11.11% for all other workers category; and only 1.96 and 3.85%

for archaeologists) is rather surprising for this trend does not meet the expectations expressed by the *More* reply. From this point of view, the expectations are more or less optimistic. On the other hand, ratio of answers reporting a certain level of uncertainty (the *Do not know* responses) remains rather high for the year 2016 (40.38 or more precisely 47.22%).

10. Achieved education in the field of archaeology

The highest level of achieved education has been evaluated according to earned university titles, divided by degrees. At the moment, all universities in the Czech Republic are using a three-degree (the so-called Bologna) system, with academic titles Bc. (Bc.) – Mgr. (MA) – PhD. On the other hand, a considerable number of archaeologists completed their education under the previous, two-degree system. Due to this observation, the questionnaires were adjusted to reflect this fact.

The lowest academic title (bachelor – Bc.) that was newly introduced after the Bologna system was accepted does not entitle the holder to independently conduct any archaeological field work. The magister (Mgr. – MA) title corresponds to the previous PhD. title (doctor of philosophy). Equivalent title to PhD. (doctor) is the old title CSc. (candidate of sciences). The title doctor – Dr. was also awarded for a short time.

The highest qualification degrees within university milieu earn an assistant docent (Doc.) and university professor (Prof.) titles. Within the Academy of Sciences of the Czech Republic milieu, this degree corresponds to the doctor of sciences title (DSc., previously DrSc.). Both the university and academic titles can be combined.

A small portion of persons earned a university degree at schools that award an engineer (Ing.) degree, equivalent to the Mgr. degree. Another title – certified specialist (DiS.) that can be achieved on technical institute is not, however, recognised as a university degree.

Only the highest achieved title is filled in the following table. Partly, this data was not filled in by some of the organizations or they just stated total numbers for all categories of their workers. In this case, this data has been verified according to *Biografického slovníku / Bibliographic dictionary (Sklenář 2005)*. However, titles achieved after the year 2005 cannot be verified this way and the internet sources provided these data only partly.

10.1. Working in the field of archaeology – achieved qualification by titles

Category			Achieved title					Total
	Basic	Middle	DiS.	Bc.	Mgr., Dr., PhDr., Dr.,	PhD., CSc.	Doc.,Prof., DrSc., DSc.	
Archaeologist	0/0	10/2.86	0/0	12/3.43	219/62.57	79/22.57	30/8.57	350
Technical personnel	5/ 1.92	180/ 68.71	2/0. 76	39/ 14.87	36/13.74	0/0	0/0	262
Other specialists	0/0	0/0	0/0	0/0	6/100	0/0	0/0	6

Table 27 – working in the field of archaeology – achieved qualification by titles

The table shows that almost all persons employed at the position of *Archaeologists* (97.14%) have earned some type of academic title. Ten persons listed high-school degree as their highest completed education (i.e. 2.86% of the total count of archaeologists). 93.71% of all archaeologists have academic qualification necessary to obtain a license to perform archaeological research (a Mgr. or PhDr. title, or higher).

Workers at the position of *Technical personnel* have predominantly achieved secondary education. Even among this category, the portion of persons with achieved university education is rather high (28.61%). Some of these employees represent persons with finished archaeological studies (Mgr. title) or prior to their conclusion (Bc. title) that are working on this position in organizations that cannot conduct archaeological field work (organizations such as Limited liability companies (s.r.o. in Czech) or general partnerships (v.o.s. in Czech)). Currently, no free position of an archaeologist is being advertised.

A university degree obtained all persons in the category of *Other specialists*; however, their number is rather small.

10.2. Archaeologists. Countries where university education was achieved

	<i>Czech Republic</i>	<i>Slovakia</i>	<i>EU</i>	<i>Outside EU</i>
State	71	0	1	0
Region	93	0	0	1
Municipality	6	0	0	0
University	36	0	1	0
Academy	83	0	0	0
Private	78	1	2	0
Total	367	1	4	1
%	98.39	0.27	1.07	0.27

Table 28 – archaeologists – countries where university education was achieved

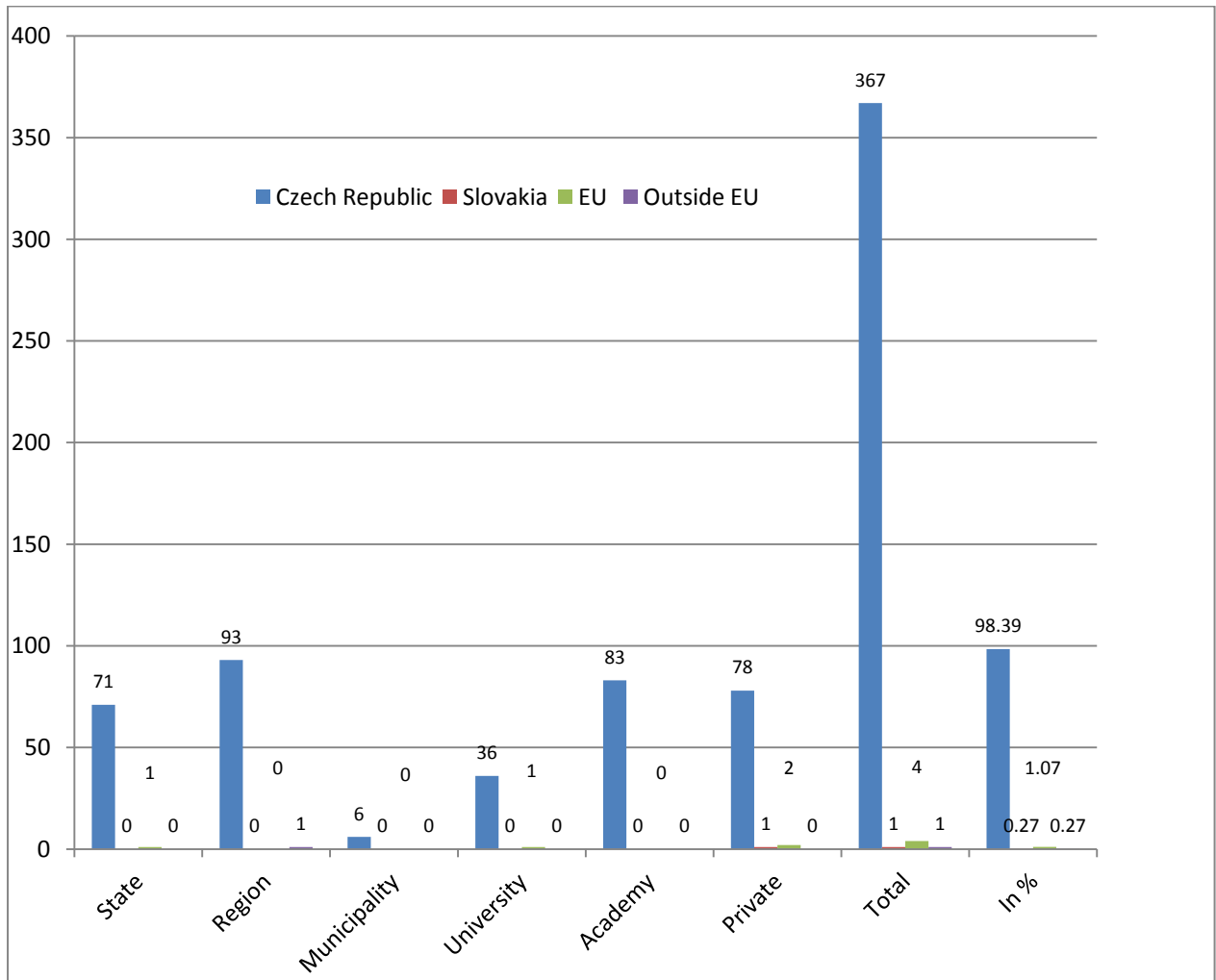


Figure 12 - archaeologists divided by countries where they achieved their university education

In order to evaluate the place where archaeologists achieved their university degrees, we broadened the original division of ‘home country/Czech Republic’, ‘EU countries,’ and ‘countries outside of the EU’ to include ‘Slovakia’. This stems from the fact that up to January 1st, 1993 the Czech Republic was part of Czechoslovakia. Prior to this date, studies in Slovakia are regarded as studies in the Czech Republic. Studying abroad is still rare in Czech Republic, including studying in Slovakia where education is as accessible as at a Czech university, in accordance with relevant bilateral treaties.

