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# Discovering the Archaeologists of Italy 2012-14

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Eds. Alessandro Pintucci and Elisa Cella, translation by Domenica Pate

Confederazione Italiana Archeologi

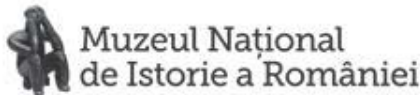
Published by Confederazione Italiana Archeologi 2014



Topografia Archeologica Scarl



Πρωτοβουλία για την ανάδειξη της πολιτιστικής κληρονομιάς  
Initiative for Heritage Conservancy



ASSOCIAÇÃO PROFISSIONAL DE ARQUEÓLOGOS



Faculty of History and Philosophy



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ISBN 978-88-903189-3-2

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

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## About the authors

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He studied Etruscology and Italic Antiquities at University of Rome "La Sapienza" and took his degree in 2008, with a thesis about the necropolis of Macchia della Comunità in Veii.

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She's author of scientific papers about Sicily sites.

In this moment she's president of Sicily organization of CIA and member of National Board.

For CIA she deals with labour contracts and social rights, in particular parental rights of freelance.

She's one of the national manager of Italian DISCO project and author of Chapter 5.

# Summary of results

## Estimated number of archaeologists working in Italy

The estimated number of archaeologists working in Italy in 2012-2013 is 4,383, based on the analysis of the data collected from the current research, which will be described herein.

It's important to point out that this does not equate the total number of graduates in archaeology, but only represents the number of people directly earning all or part of their livings from the archaeological sector in 2012-2013.

## Age, gender, disability status and country of origin

The average age of working archaeologists is 37; 36 is the average age for women, 38 for men.

The survey found that the majority of archaeologists are female, 70,79%, while a 29,21% are male: these data are perfectly comparable with the results of the ANA Censuses of 2006 and 2011, and with the Almalaurea dataset for the number of students who, in the same period of time, received a Master's degree in archaeology.

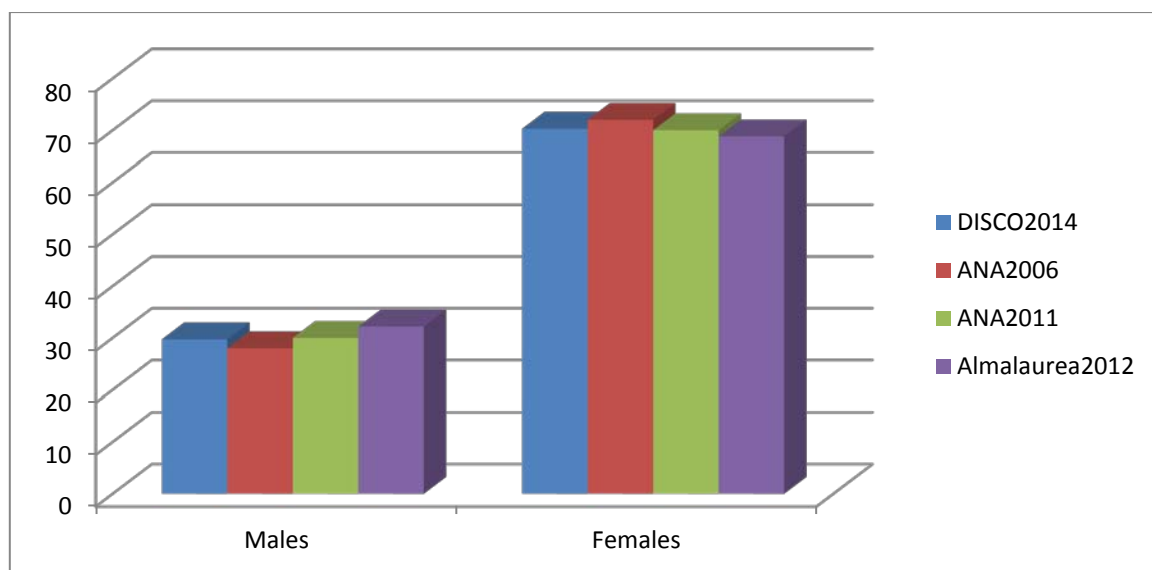


Figure 1 Comparison between men and women in archaeology based on data from four different surveys.

The proportion of people with disability is very low, only 1% (7 people) of the respondents.

99% of archaeologists working in Italy are from Italy; 0,5% are from elsewhere in the European Union and only 2 people (0,28%) are from non EU countries, as contrasted with the entire Italy workforce of whom 5,07% are from EU and 10,2% from non EU countries.

## Estimated numbers working in each job type

To the question “*what organisation did you work for within the last year?*” the respondents, who could provide more than one answer, replied as shown in Figure 2 (the total number of replies, including multiple-choice ones, was 795). The majority of archaeologists work for universities, followed by those who work for the Ministry of Cultural Heritage, Activities and Tourism (MiBACT), and by those employed by private sector organisations.

We also asked in which places they are more likely to work (Figure 3).

It turns out archaeologists’ main activities are excavations, and conservation and research in all its forms and shapes. Almost  $\frac{1}{4}$  of the respondents indicated the museum as their main place of work, in which they provide educational and visitor services to the public.

4% declare they left the job for the moment. It stands out immediately the wide variance between the number of people who stated they work for private archaeological organisations (17,1%), and the number of those, twice as much, who replied they mainly work on excavations, which is the typical activity of Italian private archaeological organisations. That’s a very strong feature of Italian archaeological working force: 15,53% of workers without a contract as an employee state they have never worked for a private organisation.



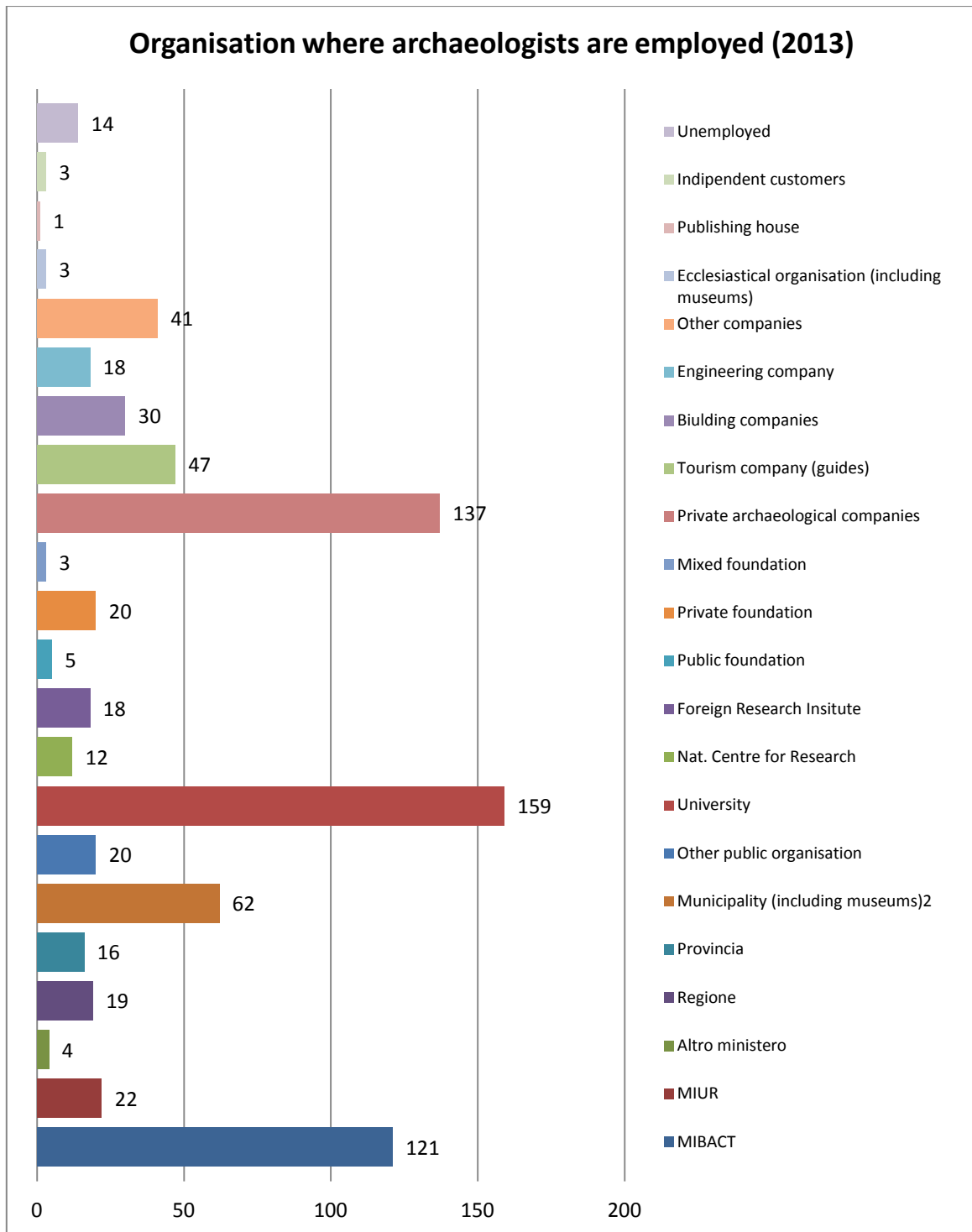


Figure 2 Organisations by which archaeologists were employed within the last year: it was possible to indicate more than one item.