Our survey, however, did not monitor another phenomenon of shorter or longer stays at foreign universities (such as e.g. Erasmus program). In the past few years, these stays have become a common component of one’s university education. However, the stays usually do not stem in achieving university degree abroad. The situation is the same with other forms of study stays.

11. Training of the employees

11.1. Training of the employees provided by organizations

	Yes	No	Do not know
Basic field techniques	22	28	1
Basic field documentation	20	28	1
Basic geodetic works	12	34	1
Computer literacy	28	26	1
Photographic works	15	33	1
Treatment of archaeological materials	34	21	1
Ecofacts collections	14	30	1
Find conservation	22	29	1
Foreign languages	12	37	2

Table 29– training of the employees provided by organizations

To evaluate data regarding training of employees that is provided by organizations they are working for is rather difficult. Data in all categories are only partial because only some questionnaires were completely filled in. Affirmative replies prevail mainly in the category of *Computer literacy* and we may suppose that it includes training in specialized programmes used in particular organizations (such as programmes for evidence of finds in museums or more complicated graphic and database programmes). Training in usual office programmes represents a common part in secondary or university education.

Surprisingly, affirmative replies also prevail in the category of *Treatment of archaeological material* that should be part of secondary education. It is highly probable that this category includes, among other activities, treatment and basic evidence that is very important mainly in museums where different systems can be applied.

11.2. Does the level of training/education of the commencing employees meet the current needs?

Yes	In %	No	In %	Do not know	In %
23	41.07	23	41.07	10	17.86

Table 30 – level of training/education and current needs

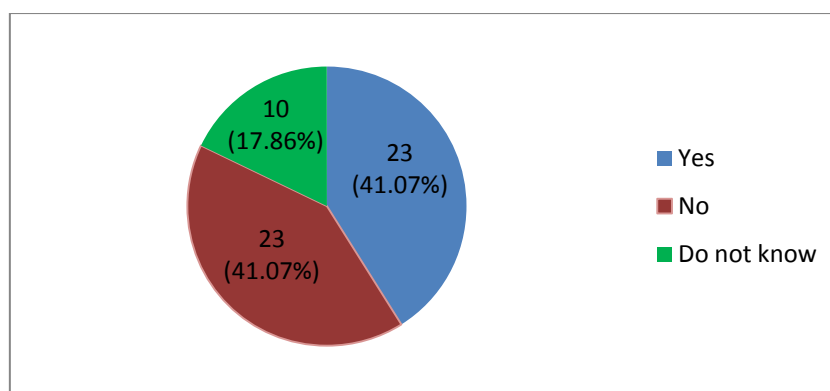


Figure 13 – level of training/education and current needs

A rather interesting reply has been given to the question whether education (training, skills) obtained at universities does correspond with current demands of the archaeology. Only minority of organizations provided an affirmative reply (41.07%).

11.3. Performing activities related to archaeology by the organization's own activities

	Yes	No	Do not know
Providing technicians for field works	37	19	2
Providing workers for field works	29	28	2
Field documentation	43	15	2
Geodetic works	24	31	2
Photodocumentation	42	13	0
Basic treatment of archaeological materials	45	13	0
Find conservation	35	25	0
Geophysical and other non-destructive survey	13	45	1
Aerial archaeology	13	42	1
Archive research	37	17	2
Construction history research	11	43	4
Obtaining and evaluation of ecofacts	11	45	1
Geology, pedology	13	41	1
Depository activities	45	13	1
Exhibitions/ lectures	49	7	1
Other (<i>give specific examples</i>)	5	8	1

Table 31 – performing activities related to archaeology by the organization's own activities

Research on the subject to what degree do organizations perform each of the activities related to archaeology in-house revealed that most organizations actually do complete most of the tasks themselves (such as e.g. field documentation, photodocumentation, depository activities, archive research, exhibition etc.). The situation seems to correlate with the general practice.

Only specialized types of activities are generally provided by external companies. They represent various types of research demanding specialized techniques (geophysical or other non-destructive surveys, aerial archaeology and obtaining ecofacts) as well as co-operation with other branches of sciences (such as geology and construction history research).

In other categories the ratio is more balanced. In case of geodetic services, we may assume that simple tasks are performed by the organizations and only specialized tasks (such as e.g. photogrammetry, 3D scanning) are outsourced to external companies. Unique category is providing workers for archaeological field research (workers, diggers). While using of subcontracting companies is more characteristic for Bohemia, in Moravia these activities are performed by the organizations.

11.4. Performing activities related to the field of archaeology by co-operation with other institutions

	Yes	No	Do not know
Providing technicians for field works	30	23	2
Providing workers for field works	38	18	1
Field documentation	24	29	1
Geodetic works	37	14	2
Photodocumentation	19	34	2
Basic treatment of archaeological materials	20	32	1
Find conservation	40	17	0
Geophysical and other non-destructive survey	43	12	0
Aerial archaeology	34	20	0
Archive research	18	32	3
Construction history research	37	17	3
Obtaining and evaluation of ecofacts	42	13	0
Geology, pedology	44	10	0
Depository activities	16	36	0
Exhibitions and lectures	28	29	0
Archaeological field work management	11	39	3
Human resources management	3	47	2
Economic issues	12	39	3
Information technology	24	26	2
Legal issues	27	23	1
Translations and interpreting	31	21	0
Cooperation with media/popularization	30	24	0
Other (<i>give specific examples</i>)	0	5	1

Table 32 – performing activities related to the field of archaeology by cooperation with other institutions

Data gathered in this table should be complemented with data from the previous table, i.e. higher portion of providing the relevant activities by co-operation with external companies is supposed in cases where a rather low ratio of affirmative answers is attested in the previous table. This assumption is corroborated with the above-mentioned table and

its data even though the ratio of affirmative and negative answers varies. Surprising is the high percentage of outsourcing conservation of more demanding or sensitive materials (40:17). Similar ratio even though not so distinctive was attested also for basic treatment of found material (20:32) that is generally assumed to represent basic activities for each organization (such as e.g. at universities or Academy). Despite increasingly more complex economic regulations it is still surprising that the ratio of co-operation with external companies is rather low (ratio 12:39); while the ratio (27:23) in the field of handling legal issues is to be expected (due to an increasingly complex legislation, and relationships with diverse institutions and firms).

Rarely cited *Other activities* relate to exhibition activities of museums (museum pedagogy, children’s programmes etc.) and specialized techniques (preparation of 3D models).

11.5. Assumption of provision of some activities by employees proper

Total	Yes	No	Do not know
54	15	27	12
%	27.78	50	22.22

Table 33 – assumption of provision of some activities by employees proper

11.6. Plan of preferred provision of some of these activities in the next two years

Total	Yes	No	Do not know
55	14	31	10
%	25.45	56.37	18.18

Table 34 – plan of preferred provision of some of these activities in the next two years

Both of these tables offer a peak into the development plans of each of the organizations. Only a small part of organizations (27.78 or more precisely 25.45%) plan to increase number of their employees even when ensuring their priority activities. This information seems to be in accordance with the general situation influenced by economic stagnation. Generally, a short-term aim is to maintain the current number of employees.

12. Wages and salaries in the field of archaeology

Within the scope of this project, data regarding salaries and wages in archaeology have been gathered together. Such information is generally regarded as sensitive. Thus, only

a small part of notified organizations provided them. Part of respondents even did not fill in any data regarding the amount of salaries and wages. Furthermore, other part of respondents filled the data in such a way that prevents deriving of any required data. Some large organizations whose data may significantly influence the total results have not also provided them.

In accordance with the general practice, the gathered data represent the so-called gross salary, i.e. amount of money that the employee receives from his/her employer. This amount of money has to be increased by social and health insurances and income tax all paid by employers. Presentation of the so-called net wages, i.e. without the above-mentioned payments and taxes would lead to distorted conclusions for they vary at various employers. The gross salary does not include the amount of money that the employer pays to the state (34%). According to the project's demands, the amount of money was recalculated on annual salaries/wages.

To enable the comparison even though sometimes highly influenced by a rather low number of answers, following charts are presented in several stages divided according to founders and categories of *Archaeologists*, *Technical personnel* and *Other specialists*.

12.1. Summary of average annual salaries/wages in the field of archaeology

A	Archaeologists		Technical personnel		Other specialists	
	Number of persons	Annual salary	Number of persons	Annual salary	Number of persons	Annual salary
Museums – state	9	203472,-	5	202656,-	-	-
Museums – regions	39	257628,-	28	205500,-	2	243960,-
Museums – municipality	6	219420,-	-	-	-	-
National heritage institute	3	202284,-	2	243600,-	-	-
Institutes of archaeological conservation	31	264118,-	10	183240,-	-	-
Academy	52	329652,-	31	219132,-	17	266400,-
University	3	314760,-	-	-	-	-
Private	45	233052,-	36	216696,-	8	240000,-
Subcontractors	-	-	56	179712,-	-	-
	188		168		27	

Table 35 – summary of average annual salaries/wages in different type of institution/founder

B	Archaeologists		Technical personnel		Other specialists	
	Type of institution/ founder	Number of persons	Annual salary	Number of persons	Annual salary	Number of persons
Museums and Institutes of archaeological conservation	85	251592,-	43	199992,-	2	243960,-
Private organisations	45	233052,-	92	194184,-	8	240000,-
University	3	314760,-	-	-	-	-
National heritage institute	3	202284,-	2	243600,-	-	-
Academy	52	329652,-	31	219132,-	17	266400,-
Total	188		168		27	

Table 36 – summary of average annual salaries/wages in museums and in private organisations and in universities and in national heritage institutes and in academy

C	Archaeologists		Technical personnel		Other specialists	
	Type of institution/ founder	Number of persons	Annual salary	Number of persons	Annual salary	Number of persons
Private	45	233052,-	92	194184,-	8	240000,-
Other	143	280260,-	76	208944,-	19	264036,-
Total	188		168		27	

Table 37 – summary of average annual salaries/wages in private organisations and in other organisations

12.2. Annual salaries/wages of basic categories of employees

	Number	Annual salary	Monthly salary
Archaeologist	188	268956,-	22413,-
Technical personnel	168	200856,-	16738,-
Other specialists	27	256920,-	21410,-
All	383	238236,-	19853,-

Table 38 – annual salaries/wagws of basic categories of employees

12.3. Average salaries/wages in the field of archaeology in comparison with other categories of employees

Country	Czech Republic, CZ	
Basic structure	Bohemia, Moravia + Silesia	
Central or diversified systems	Mixed system, increase in regions' authorities	
Currency	Czech crown (CZK)	
Exchange rate to Euro (€)	April 1 st 2013 (date of data collection) 1 € = 25.745 CZK source: Czech national bank (www.cnb.cz)	
Average annual salary	29 9436,- CZK (2 nd quarter of the year 2013 – all employees); source: Czech Statistical Office (www.czso.cz) – average annual gross salary	i.e. monthly 24 953,-
Average annual salary in comparable categories of employees	29 8968,- CZK (2 nd quarter of the year 2013 – non-commercial sphere; source: Czech Statistical Office (www.czso.cz) – average annual gross salary	i.e. monthly 24 914,-
	37 6284,- CZK (2 nd quarter of the year 2013 – professional, scientific and technical activities); source: Czech Statistical Office (www.czso.cz) – average annual gross salary	i.e. monthly 31 357,-
	28 9332,- CZK (2 nd quarter of the year 2013 – education); source: Czech Statistical Office (www.czso.cz) – average annual gross salary	i.e. monthly 24 111,-
	22 0284,- CZK (2012 – average annual gross salary of the archaeologist); source: www.platy.cz	i.e. monthly 18 357,-
	41 0148,- CZK (2012 employee of the Academy of Sciences CR), source: Annual report of the AS CR activities, www.avcr.cz – average annual salary	i.e. monthly 34 179,-
Average annual salary of an archaeologist	26 8956,- CZK	i.e. monthly 22 413,-
Average annual salary of a „person working in the field of archaeology“	23 8236,- CZK	i.e. monthly 19 853,-
Usual description of the salary type	Gross monthly	

Table 39 – average salaries/wages in the field of archaeology in comparison with other categories of employees

Data on wages and salaries evidence several well-known facts, the basic one being that the wages and salaries in the field of archaeology aren't reflective of the fact that pretty much all archaeologists (97.14%), and most of the persons employed in the field of archaeology (68.12%) have completed their university degrees. Average salaries in the field of archaeology, however, do not reach the nationwide salary (24 953,- CZK per month) even in the categories of *Archaeologists* (22 613,- CZK per month) as well as *Persons working in the field of archaeology* (19 853,- CZK per month).

The only average salaries both in individual categories of employees and founders as well that exceed the national average level belong to archaeologies working at universities (26 230,- CZK per month) and in the Academy of Sciences of the Czech Republic (24 471,- CZK per month).

A rather low average salary can reflect influence of economic crisis. Majority of financial influx in archaeology stems from rescue field works that are, according to the law, paid by building owners. Economic difficulties and consequent lower building activities (including discontinuance or suspension of large infrastructural projects such as highway constructions) correspond with decreasing number of rescue field works. This fact is rather hard to document because majority of the authorized organizations are not willing to provide appropriate data. Illustrative example may represent the summary of rescue field works conducted by the Institute of Archaeology of the Academy of Sciences, Prague in the years 2006–2013.

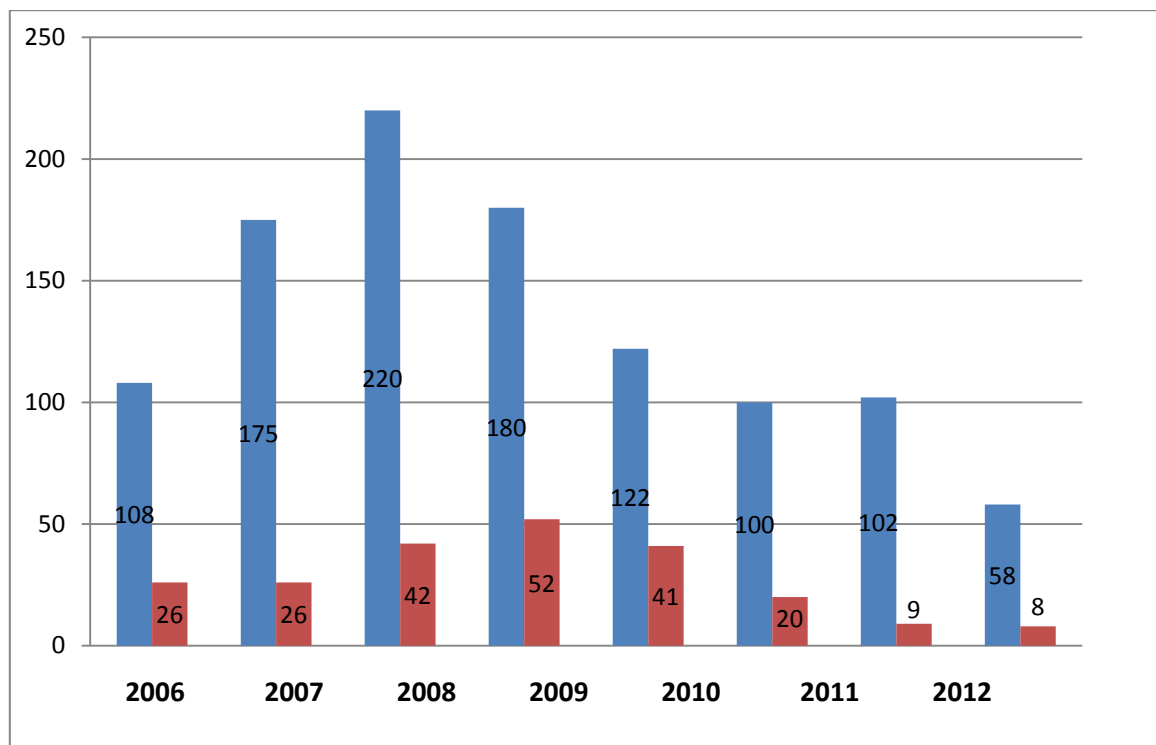


Figure 14 - rescue archaeological field works paid by the building owner, conducted in the period 2006–2013. Blue colour: all actions (field works); red colour: only actions (field works) with the sum surpassing 200 000,- CZK (approx. 8000,- €)