This data represents the percentage of people, most of them provided with VAT registration numbers, who usually work as freelance archaeologists, without an organisation to refer to, which equals to 700 people.

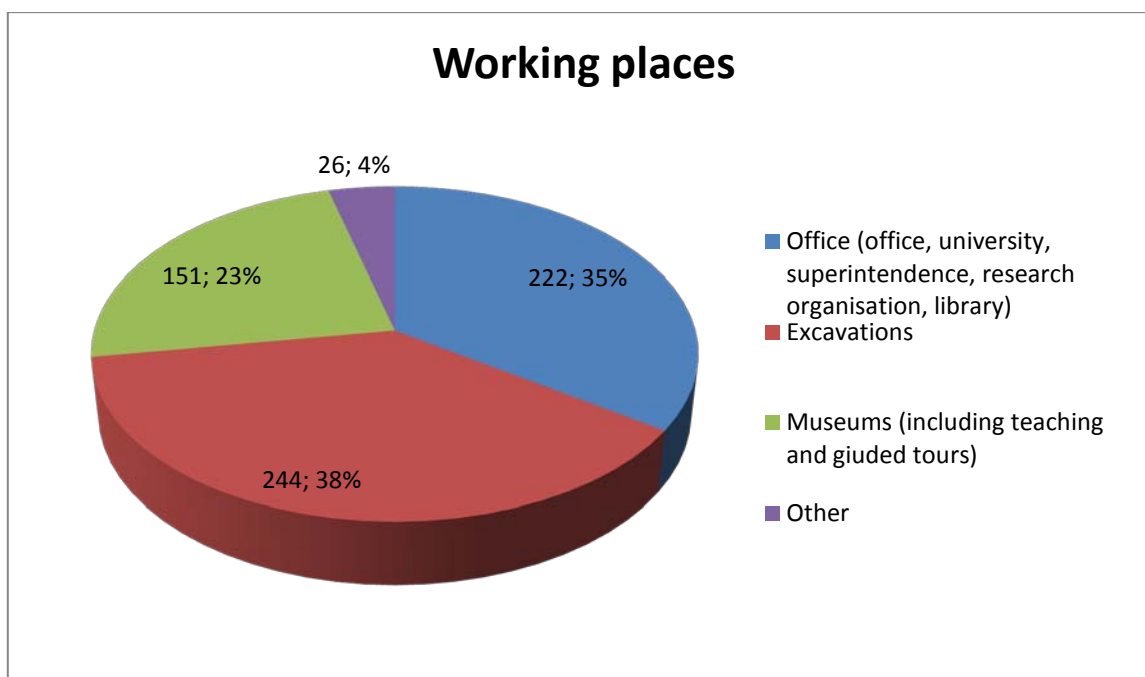


Figure 3 Main working places: for convenience's sake some items have been joined together.

## Geographical distributions of the answers

The geographical distribution of the answers shows that there are areas with a stronger presence of archaeologists: that is the case for Rome, the capital, which represents alone 20% of the whole archaeological labour market, while the percentage for Lazio, the Italian region including Rome, is 26,7%.

These data are only partly explicable considering the higher number of people living in Rome than in the rest of the country. Another reason for this situation is the presence in Rome of three universities, each of them offering Bachelor and Master degrees in archaeology (of the total of 779 graduates in archaeology in Italy in 2012, 164, that is 21,5%, graduated in one of the Roman universities). To have a better idea, we can compare these last data these offered by the city of Naples, which has three universities, like Rome: only 11,03% of all graduates in archaeology in Italy in the same period time come from this city. The prevalence of archaeologists within the territory of Rome is also partly explainable with the presence there of the main branch of the Italian Ministry of Cultural Heritage, Activities and Tourism (MiBACT) and its national agencies.

But what makes Rome such an important market place in relation to other areas all over the country, is certainly the presence, within the local *Town Planning* law since 1983, of a paragraph which demands clearance for protection for every construction work requiring excavations in the city territory, thus calling for the presence of an archaeologist to supervise said activities. Lastly, it must be taken into account how rich of archaeological remains the whole city territory obviously is.

The Italian government never ratified the 1992 Convention of Malta, which is why Italian laws only provide the MiBACT with the possibility of imposing a supervising archaeologist on construction sites that are either public or included into a restricted area, while for private construction sites this can only be decided if archaeological remains are found during the works and the local authority is alerted.

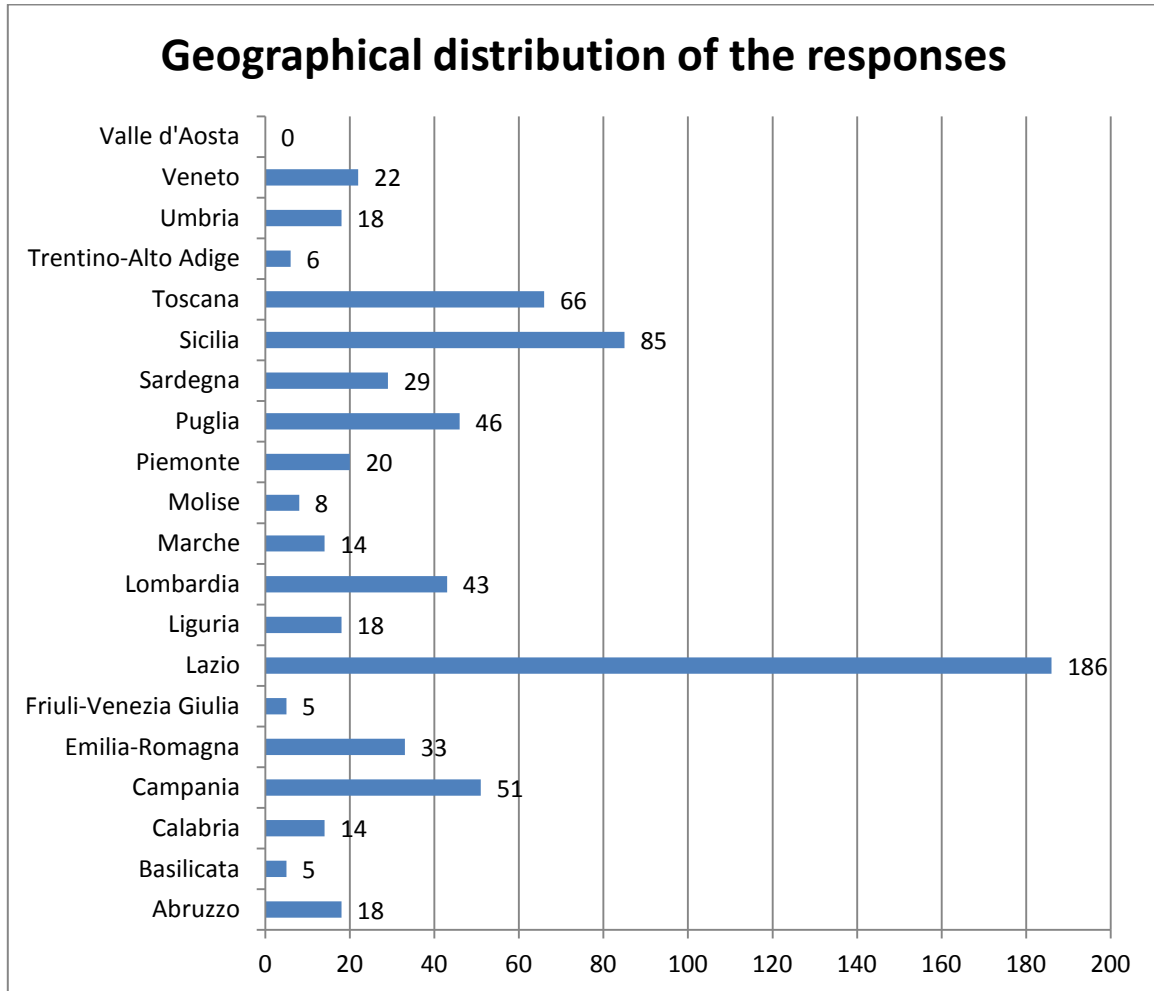


Figure 4 Geographical distributions of the responses.