13. Comparison of selected data with the project “Discovering 2006–2008” results

13.1. Number of institutions

Since the year 2008, the number of organizations dealing with archaeology has increased. The highest rise has been attested (unsurprisingly) in the number of organizations with private founders (increase by a factor of almost two). Increase has been also attested in the field of monument care where it represents the influence of completion of network of regional specialized departments of the National Heritage Institute and also of employment of archaeologists in monument care departments of the regional offices. In the category of *Universities*, new departments of archaeology on regional universities also influenced the numbers.

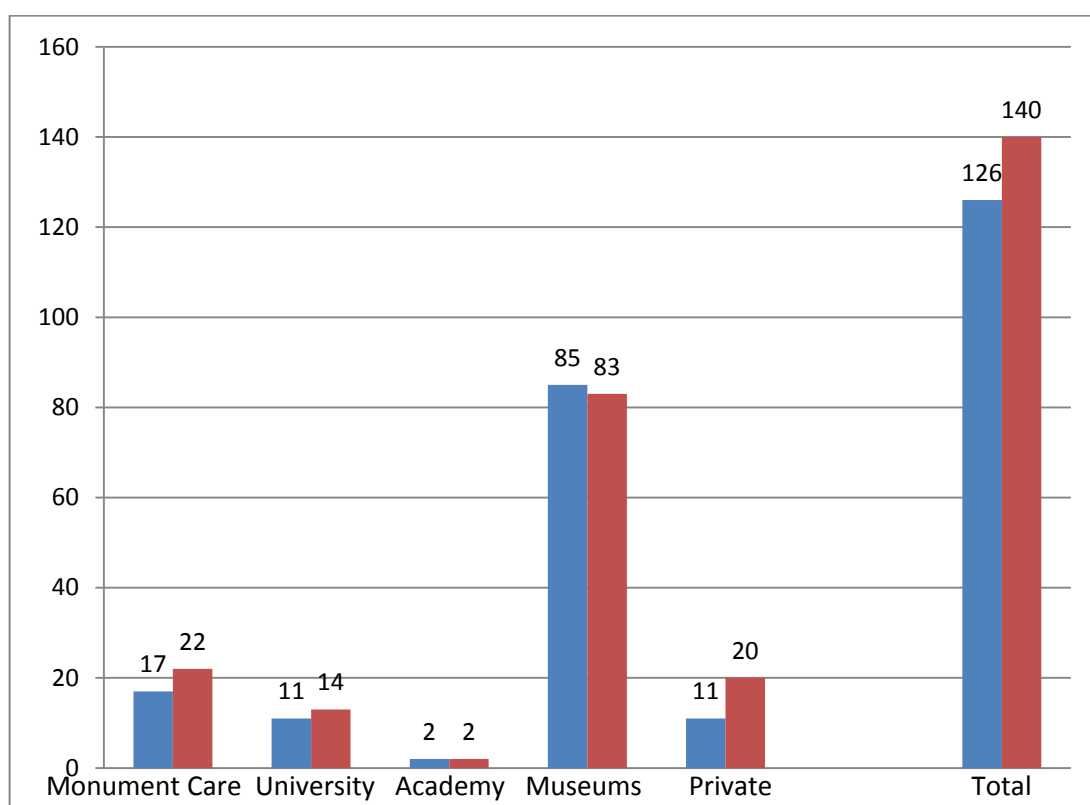


Figure 15 - number of archaeological organizations (according to number of notified addresses and prevailing specialization). Blue colour: state to the year 2008; red colour: to the year 2013.

13. 2. Number of archaeologists and number of employees in the field of archaeology

	Archaeologists	Technical personnel	Other specialists	Total number (= persons working in the field of archaeology)
2008	425	326	27	778
2013	530	348	74	952
Increase in %	125%	108%	274%	122%

Table 40 – number of archaeologists and number of employees in the field of archaeology in 2008 and in 2013

Since the year 2007, the total number of employees in all categories has increased (total increase of 122%). Number of archaeologists has increased more or less equally (of 125%) while the category of *Other specialists* has increased significantly (of 274%). On one hand, the increase corresponds to higher number of organizations as well as employees in particular organization, such as e.g. Academy of Sciences of the Czech Republic. Quite a significant increase in the category of *Other specialists* is mainly caused by a higher number of specialists from the field of natural sciences involved in evaluation of archaeological field work. On the other hand, the increased number of employees seems to be in contradiction to the emergence of economic crisis in the year 2009 that significantly decreased influx of monetary resources in the field of archaeology.

13.3. Size of archaeological organizations

In the year 2008, project Discovering also determined the size of archaeological organizations and according to the number of archaeologists (*Frolík – Tomášek 2008*).

Founder	Number of archaeologists in an organisation						Number of organisations/ number of archaeologists
	1	Max. 3	Max. 5	Max. 10	Max. 20	More than 20	
2008	32	63	38	57	55	68	313
2008 in %	10.22	20.13	12.14	18.21	17.57	21.73	
2013	51	75	49	106	97	152	530
2013 in %	9.62	14.15	9.25	20	18.3	28.68	

Table 41 – size of archaeological organizations in 2008 and in 2013

Note: Data were collected for 81 organizations in the year 2008 and 117 in the year 2013.

In the year 2008, we discovered that 75.2% of organizations represent workplaces employing maximum number of tree archaeologists (41.32% – one archaeologist and 33.89% – maximum of three archaeologists). Of course, the total number of archaeologists working on this type of organisations was very small (altogether only 30.35% of archaeologists). Data from the year 2013 clearly shows that there has been a slight decrease in their total number, i.e. that organizations employ more archaeologists. This trend facilitates to perform archaeological research and field work more precisely and on higher level. Ratio of organizations with maximum number of archaeologists has decreased to 71.8% (with one archaeologist 43.59%, with the maximum of three archaeologists 28.21%). Also the absolute number of archaeologists employed in these organizations has decreased (23.29% total, from this 9.62% with one archaeologist and 14.15% with the maximum of three archaeologists). Even though there are still too much small organizations.

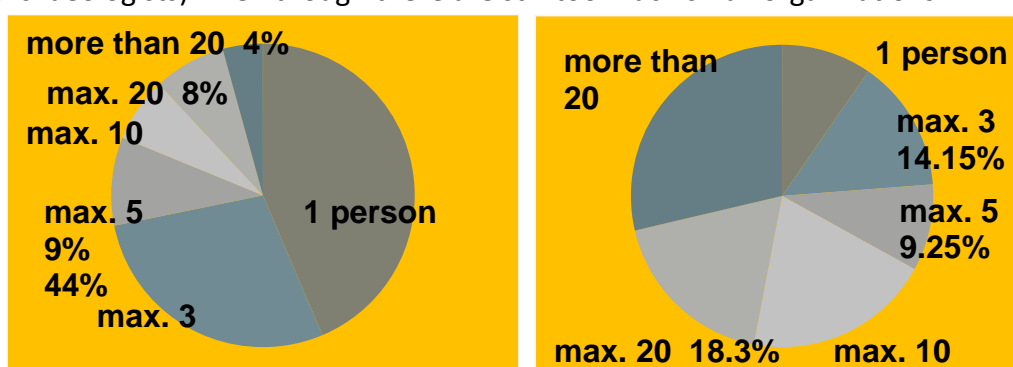


Figure 16 - size of archaeological organizations according to the number of archaeologists. Left: according to the number of organizations; right: according to the number of archaeologists.

13.4. Number of archaeologists in individual regions

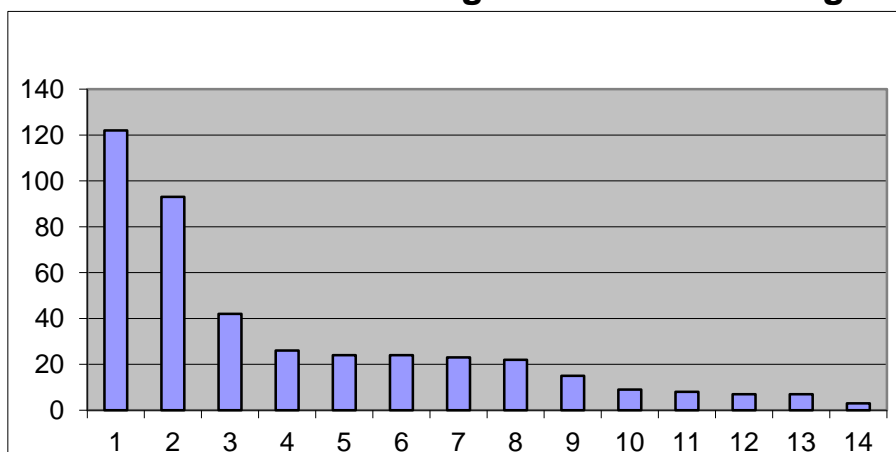


Figure 17 - archaeologists in regions in the year 2008. 1: Capital Praha/Prague (122 archaeologists); 2: South Moravian Region (93); 3: Region Plzeň/Pilsen (42); 4: Region Olomouc (26); 5: South Bohemian Region (24); 6: Central Bohemian Region (24); 7: Region Ústí nad Labem (23); 8: Region Hradec Králové (22); 9: Moravian-Silesian Region (15); 10: Region Pardubice (9); 11: Region Liberec (8); 12: Region Zlín (7); 13: Vysočina Region (7); 14: Region Karlovy Vary (3).

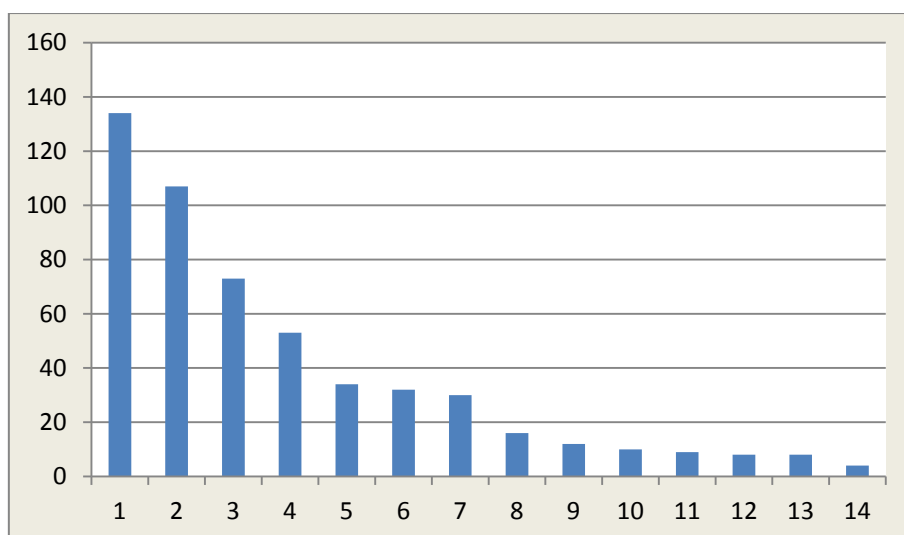


Figure 18 - archaeologists in regions in the year 2013. 1: Capital Praha/Prague (134 archaeologists); 2: South Moravian Region (107); 3: Region Plzeň/Pilsen (73); 4: Central Bohemian Region (53); 5: South Bohemian Region (34); 6: Region Olomouc (32); 7: Region Ústí nad Labem (30); 8: Region Hradec Králové (16); 9: Moravian-Silesian Region (12); 10: Region Pardubice (10); 11: Region Liberec (9); 12: Region Zlín (8); 13: Vysočina Region (8); 14: Region Karlovy Vary (4).

The most significant surprise in the issue of number of archaeologists working in individual regions is the fact that the order of individual regions has remained more-or-less the same. Central Bohemian Region replaced Region of Olomouc and bolstered up on 4th place while Olomouc took the 6th place. In all regions but the Region Hradec Králové (even though the number of archaeologists dropped there from 22 to 16, the region remained on 8th place) the number of archaeologists increased. Generally speaking, regions with more numerous archaeological communities, according to the data from the year 2008, have only reinforced their position while, on the other hand, regions with low number of archaeologists admitted just a few individuals. From this point of view, the number of archaeologists active in regions placed from 8th place is still insufficient. It seems that activities of organizations with Republic-wide scope of authority or at least active in Bohemia or Moravia have not solved any situation.

13.5. Age and gender in the field of archaeology

Archaeologists	Males		Females	
	Number	%	Number	%
2008	224	67.13	101	32.27
2013	338	63.77	192	36.23

Table 42 – age and gender in the field of archaeology in 2008 and in 2013

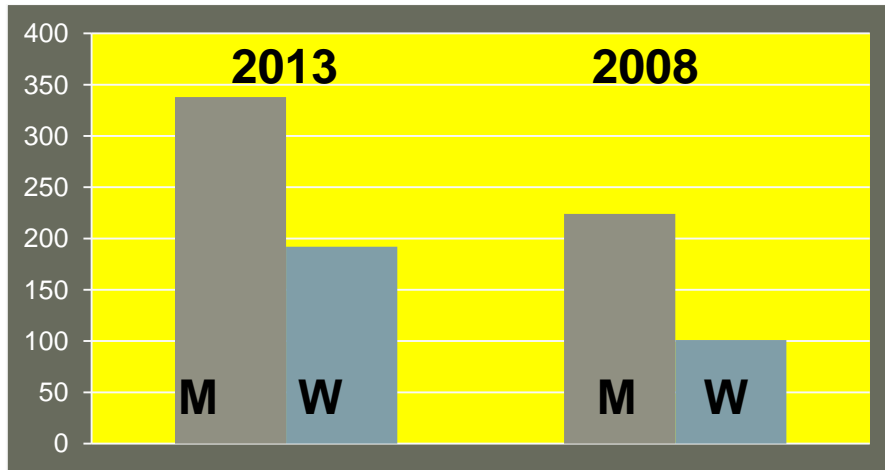


Figure 19 – age and gender in the field of archaeology in 2008 and in 2013. M = men; W = women

Comparison of data obtained in the years 2008 and 2013 shows an increasing number of females – archaeologists, from 32.27% to 36.23%. This clearly correlates with the general population tendency even though comparing with proportional representation of females and males among the students of archaeology, the increase in females representation seems to be lesser.

Average age and representation of individual age categories (divided in ten-year horizons) also belonged among the observed indicators. Again, the largest age category is the 30–39 years interval. It is even stronger in comparison with the year 2008. Archaeologists of this age category represent almost two fifth of the entire community. This observation clearly reflects broadening of possibilities to study archaeology and also increase in number of universities following the year 1989. Decrease in number of persons in the category 20–29 years (almost in one half) is a little bit surprising. Here, the data probably does not correspond to the reality but to obtain information regarding this particular age category is highly problematic from other than institutional sources.