Over the past few months, thanks to the involvement and commitment of different professional associations of archaeologists, things have moved along and the government is finally going to ratify the Convention of Malta, which should lead to a substantial change of protection laws and to a desirable growth of the archaeological sector.

### Average salaries

On average, archaeologists earned 10,687 € *per annum*, slightly more than the average salary of 2010, 10,389 €, and of 2008, 10,318 €.

The estimated median is 10,400 €, while the majority of those who answered the question (93 out of 351) stated they earned less than 5000 €.

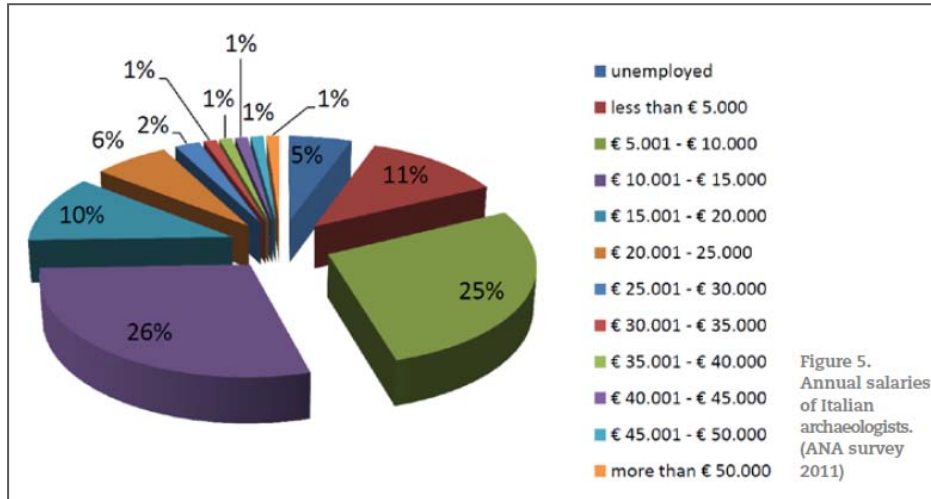


Figure 5 2011 salaries earned by archaeologists according to the data collected by the second ANA Census (from ACE 2013).

On average, freelancer archaeologists earned 10,823 €, while archaeologists employed with a permanent contract earned 19,834 €.

By comparison, up to the end of 2013, the average salary for Italian workforce was around 18,000 € *per annum*, lower in the South, 13,400 €, but still higher than the median archaeological salary.

On this, the data regarding the different types of contracts signed by archaeologists in 2013 are very telling:

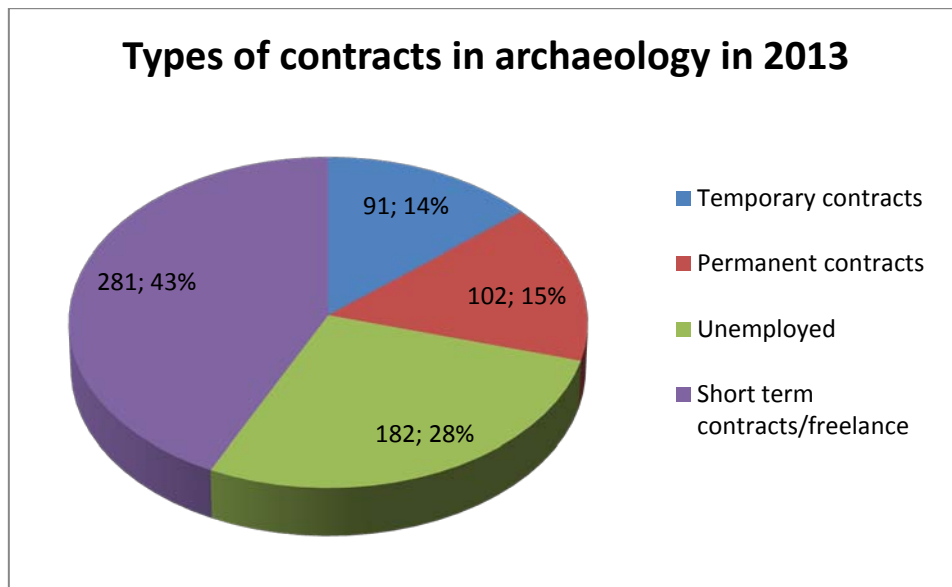


Figure 6 Types of contracts signed by Italian archaeologists in 2013.

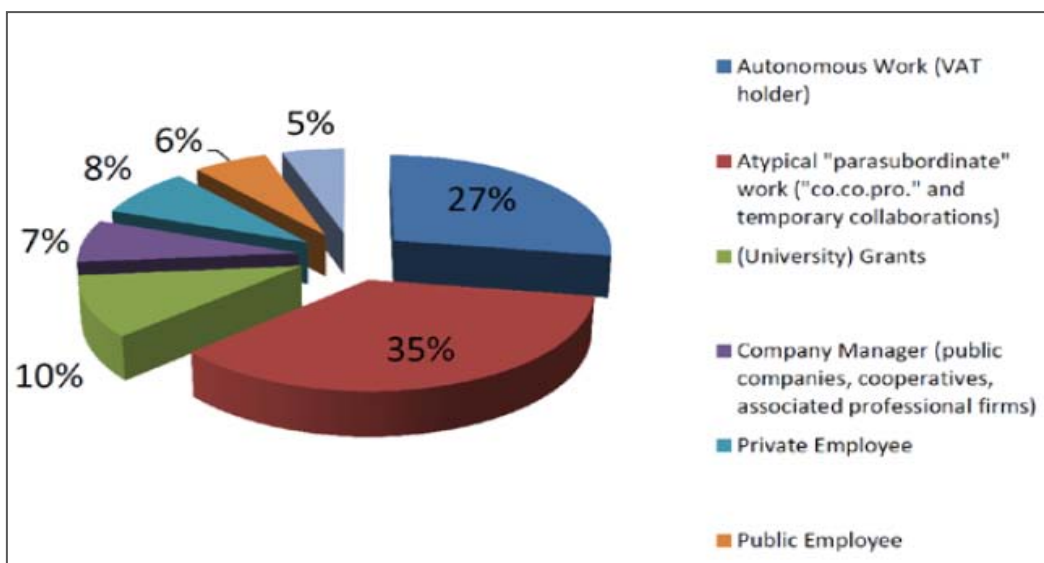


Figure 7 Types of contracts according on the second ANA Census (from ACE 2013).

16% out of the whole active archaeological workforce in Italy have a permanent contract. Freelancers, often provided with VAT registration numbers (VAT holders), represent the majority of archaeologists, at 43%.

It's not very easy to comment on the data regarding unemployed archaeologists, who represent 28% of the respondents: those who had not been working declared themselves unemployed, even the VAT holders, who, according to Italian laws, cannot be considered as such.

Consultants (freelance) per Region											
Region	VAT numb. Workers	No VAT numb. Workers	Project basis contracts	Scholarship	Stage	Unpaid stage (no more legal)	Black market	Volunteers	Expenses refund	Total per region	
Abruzzo	5	5	2							12	
Basilicata	1	2	4							7	
Calabria	2	3	4							9	
Campania	15	6	10					1		32	
Emilia-Romagna	9	3	9	1						22	
Lazio	72	25	27	1		2	1	1		129	
Liguria	5	2	4							11	
Lombardia	8	5	8	1						22	
Marche	5	0	3							8	
Molise	2	1	1	1						5	
Piemonte	3	2	1	1	1			1	1	10	
Puglia	13	10	7	1		1				32	
Sardegna	4	3	5	1						13	
Sicilia	17	15	21	1				5	2	61	
Toscana	10	10	18	3				1		42	
Trentino-Alto Adige	0	1	2							3	
Umbria	8	3	4							15	
Veneto	5	8	5	1						19	
<b>Total</b>	<b>184</b>	<b>104</b>	<b>135</b>	<b>12</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>9</b>	<b>3</b>	<b>452</b>	

Table 1 Types of contracts for non-employed archaeologists: data presented for regions.

14% of all respondents are employed with a fixed-term contract, which is second best in Italy in relation to social protection and security.

Finally, we asked freelancers which kind of contract they are usually hired for:

Organising the data for geographical macro-areas these are the results:

Consultants (freelance) per Area										
Area	VAT numb. Workers	No VAT numb. Workers	Project basis contracts	Scholarship	Stage	Unpaid stage (no more legal)	Black market	Volunteers	Expenses refund	Total per area
North	30	21	29	4	1	0	0	1	1	87
Centre	95	38	52	4	0	2	1	2	0	194
South	38	27	28	2	0	1	0	1	0	97
Islands	21	18	26	2	0	0	0	5	2	74
<b>Total</b>	184	104	135	12	1	3	1	9	3	452

Table 2 Types of contracts for non-employed archaeologists: data presented for macro-areas.

Freelancer archaeologists are also, mainly, VAT holders, with different percentages all over the country: in Central Italy (especially in Lazio) this form of hired work is twice as present as the Withholding Tax system contracts and work on project basis contracts, which are the two other most common forms. In Northern Italy VAT holders and archaeologists hired for work on project basis, which is a form of temporary collaboration, are both as present. It must be noted that the Withholding Tax system requires that the worker's earnings are lower than 5,000 € *per annum*, since otherwise Italian law demands the worker must be hired as an employee or with a different type of contract.

Lastly, it must be taken into account that holding a VAT (Value Added Tax) registration number, especially the ones ruled by the ordinary rate, which requires every three months VAT holders deduct the VAT they themselves have paid to the preceding stage, and pay in the difference to the State, can be very complicated to handle when it comes to tax payments and refunds, and it requires professional help in the form of an accountant, whose bills usually vary between 600 and 1,200 € *per annum*.

## Staff qualifications

Archaeologists are highly educated: 31% of the respondents (210 out of 677) attended a Post-graduate School of Specialisation in Archaeology (Level 8 of the European Qualifications Framework, EQF,); 15,6% (108) have a Doctorate qualification; 25,55% (173) have a Master's degree; 14% (100) hold a Master's Degree according to the old university system (total of four years, EQF level 7). Only 6,35% (43 people) ended their education at a Bachelor's degree, and the same amount (6,5%, 43 people as well) have a Post-Doctoral title.

On top of that, one in three archaeologists attended to a I or II level Post-Graduate Master Course (respectively, EQF levels 7 and 8): they represent 30,7% of the respondents, while 69,3% of them state they never attended one.

Overall Italian archaeologists who hold a Post-Graduate qualification are about 52% of the respondents (361 of 677), which compared to the estimated number of archaeologists in Italy should be a total of 2,336 people.

In 2008, 5,551 people with either a Post-Graduate School of Specialisation or a PhD in archaeology took part in a public competition for filling 100 posts as MiBACT employees: the variance between this figure and the number of working archaeologists with a Post-Graduate qualification as uncovered by the current survey, represents the number of people who abandoned the profession.

This means 60% of the highest qualified archaeologists in Italy dropped out of the profession in the last 5 years.

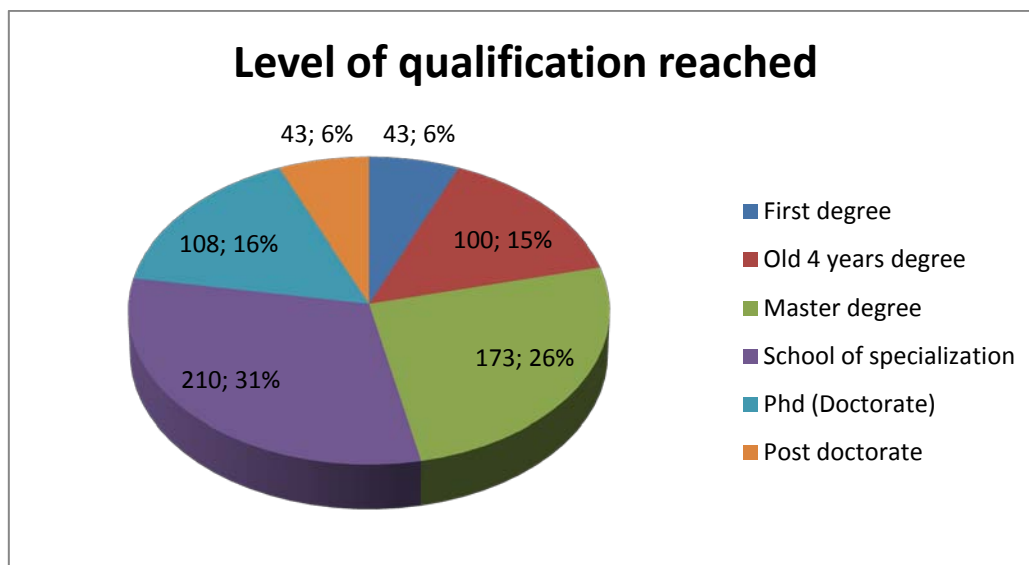


Figure 8 Level of qualifications held by Italian archaeologists. Although equivalent according to the EQF levels, post-graduate School of Specialisation and PhD were separated, and PhD has been considered more important.

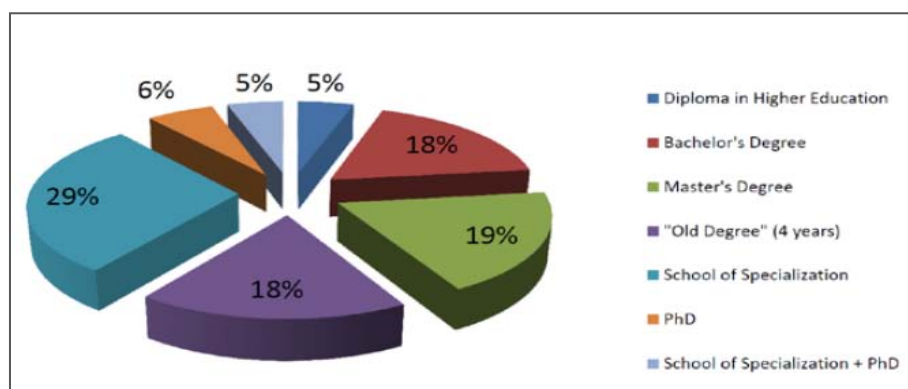


Figure 9 Levels of qualifications held by Italian archaeologists in 2011 according to the second ANA census (from ACE 2013).

### Skill gaps

All the respondents have a pretty good grasp of their own education: 41% consider it to have been good; 22,6% even think it was very good; 23,5% considers it sufficient.

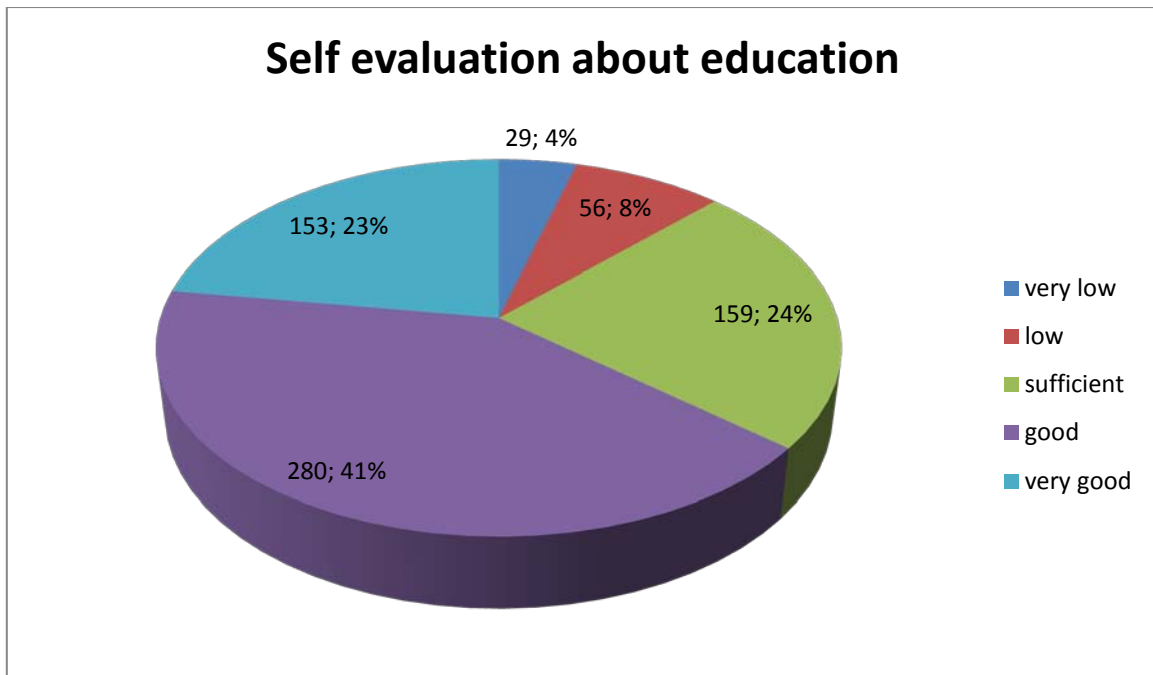


Figure 10 Self evaluation of their education according to archaeologists.