	Age groups					Total number of persons
	20–29	30–39	40–49	50–59	Over 60	
2008 in %	24.04	31.96	13.42	23.0	9.58	313
2013 in %	12.6	37.53	16.09	19.57	14.21	373

Table 43 – age groups in 2008 and in 2013

13. 6. Average age

	Men		Women		All	
	2008	2013	2008	2013	2008	2013
Archaeologists	43.5	43.48	40.5	43.59	42.5	43.52
Working in the field of archaeology	39	41.46	40.1	42.34	39.5	41.93

Table 44 – average age in 2008 and in 2013

Since the year 2008, the average age has generally increased with the only exception: men – archaeologists where is more or less the same (43.5 years in 2008 and 43.48 years in 2013). The general trend of (modest) ageing clearly corresponds to the ageing of the entire population of the Czech Republic.

13. 7. Country of origin

13.7.1. Archaeologists according to their place of origin

	Czech Republic	Slovakia	Poland	EU	Outside EU	Total
2008	306	4	2	1	0	313
	97.76%	1.28%	0.64%	0.32%	0	
2013	361	5	1	2	4	373
	96.8%	1.34%	0.27%	0.52%	1.07%	

Table 45 – archaeologists according to their place of origin in 2008 and in 2013

13.7.2. Working in the field of archaeology according to their place of origin

	Czech Republic	Slovakia	Poland	EU	Outside EU	Total
2008	651	11	2	2	0	666
	97.75%	1.65%	0.3%	0.3%	0	
2013	645	17	4	3	4	672
	95.82%	2.53%	0.6%	0.45%	0.6%	

Table 46 – working in the field of archaeology according to their place of origin in 2008 and in 2013

Both charts clearly show that the number of archaeologists as well as persons working in the field of archaeology has increased since the year 2008 (archaeologists: from 7 to 12 and number of persons working in the field of archaeology: from 15 to 27). Even though the increase does not seem to be big (archaeologists: from 2.24 to 3.2%; number of persons working in the field of archaeology: from 2.25 to 4.18%), the absolute numbers have more

or less doubled. Language barrier represents the major obstacle for any cross-border mobility. Thus, it is not surprising that the majority of foreign workers originate from Slovakia and Poland.

13.8. Working loads

13.8.1. Size of working loads

		Full-time	%	More than 20	%	Less than 20	%
Archaeologist	2008	245	78.27	44	14.06	24	7.67
	2013	243	65.15	31	8.31	99	26.54
Working in the field of archaeology	2008	495	75.46	106	16.16	55	8.38
	2013	166	65.61	48	18.97	39	15.42

Table 47 – size of working loads in archeology in 2008 and in 2013

13.8.2. Length of employment contract

		Permanent		Temporary	
Archaeologist	2008	193	61.66%	120	38.34%
	2013	124	39.49%	190	60.51%
Working in the field of archaeology	2008	378	57.71%	277	42.29%
	2013	293	48.35%	313	51.65%

Table 48 – length of employment contract in 2008 and in 2013

The size of working load has mostly changed in the category of archaeologists – from full-time jobs to part-time jobs. Number of full-time jobs has decreased from 78.27 to 65.15%. On the other hand, in the category of persons working in the field of archaeology the situation is more or less the same (65.15% and 65.61%). Representation of indefinite employment contracts has also decreased (archaeologists: from 61.66 to 39.49%; persons working in the field of archaeology: from 63.9 to 48.35%). The above mentioned changes can be most probably attributed to the altered economic situation (crisis).

13.9. Achieved education in the field of archaeology

		Basic	Secondary	Bc.	Mgr./PhDr	PhD./CSc.	Assist. Prof., Prof, Drsc.	Total
Archaeologists	2008	-	5/1.6%	13/4.15%	219/69.97%	50/15.97%	26/8.31%	313
	2013	-	10/2.86%	12/3.43%	219/62.57%	79/22.57%	30/8.57%	350
Working in the field of archaeology	2008	-	-	39/9.9%	271/68.78%	58/14.72%	26/6.6%	394
	2013	5/0.82%	192/31.07%	51/8.25%	261/42.23%	79/12.78%	30/4.85%	618

Table 49 – achieved education in the field of archaeology in 2008 and in 2013

Archaeological community belongs among the population groups with high proportional representation of persons with university education. In the year 2008, archaeologists with university education represented 98.4% and in the year 2013 97.14% of the entire working category. As far as the category of *Persons working in the field of archaeology* is concerned, the comparison cannot be made for the project run in the year 2008 did not register basic and secondary education in the categories of *Technical personnel* and *Other specialists*.

13. 10. Wages and salaries in the field of archaeology

	2008	2013	Number of persons 2008/2013
Archaeologists	23 274,-/279 290,-	22 413,-/268 956,-	285/188
Technical personnel	15 939,-/191 279,-	16 738,-/200 856,-	254/168
Other specialists	21 104,-/253 247,-	21 410,-/256 920,-	24/27
All	19 872,-/238 469,-	19 853,-/238 236,-	563/383
Average salary	21 962,-/260 304,-	24 953,-/299 436,-	
Exchange rate to Euro	27.53	25.745	

Table 50 – wages and salaries in the field of archaeology in 2008 and in 2013

Note: Expressed in CZK. In front of the slash is monthly salary, behind is annual salary.

Comparison of average wages and salaries in the field of archaeology clearly demonstrates how the economic crisis has influenced archaeology – the expected lesser size of means and, simultaneously, current increase in number of archaeologists and persons working in the field of archaeology as well (the expected higher size of financial demands).

Even though average salaries of persons working in the field of archaeology decreased (by a quite small amount of 19,- CZK), the difference between it and the general average salary has significantly deepened (from 2090,- CZK to 5100,- CZK), i.e. by a factor of more than two. In this case, the statement that 97.14% of archaeologists have completed their university degree generally interpreted as an easier means to a higher salary sounds almost unbecoming.

When wages and salaries are observed in the categories of archaeologist, technical personnel and other specialists it seems clear that the archaeologists have earned less (861,- CZK monthly) while the remaining two categories have earned a slightly more (technical personnel: 799,- CZK monthly; other specialists 306,- CZK monthly). On the other hand, the general tendency of falling behind the increasing average salary in the Czech Republic has remained the same.

The above mentioned data (and mainly the changes in size and length of working loads) also probably contain the answer to the question how archaeology has responded to the economic crisis lasting for a major part of time since the last project.

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Appendix 1: list of noticed institutions

Archaia, o.s. (Praha)
Archaia Brno, o.p.s.
Archaia Brno, o.p.s., department Jihlava
Archaia Jih, o.p.s. (Český Krumlov)
Archaia Olomouc, o.p.s.
Archaia Praha, o.p.s.
Archeobohemia, o.p.s.
Archeocentrum, Institut pro archeologii a památkovou péči středních Čech, o.p.s. (Praha)
Archeologická služba, s.r.o. (Hradec Králové)
Archeologická společnost, o.p.s. (Karlovy Vary)
Archeologické centrum Olomouc
Archeologický ústav AV ČR, Brno, v.v.i.
Archeologický ústav AV ČR, Praha, v.v.i.
ArcheoPro, o.p.s. (Praha)
Archeos, společnost pro památky a archeologii Prachatice
Česká společnost archeologická o.p.s. (Zruč nad Sázavou)
České muzeum stříbra (Kutná Hora)
Geoarch, s.r.o. (Statenice)
Geo.cz (Noskov)
Hornické muzeum Příbram
Husitské muzeum (Tábor)
Jihočeská univerzita, Filosofická fakulta, Archeologický ústav (České Budějovice)
Jihočeská univerzita, Přírodovědecká fakulta, Laboratoř archeobotaniky a paleoekologie
Jihočeské muzeum (České Budějovice)
Jihomoravské muzeum ve Znojmě
Krajský úřad Libereckého kraje
Labrys, o.p.s. (Praha)
Magistrátní úřad hl. m. Prahy, odbor památkové péče
Masarykova univerzita, Filosofická fakulta, Ústav archeologie a muzeologie (Brno)
Masarykova univerzita, Pedagogická fakulta, Katedra historie
Masarykova univerzita, Přírodovědecká fakulta, Ústav antropologie
Masarykovo muzeum v Hodoníně
Melicharovo vlastivědné muzeum (Unhošť)
Městské muzeum (Bystřice nad Pernštejnem)
Městské muzeum (Čelákovice)
Městské muzeum a galerie (Hranice na Moravě)
Městské muzeum a galerie (Kadaň)
Městské muzeum a galerie Břeclav
Městské muzeum Antonína Sovy v Pacově