Even so, respondents who actually gave an answer to this question could pinpoint some gaps in their university education. These can be summarized as follow:

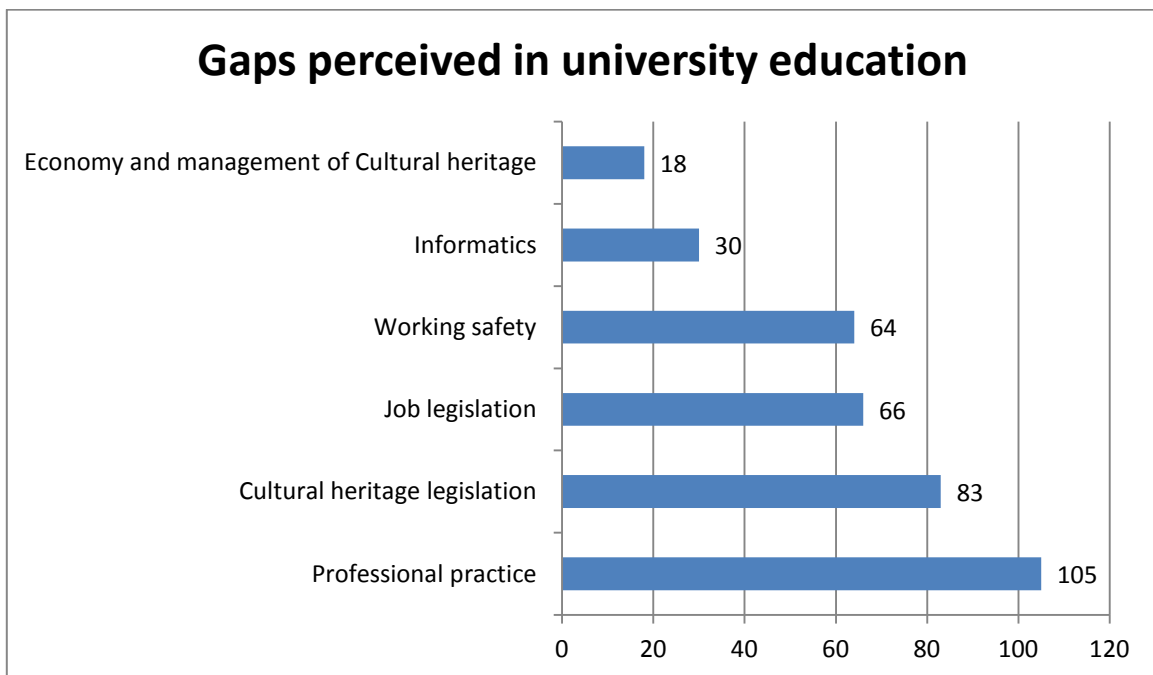


Figure 11 Gaps identified in their university education by professional archaeologists.

We also asked if these gaps can have negative impact in finding a job:



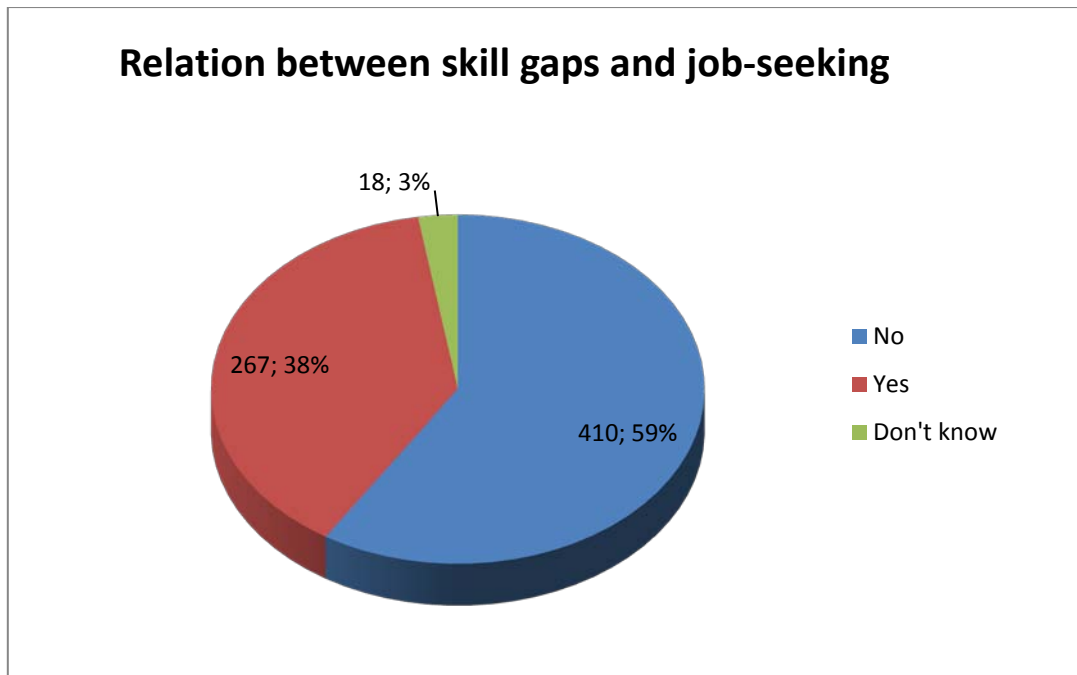


Figure 12 Relation between skill gaps and job-seeking.

In 1993, the author of book *“The degree does not make the archaeologist”*, used these words as a closing for the chapter on education: “Classes on methodology or juridical subjects are certainly missing, or are very rare, in Literature Degrees (alongside, more often than not, many archaeological subjects), classes which are instead present in Cultural Heritage Degrees, and it could be good to fill this gap, but we also notice a lack of practice and internships (but with good references and scientifically advanced!), which is only partly righted thanks to the practical activities required within Schools of Specialisation courses.” (LA LAUREA 1993, A. Vanzetti)

### **Employers’ commitment to training and qualifications**

Part of the respondents (around 13%) received some kind of training from the private organisations they work for:

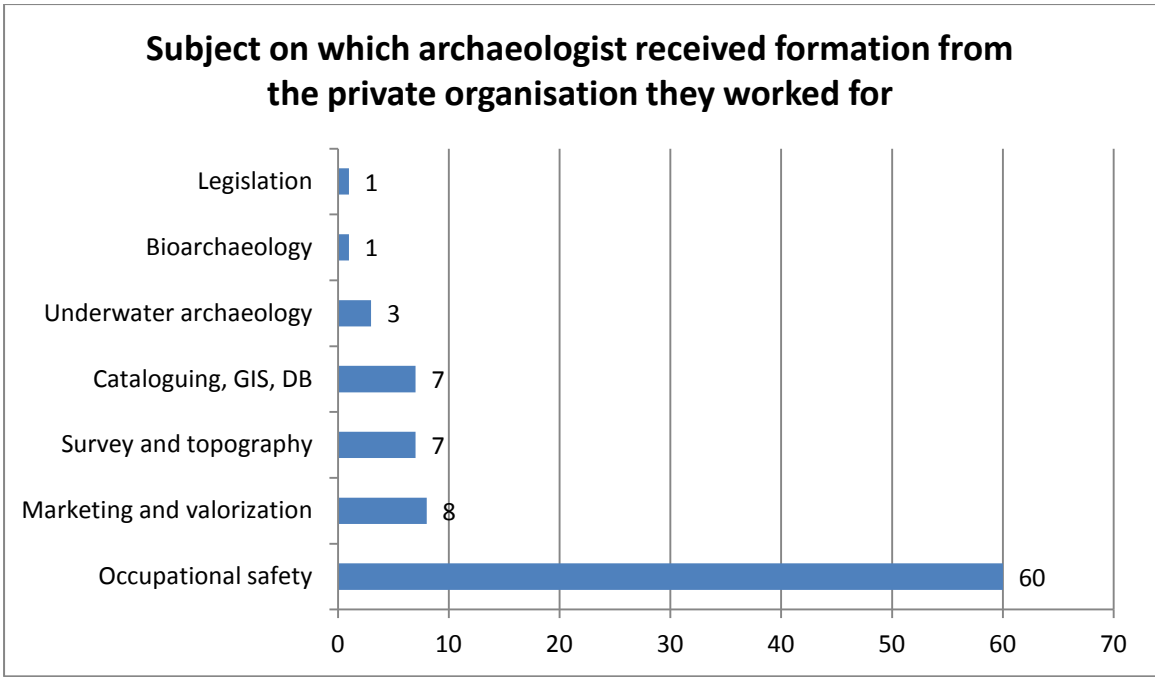


Figure 13 Subject on which archaeologist received formation from the private organisation they worked for.

The information that this question provides is really interesting: 34% out of 677 (which is the amount of valid answers) state these respondents never worked for such organisations; 18,7% of them described themselves as freelancers or unemployed.

Very informative is, also, the data collected from the private organisations: to the question “Do you identify skill gaps in your staff?”, 80% answered in the positive.

To the question “Does your organisation have some training for your staff?”, only 28% replied they had.

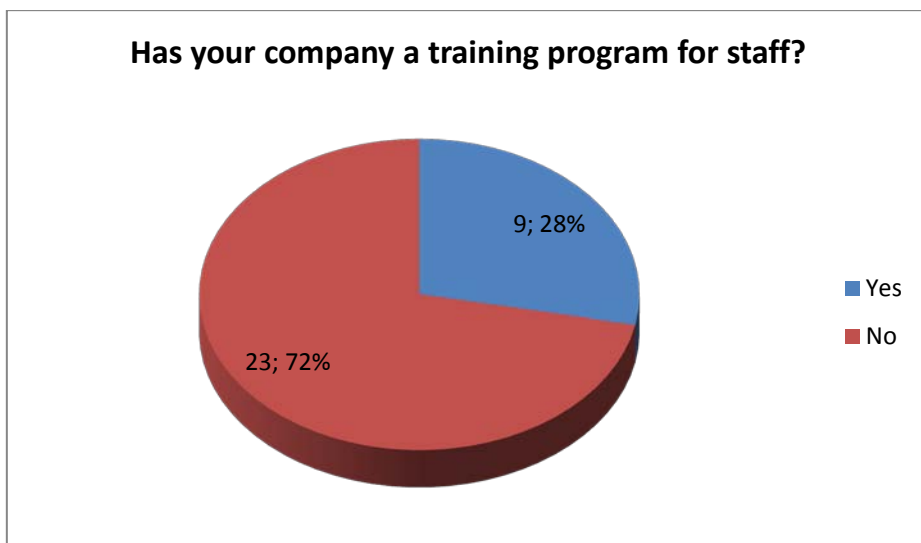


Figure 14 Percentage of private organisations that answered to the question whether they have a training program for their staff.

To the question: *“Do you have an internal funding for training?”* only 4 organisations answered: 3 of them said they had, 1 stated they didn’t.

All private organisations answered in the positive to the last question: *“Do you encourage the professional development of your staff and collaborators?”*

Private organisation are thus aware of the importance of continuous training for their staff, but, due to the economical contingency, they cannot at the moment provide it.

To the question *“Do you plan on taking additional educational courses at your expense?”*, archaeologists replied as follow:

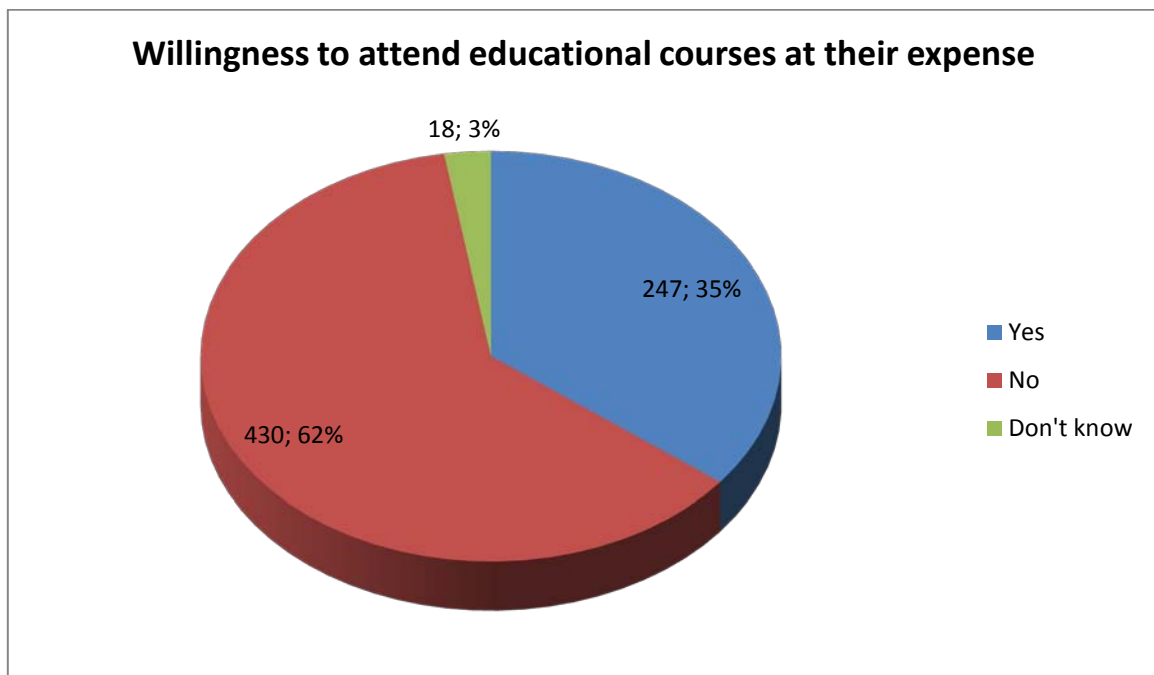


Figure 15 Willingness to attend educational courses at their expense.

In short, the continuous development of one’s skills is a need perceived by both archaeologists and private organisations, but with the current shortage of work and low salaries, neither of them can provide the needed training, especially regarding techniques and technology.

A.P.

## Introduction

Discovering Archaeologists of Europe 2014 is the first statistically systematic survey of the archaeological workforce in Italy: started in 2012 and funded by Lifelong Learning Programme of European Union, the project involves twenty-two European organisations led by the York Archaeological Trust.

The project is now in its second edition, but this is the first time it has been conducted in our country: the need for a new edition comes from the necessity of analysing the working conditions of archaeologists, their numbers, and their work opportunities as affected by the economic crisis of the Western world in the last five-six years, especially in Europe.

From the beginning of the crisis, the construction sector, the one that employs the majority of archaeologists at the moment, lost a total of 446,000 jobs, with a 30% decrease in investment.

In 2012-2013 the Italian government cut 100,000,000 € of funding to the Italian *Ministry of Cultural Heritage, Activities and Tourism* (MiBACT), with a 58% decrease in funding destined for preservation activities.

According to official data available at the *Ministry of Education, Universities and Research* (MIUR) website, in two years Italian universities lost a total of 20% permanent archaeological jobs, reduced to 371 units working in 37 faculties all over the country.

These were the numbers from which we started, to try and profile a profession that, more than others, is at risk of declining.

Surveys conducted by other organisations preceded DISCO2014, but the gathered data never produced a general estimate.

The only exceptions, for some aspects, are the 1992 conference titled “La laurea non fa l’archeologo” (LA LAUREA 1993), and the document realised for the General States of Archaeology held in Paestum in 2011, when data gathered by professional organisations and by the Ministry itself were shared with the public (STATI GENERALI 2011).

## Project team

Research has been conducted by Confederazione Italiana Archeologi, Italian partner of the project, internationally coordinated by York Archaeological Trust.

National fundings to project have been provided by Coopfond – Fondo mutualistico Legacoop, Associazione Nazionale Cooperative di Produzione e Lavoro, Cooperativa Archeologia, Matrix 96 s. c. a r. l. e Topografia Archeologica s. c. a r. l.

Italian coordinator and project manager of the project is Alessandro Pintucci, vice-coordinator Elisa Cella. Tommaso Magliato and Donata Zirone have joined them as managers. Press Office is Valentina di Stefano, for the social campaign Davide Arnesano, Antonia Falcone and Paola Romi.

Valeria Boi, Federica Lamonaca and Milena Stacca looked after graphic elaboration and logistics.