Milevské muzeum (Milevsko)
Moravské zemské muzeum, Archeologický ústav (Brno)
Moravské zemské muzeum, Ústav Anthropos
Muzeum a galerie Orlických hor (Rychnov nad Kněžnou)
Muzeum a galerie severního Plzeňska (Mariánská Týnice)
Muzeum Beskyd (Frýdek-Místek)
Muzeum Boskovicka (Boskovice)
Muzeum Brněnska (Šlapanice)
Muzeum Českého krasu (Beroun)
Muzeum Českého lesa v Tachově
Muzeum Českého ráje (Turnov)
Muzeum dr. B. Horáka (Rokycany)
Muzeum hl. m. Prahy
Muzeum Cheb
Muzeum Chodska v Domažlicích
Muzeum jihovýchodní Moravy (Zlín)
Muzeum Jindřichohradecka (Jindřichův Hradec)
Muzeum jižního Plzeňska v Blovicích
Muzeum Karlovy Vary
Muzeum Komenského v Přerově
Muzeum Kroměřížska (Kroměříž)
Muzeum města Brna
Muzeum Novojičínska (Nový Jičín)
Muzeum Těšínska (Český Těšín)
Muzeum města Ústí nad Labem
Muzeum Mladoboleslavska (Mladá Boleslav)
Muzeum Podblanicka (Vlašim)
Muzeum Podblanicka, pobočka Benešov
Muzeum Podkrkonoší (Trutnov)
Muzeum Prostějovska (Prostějov)
Muzeum středního Pootaví (Strakonice)
Muzeum regionu Valašsko – Muzeum Valašské Meziříčí
Muzeum regionu Valašsko ve Vsetíně
Muzeum T. G. Masaryka (Rakovník)
Muzeum východních Čech Hradec Králové
Muzeum Vysočiny Havlíčkův Brod
Muzeum Vysočiny (Jihlava)
Muzeum Vyškovska (Vyškov)
Národní muzeum, Historické muzeum, Oddělení pravěku a starověku (Praha)
Národní muzeum, Historické muzeum, Oddělení starších českých dějin

Národní památkový ústav, ústřední pracoviště, odbor péče o archeologický fond, pracoviště Praha

Národní památkový ústav, ústřední pracoviště, odbor péče o archeologický fond, pracoviště Brno

Národní památkový ústav, územní odborné pracoviště středních Čech v Praze

Národní památkový ústav, územní odborné pracoviště v Brně

Národní památkový ústav, územní odborné pracoviště v Českých Budějovicích

Národní památkový ústav, územní odborné pracoviště v hl. m. Praze

Národní památkový ústav, územní odborné pracoviště v Josefově

Národní památkový ústav, územní odborné pracoviště v Kroměříži

Národní památkový ústav, územní odborné pracoviště v Liberci

Národní památkový ústav, územní odborné pracoviště v Lokti

Národní památkový ústav, územní odborné pracoviště v Olomouci

Národní památkový ústav, územní odborné pracoviště v Ostravě

Národní památkový ústav, územní odborné pracoviště v Pardubicích

Národní památkový ústav, územní odborné pracoviště v Plzni

Národní památkový ústav, územní odborné pracoviště v Telči

Národní památkový ústav, územní odborné pracoviště Ústí nad Labem

Oblastní muzeum Litoměřice

Oblastní muzeum Praha – východ (Brandýs nad Labem – Stará Boleslav)

Oblastní muzeum v Chomutově

Oblastní muzeum v Lounech

Osina Archeo, s.r.o. (Olomouc)

Ostravské muzeum (Ostrava)

Petr Pinc, Archeotechnické práce (Jistebnice)

Podještědské muzeum a knihovna (Český Dub)

Podřipské muzeum Karla Rozuma (Roudnice)

Polabské muzeum (Poděbrady)

Prachatické muzeum (Prachatice)

Prácheňské muzeum (Písek)

Prospecto, v.o.s. (Praha)

Pueblo – archeologická společnost, o.p.s. (Praha)

Regionální muzeum a galerie v Jičíně

Regionální muzeum (Kolín)

Regionální muzeum (Mikulov)

Regionální muzeum (Vysoké Mýto)

Regionální muzeum Český Krumlov

Regionální muzeum K. A. Polánka (Žatec)

Regionální muzeum Mělník

Regionální muzeum Náchod

Regionální muzeum v Chrudimi

Regionální muzeum v Litomyšli
Regionální muzeum v Teplicích
Severočeské muzeum (Liberec)
Sládečkovovo vlastivědné muzeum v Kladně
Slezská universita, Filosoficko-přírodovědná fakulta, Ústav archeologie (Opava)
Slezské zemské muzeum (Opava)
Slovácké muzeum (Uherské Hradiště)
Správa Krkonošského národního parku – Krkonošské muzeum (Vrchlabí)
Správa Pražského hradu, Oddělení uměleckých sbírek (Praha)
Stilus, služby pro vědu a výzkum, v.o.s. (Zdice)
Středočeské muzeum (Roztoky)
Syrakus, o.s. (Praha)
Technické muzeum (Brno)
Terra Verita, spol. s r.o. (Praha)
Universita Hradec Králové, Filosofická fakulta, Katedra archeologie
Universita Jana Evangelisty Purkyně, Filosofická fakulta, Katedra historie
Universita Karlova, Fakulta humanitních studií, Katedra sociální a kulturní ekologie (Praha)
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Universita Karlova, Filosofická fakulta, Ústav pro klasickou archeologii
Universita Palackého, Filosofická fakulta, Katedra historie
Universita Pardubice, Filosofická fakulta, Ústav historických věd
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Vlastivědné muzeum a galerie v České Lípě
Vlastivědné muzeum Dr. Hostaše v Klatovech
Vlastivědné muzeum Jesenicka (Jeseník)
Vlastivědné muzeum v Šumperku
Východočeské muzeum (Pardubice)
Západočeská univerzita, Fakulta humanitních studií, Katedra archeologie (Plzeň)
Západočeské muzeum, Oddělení prehistorie (Plzeň)
Západočeské muzeum, Oddělení starších dějin (Plzeň)
Západočeské muzeum, Oddělení záchranných archeologických výzkumů (Plzeň)
ZIP o.p.s. – Západočeský institut pro ochranu a dokumentaci památek (Plzeň)

Appendix 2: Questionnaires



Discovering the Archaeologists of Europe 2012-2014 (Questionnaire 1: organisations)

The questionnaire was prepared in order to gather information regarding archaeological organisations and archaeologists forming the archaeological community in the Czech Republic as a part of the European archaeological community. Please, fill in the relevant data regarding your organisation to the date of March 31st, 2013.

1. Founder and main spheres of activities:

Please, mark only one possibility that mostly illustrate the character and structure of Your organisation even though Your activities may cover more fields.

	Main branch of activity	Field work and related activities	Archaeological monument care	Museum activities (collections, exhibitions etc.)	Education	Technical, organization services, special analyses
Founder	State institutions or their part					
	Regional institutions or their part					
	Municipal/local institutions or their part					
	University					
	So-called private institutions (civic associations; benevolent societies etc.)					
	Other form (Limited liability company, general partnership et.)					