For data collection many researchers have worked : Martina Almonte and Maria Grazia Fichera, from Direzione Generale per le Antichità, who diffused questionnaires to MiBACT employees, Marco Amadei, Eleonora Bernardoni, Simone Cavalieri, Giorgia Leoni, Maria Cristina Leotta, Benedetta Martini, Mircea Masserini, Paolo Pecci, Caterina Pisu, Claudia Speciale, Barbara Vernia.

Luca Tomassini realized project web site, Anna Gallone and Domenica Pate translated texts to English language, Camillo Graziosi managed financial and administrative part of the project.

Elisa Cella (E.C., chapter 4), Tommaso Magliaro (T.M., chapter 3), Alessandro Pintucci (A.P., Summary of results, Chapters 1-2-6) and Donata Zirone (D.Z., Chapter 5, Appendix 1-2) wrote this National report. Revision of the text was made by Elisa Cella and Alessandro Pintucci and approved by Alessandro Pintucci. Opinion presented in the report represent only redactors' ideas, not Confederazione Italiana Archeologi associates one.

The project has been presented during "Discovering the Archaeologists of Europe – Digging in the crisis" conference, March 14<sup>th</sup> 2013 in Rome, in Museo Nazionale Romano alle Terme di Diocleziano site. The conference had MiBACT patronage, with the collaboration of Direzione Generale per le Antichità, Director Luigi Malnati, and of Soprintendenza Speciale per i Beni Archeologici di Roma, with Superintendent Maria Rosaria Barbera, Rosanna Friggeri and Rita Paris.

Alessandro Vanzetti, University of Rome "Sapienza", Fabio Fagella, Legacoop, Elisa Nicoud, École française de Rome and INRAP, partecipate to the conference with papers, together with other DISCO project partners. Conference has been possible also tank to Alessandro Colantoni, Cristiana Cordone, Giada Fatucci, Federica Galiffa, Davide Mastroianni, Augusto Palombini, Mary Patella, Raffaella Palombella, Stefania Picciola, Caterina Pisu e Andrea Schiappelli.

## **Structure of the report**

The first chapter provides a look to the state of the profession and to the previous surveys already carried out in Italy in the past.

The second chapter gives an account of the methodology used for the survey.

The following chapters outline different aspects revealed by the current survey in relation to organisations, archaeologists, jobs and training respectively. Comparison with previous surveys are made when possible.

The appendixes reproduce some of the free text 'further comments' made by respondents in the questionnaire.

The third appendix contains social network and web campaign images. Finally, the last appendix provides a copy of the questionnaire used for the survey.

Roma, li 31, Agosto, 2014

Elisa Cella

Alessandro Pintucci

# Chapter 1 Archaeology in Italy

## Brief guide to archaeological practice in Italy

Cultural Heritage in Italy is protected by law on the basis of Article 9 of Italian Republican Constitution:

The Republic promotes the development of culture and of scientific and technical research. It protects natural landscape and the historical and artistic heritage of the Nation.

On the basis of this article and of the first protective laws of Italian Kingdom (Law 364/1909 and Law 1089/1939) modern heritage laws have been realized, last of those the Code of Cultural Heritage and of Natural Landscape in 2004 (D. Lgs. January 22nd 2004, n. 42).

According to Constitutional principles all the Cultural Assets are property of the Nation, wherever their condition is known or to be known.

Ministry of Culture (Ministero dei Beni e delle Attività Culturali e del Turismo, MiBACT, who takes this name with the last Government change in 2014) was founded in 1975 by Minister Giovanni Spadolini, taking the place of Ministry of Education in protection and valorization sector.

MiBACT is centrally organized in General Directions (Direzioni Generali) one for each matter of Cultural Heritage (in these days there's a debate about Ministry reform that will change significantly these Directions): for archeological sector there's the Antiquities General Direction (Direzione Generale per le Antichità; in the reform in discussion it will be called Direzione Generale per l'Archeologia).

On the territories MiBACT is organized in superintendences, guided by a director, the Superintendent, one for each Cultural Heritage sector (Archaeology, History of Arts, Architecture, Archives and Libraries) with a unique regional coordination of a Regional Direction.

All the national museums and archaeological sites are managed by superintendences, with the direction of competent officers (in the new reform museums and archaeological sites will be separated by Direzione Generale per le Antichità and will be managed by Direzione Generale per la Valorizzazione, Valorization General Direction).

In the protection of territory the superintendences can ask to private clients, at their expences, the presence of external to MiBACT personnel (total number of archaeological officers in Italy was at time of writing 400), a single professional or an archaeological company, maintaining always the scientific direction of all the excavations.

Since July 22nd 2014, with the Law 110/2014, professionals working on Cultural Assets must be qualified: at the moment of writing the parameters that will be used to qualify professionals have not been decided and the Ministry has 6 months from the entering into

force of the Law to produce the new guidelines with the help of the Ministry of Education, the sector most important professional associations, trade unions e clients associations.

The same Law decrees the creation of non binding lists of professionals according to the established rules .

University and CNR are the two public research institution in Italy.

With the Preventive Archaeology law (Dlgs. 163/206) Archaeological Departments of the Universities entered into the market, as they have been recognized, together with high specialized professionals, as subjects who can sign the Archaeological Impact Valuation (VIArch), that in the hope of legislators should help to speed up infrastructures construction by studying the archaeological risk of an area.

The private companies who want to participate to public bids should obtain OS25 ISO qualification, on the basis of their turnover and of the structure of the company.

## **Previous works**

### **La Laurea non fa l'archeologo (The degree does not make the archaeologist) (1992, LA LAUREA 1993)**

More than twenty years old now, this is the most complete report on the archaeological profession in Italy till now.

In the document all working organisations were analysed, from MiBACT to Universities, from CNR to private organisations, and free lancers were also included: it was estimated at that time a number of 609 external collaborators of the Ministry.

Very useful as a comparison to the current situation is the large section dedicated to the description of public organisations that employed archaeologists for work, supplied with numerical data.

Moreover, the survey was conducted in the same years professional archaeology was born in Italy, at a time when Cultural Heritage laws were partly changed (like the "Ronchey Law" which is detailed in a specific paragraph), and during the same years in which, for the last time, a new legislative proposal was made to create a professional register for Italian archaeologists, before Europe decided against them as a legislative outlet, and before the internal contrast between different trends among Italian archaeologists effectively stopped the law from being reviewed in Parliament.

### **First ANA Census (2004-2005, ANA 2006)**

The first census by the National Associations of Archaeologists (ANA) was held from March 2004 to October 2005; it gathered 350 answers, 305 of which were relevant.

An estimate of the active archaeological workforce was not calculated, but some data, especially those about gender, earnings, types of contracts and training, will be used as comparison with the information gathered by the DISCO2014 survey.

The census is also interesting because was carried out before the approval of the law on rescue archaeology (D.lgs 163/2006), when the requirements for this type of field activity were not as strict as they are nowadays.

The majority of answers came from Campania, since ANA was just starting there, starting with the archaeologists who had first met while working on local constructions sites for the building of High-Speed Trains (TAV) lines and facilities.

### **OSAL (2007-2008, OsAL 2011)**

The Archaeologists at Work Monitoring Unit (OSAL–Osservatorio Archeologico al Lavoro), is a project by the Italian Confederation of Archaeologists held between 2007 and 2008, within the territory of both the Province of Rome and the then-V municipio of the Capital (currently IV municipio): all the archaeological works done in 2007 and 2008 were considered in this survey, alongside the number and type of archaeologists. A survey to test the knowledge of safety standards in construction sites was also carried out.

The result are not directly comparable to these gathered by DISCO2014, because of the narrow geographical confines of that project.

### **Second ANA Census (2008-2011, ANA 2011)**

The Second ANA Census, with 835 respondents, started in 2008 but it was only partially published in 2011, during the General States of Archaeology in Paestum. Later, in 2013, the “Archaeology in Contemporary Europe. Professional Practices and Public Outreach”– ACE project, by the Institute for Cultural Heritage (IBC) included data from this census.

The timeframe during which the data were gathered was not stated, but it probably was between 2008 and 2011.

Again, an estimate of the active archaeological workforce was not calculated, but, as in the first census, still very useful are the data about archaeologists’ age, type of works and contracts, training, earnings.

### **ACE (2011-2012, ACE 2013)**

The European project ACE–Archaeology in Contemporary Europe, was carried out between 2011 and 2012.

From the website of the Institute for Cultural Heritage (IBC), one of the partners of the project “Professional Practices and Public Outreach: the ACE project aims to promote contemporary archaeology on a European level, drawing attention to its cultural, scientific and economic scope, including its great interest for the wider public.