2. Geographical determination of activities:

Mark, please, all regions where your organization work (or all regions listed in Your agreement with the Academy of Sciences of the Czech Republic).

Entire Bohemia		Prague	
Entire Moravia and Silesia		Hradec Králové Region	
South Bohemian Region		Pardubice Region	
Plzeň Region		Vysočina Region	
Karlovy Vary Region		South Moravian Region	
Ústí nad Labem Region		Zlín Region	
Liberec Region		Olomouc Region	
Central Bohemian Region		Moravian-Silesian Region	

3. Number of employees:

Please, fill in number of employees working in Your organization to the above mentioned date (March 31st, 2013). The number of employees also includes persons employed for a short time jobs (agreement on working activity, the employment agreement).

	Number of persons
Archaeologist	
Other scientific worker / researcher	
Technical personnel	
Other	
TOTAL	

Has the number of employees in individual categories changed in the course of the last year (i.e. between March 31st, 2012 and March 31st, 2013)?

Yes / No / Do not know

select the appropriate option

If yes, please, fill in the minimum and maximum number of persons in individual categories.

	Minimum	Maximum
Archaeologist		
Technical personnel		
Other		
TOTAL		

4. Development in the number of employees

Please, fill in changes in number of employees (converted to “whole persons”) in the past and anticipated development in the near future. The numbers also include persons employed for a short time jobs (agreement on working activity, the employment agreement).

	More		Equal		Less		Do not know
Archaeologists in the year 2012							
Other employees in the year 2012							
Archaeologists in the year 2010							
Other employees in the year 2010							
Archaeologists in the year 2008							
Other employees in the year 2008							
Archaeologists in the year 2014							
Other employees in the year 2014							
Archaeologists in the year 2016							
Other employees in the year 2016							

5. Further education of the employees

a) Do You provide Your employees with any special education relevant to their work?

	Yes	No	Do not know
Basic field techniques			
Basic field documentation			
Basic geodetic work			
Computer skills			
Photographic work			
Treatment of archaeological materials			
Ecofacts collection			
Finds conservation			
Foreign languages			
Other (<i>specify</i>)			

b) Do You consider the level of education / knowledge of commencing employees as appropriate for the current demands of their work?

Yes / No / Do not know

select the appropriate option

c) Do You ensure the major part of Your activities connected with archaeological field work and its evaluation by Your own employees?

	Yes	No	Do not know
Arranging of workers for the field work – technicians			
Arranging of workers for the field work – workmen			
Field documentation			
Geodetic work			
Photodocumentation			
Basic treatment of archaeological materials			
Finds conservation			
Geophysical and other non-destructive survey			
Aerial archaeology			
Archive research			
Architectural and historical survey			
Collecting and evaluation of ecofacts			
Geology, pedology			
Depository activities			
Exhibitions and lectures			
Other (<i>specify</i>)			

d) Does Your organization cooperate with other institutions / persons who provide services in fields connected with archaeological activities that You do not perform?

	Yes	No	Do not know
Arranging of workers for the field work – technicians			
Arranging of workers for the field work – workmen			
Field documentation			
Geodetic work			
Photodocumentation			
Basic treatment of archaeological materials			
Finds conservation			
Geophysical and other non-destructive survey			
Aerial archaeology			
Archive research			
Architectural and historical survey			
Collecting and evaluation of ecofacts			
Geology, pedology			
Depository activities			
Exhibitions and lectures			
Management of archaeological field work			
Human resources management			
Economic issues			
Information technologies			
Legal issues			
Translation and interpreting			
Cooperation with media / popularization			
Other (<i>specify</i>)			

e) Do You consider employing Your own employees for fulfilling of some of these activities?

Yes / No / Do not know *select the appropriate option*

f) Do You consider ensuring of Your own employees for fulfilling of some of these activities as a priority (in the next two years)?

Yes / No / Do not know *select the appropriate option*

Questionnaire 2 – working positions / placement

Please, fill in the questionnaire for each type of working position in Your organization / institution (e.g. professional worker, researcher, conservator, draughtsman etc.) that is related to Your archaeological activities (in case of need, please, copy the relevant number of copies).

1. a) Name of working position:

b) Number of employees on this position:

Please, specify the prevailing type of working activities (always only one possibility) for the relevant working position.

2.	Number of persons
Archaeologist – field work	
Archaeologist – archaeological monument care	
Archaeologist – museum activities (management of collections, exhibitions etc.)	
Archaeologist – educational activities	
Field technician	
Draughtsman	
Conservator	
Management of collections	
Analyses and measurements	
Geodetic work	

3. Number of persons on the relevant working position according to their age and sex.

Age categories	Male	Female
till 20 years		
20–29 years		
30–39 years		
40–49 years		
50–59 years		
More than 60 years		

4. Salaries monthly expressed.

Please, fill in the so-called gross wage.

		Amount				Amount	
Salary	Minimum		Extra pay (personal evaluation, management extra pay etc.)	Yes		Minimum	
	Maximum			No		Maximum	
	Average					Average	

5. Hours of work (number of hours per week)

		Number of persons
Full-time job		
Part-time job	Less than 20 hours per week	
	More than 21 hours per week	

6. Are employees on this position employed for a fixed period or indefinitely?

		Number of persons
Indefinitely		
Fixed period	Employment contract	
	Agreement on working activity	
	Employment agreement	

7. Has been this working position left unoccupied in the last year? **Yes / No**

For how long ?

Less than 6 months / More than 6 months

Is it difficult to obtain a worker for this position?

Yes / No

Select the appropriate option.

8. What is the qualification of workers on this working position?

University		Number of persons
	Bc.	
	Mgr., PhDr., RNDr., ing. (or other equivalent)	
	PhD., Dr., CSc. (or other equivalent)	
	DrSc., DSc.	
	Assist. Prof., Prof.	
Secondary school		
Basic		

Were some of the stated titles obtained abroad? If yes, please, name where (state) and how many persons had obtained it.

9. Do You employ on this working position also workers from foreign countries?

	Number of persons
Czech Republic	
Slovakia	
Poland	
Other EU countries	
Other (<i>specify the proper state</i>)	

10. Do You employ also persons with reduced capacity to work on this working position?

Yes / No

If Yes, please, fill in the number of persons:

Appendix 3: Names of working positions for archaeologists and other persons working in the field of archaeology

Archaeology:

Archaeologist

Archaeologist – archaeological monument care

Archaeologist – researcher

Archaeologist – record-keeper

Archaeologist – curator

Archaeologist – curator of archaeological collections

Archaeologist – museum educator

Archaeologist – professional worker

Archaeologist – field work

Archaeologist – scientific worker

Archaeologist – scientific research

Assistant

Senior lecturer

Curator – archaeologist

Collection curator

Collection curator – archaeologist

Professional assistant

Professional worker

Professional worker – archaeologist

Professional worker – field archaeologist

Professional worker – curator of archaeological collections

Professional museum worker

Professional researcher in science and research

Professional scientific researcher

Archaeological monument carer

Education worker – senior lecturer

Education worker – professional assistant

Professor

Director

Field archaeologist

Scientific worker

Scientific, research and development worker

Head archaeologist

Other specialists:

Analyst
Anthropologist
Archivist
Bibliographer
Environmentalist
Geologist
Historian
IT expert
Cartographer
Osteozoologist
Paleobotanist
Collection keeper

Technical personnel:

Administrative
Analyst
Assistant of archaeological field work
Record-keeper
Photograph
Photograph – record-keeper
Geodesist
Librarian
Conservator
Conservator – record-keeper
Worker
Draughtsman
Custodian
Laboratory technician
Worker on archaeological field work
Specialist on archaeological field work
Custodian of archaeological depositories
Collection custodian
IT administrator
Technician
Field draughtsmen
Field worker
Field technician
Chief in laboratory
Chief technician