The ACE project, funded within the European programme Culture 2007-2013, involves twelve institutions in different countries: the IBC is the only Italian organisation.”

A conference titled “Twenty years after Malta: preventive archaeology in Europe and in Italy”, was held after the end of the survey, in October, 9th 2012 in the École Française de Rome. Its Proceedings were published online in 2013.

The Proceedings contain some of the data collected by the survey, but the majority was derived from the second ANA Census and from a book by the Directorate General for Antiquities and the Directorate General for the Promotion of Cultural Heritage within the General States of Archaeology in Paestum, alongside a close examination of other scientific works on the subject available in Italy. A good part of the book is about the law on Rescue Archaeology in Italy, how it came to be and its shortcomings.

### **General States of Archaeology of Paestum (2011, STATI GENERALI 2011)**

In 2011 Director-General of the Directorate General for Antiquities of the MiBACT, Luigi Malnati, wrote a call for all Italian archaeologists, from all organisations and fields of work. From this call the General States of Archaeology of Paestum were generated, organised by the Directorate General for Antiquities and the Directorate General for the Promotion of Cultural Heritage, in collaboration with the Italian Confederation of Archaeologists (CIA): for the first time in Italy, the Ministry was interested in those archaeologists working as independent professionals and in fields that, up to that moment, were thought to be secondary in the preservation and promotion of the Italian archaeological heritage. During this conference a short book was presented, with papers from archaeologists working in the MiBACT and as university staff, and from representatives of Professional Associations, supplied with a lot of statistical data useful as a comparison for the data gathered with the DISCO2014 project.

### **Anonymous survey on archaeological work (Emilia-Romagna 2012)**

This survey was first proposed in 2012 by an organisation working in communications for Cultural Heritage (Bradypus), in the occasion of the conference titled: “Work rights, types of contracts, retirement fund, safety in construction sites, job insecurity, for workers in Archaeology and in Cultural Heritage” (Bologna, March 14th 2012): it was an anonymous online survey addressed to archaeologists working in Emilia-Romagna regarding their working conditions in 2011. The respondents were fifty. Considering the limited geographical extension of the survey and the focus on the subject of work contracts, those data were only partly used as a comparison with data from DISCO2014 (BRADYPUS 2012).

**A.P.**

# Chapter 2: Methodology

## Introduction

This chapter describes the methodology of how questionnaires were conceived, how the data were collected and how analysis was undertaken on some of the datasets that were generated.

## Survey methodology

Two surveys were created: one addressed to individual workers, whatever their status or their job; one addressed to organisations employing archaeologists.

The survey was circulated electronically only. A distribution on paper was attempted at first, but it was quickly dismissed, as it soon became clear that it would not preserve the anonymous status of the respondents and there was a high risk of duplicate answers.

The survey was designed and delivered using the Limesurvey online system, an open source product which avoided unnecessary data entry costs following the acquisition of the data. For every collected answer the system delivered an email to the questionnaire manager, which prevented data loss.

All organisations that were believed to employ archaeologists were contacted, via emails. If no contact email address was available they were contacted by phone.

In total 214 organisations were approached, with a 15,5% return rate; the return rate of both MiBACT and universities was approximately 16%.

Since a previous estimate of the number of all archaeologists working in Italy did not exist, a return rate could not be calculated for individual workers: the 695 relevant answers, though, seemed enough to work with and gave confidence about the possibility of extrapolating the needed data for the project.

The survey was carried out from November 2013 to March 2014, with email reminders automatically sent by the system every three weeks.

Following the data collection, response standardization was undertaken, screening for possible duplicate answers (which were not found since the system did not allow the respondent to access the questionnaire twice) and amending these which were unusable for any reason, such as earnings written in letters instead of numerals, or using ones instead of thousands (like 5 instead of 5,000 €).

## Mailing list

A mailing list of contact email addresses was compiled including as a primary source the list of 3,500 recipients the Italian Archaeologists Confederation (CIA) uses to deliver its monthly newsletter. All the additional email addresses gathered by CIA regional branches were also included in the mailing list. University staff were approached thanks to the contact list available on the Ministry of Education, Universities and Research (MIUR) website, which included 371 professionals working in 37 different universities. As for the MiBACT staff, very

important was the collaboration of the Directorate General for Antiquities, which directly delivered the questionnaire to the 400 archaeologists working for the Ministry.

Additionally, an online campaign through the CIA Facebook group was undertaken: this group counts at the moment over 10,000 members, thus representing the largest archaeology community on Facebook, although when the survey was first sent out, it counted about 7,000 members, and not all of them archaeologists. Comparing the original CIA “official” mailing list to the total of the respondents, it turns out about 40% of the latter came from outside the original list of contacts, and a good part of them came to know about the survey thanks to the aforementioned Facebook campaign.

A list of names and contacts of private organisations was compiled using data from some employees’ associations (such as Legacoop, Archeoimprese, CNA) websites, in addition to email contact details provided by CIA members, and a few brochure websites used by some of these organisations. In the end, 214 private organisations, working in different subsectors (excavations, preventive archaeology, education, etc.), were approached, excluding these found to have ceased trading through retirement or by being merged or bought out by other organisations.

An estimated additional 20% of small private organisations were not reached by the mailing list, as it was not possible to retrieve their contact email addresses.

A problem was posed by the firewalls active on some servers, especially these of the Microsoft group (such as Yahoo, Live, Hotmail, etc.) which effectively blocked out all emails containing the survey link. This situation was continuously monitored, and direct links to the survey were sent to these email addresses by a new CIA contact email address created to bypass said firewalls. In total, 67% of the reached contacts filled the survey, but it must be noted that the remaining 33% can mostly be referred to individuals or private organisations that, informed of the firewall problem, provided a second email address.

The same problem occurred with universities and MiBACT, whose servers flagged as spam every email sent from `segreteria@archeologi-italiani.it`: the whole process was monitored carefully, and, in case of failed delivery, a new message was sent to a second known email address when one was available or using a different email account.

On top of that, many email address contacts were found out to be deactivated or full (thus, no more used). By the end of the survey, 25% of the sent emails were returned as undeliverable, equally distributed among all categories of recipients.

## **Data Collection**

The survey went live in November 2013 and ended in March 2014, but the collected partial data have already been publicly presented in various occasions (the first occurrence was only twenty days after the beginning of the survey, during the 2013 edition of the Mediterranean Exchange of Archaeological Tourism: at the time, only twenty respondents had filled the survey), which gave great momentum to the circulation of the survey among professionals.

It was during that same Mediterranean Exchange of Archaeological Tourism that Archeoimprese representatives advised the project team on how to improve the survey

addressed to private organisations and how to make it easier to fill: as a result, the survey was temporarily frozen and modified, and then launched a second time at the end of January 2014. In the end, out of 214 approached organisations, 32 (14,95%) filled the survey.

## **Calculating workforce estimated size**

Data were collected using the 695 relevant answers, easily comparable with the available datasets provided by different workers' associations and their websites.

They can be summarized as follow:

Sixty-five (9,35% of the total of the respondents) out of 400 MiBACT employees filled the survey: the return rate for this category was 16,25%;

Fifty-nine (8,5% of the total of the respondents) out of 371 university staff (data from the official MIUR website) filled the survey: the return rate for this category was 15,9%;

Eighty-six (0,71% of the total of the respondents) out of 86 National Research Council employees (CNR—the total number of employees was collected from the websites of the four CNR Institutes working in the archaeological sector) filled the survey: the return rate for this category was 13,95%;

Finally the 32 private organisations that filled the survey (14,95% return rate for this category), stated they employed a total of 261 archaeologists, both as part of their staff and as private contractors. Freelancers and individual archaeologists who stated they worked with or for a private organisation in 2013 were 132, which represents 19% of the total of the respondents.

Processing these last data, a total number of 1,745 archaeologists working for or with private organisations was estimated, a figure much higher than it was expected.

The response rate is similar in different categories (MiBACT, Universities, CNR, private organisations), varying from 14,81% to 16,25%, with a median of 15,26%. The actual number of archaeologists working in Italy in 2013, was therefore generated applying this rate to the number of respondents (695), resulting in a total of 4,383.

As a control, the response rate of MiBACT employees (16,25% = 65 out of 400 people) gives a result of 4,277 total archaeologists, while the response rate of universities staff (15,9% = 59 out of 371 people) gives a total of 4,370 actual archaeologists. The response rate of CNR workers was ignored as the numbers were too low (only 12 out of 86 people filled the survey).

Applying the same process to the data collected from private organisations (estimated number of 1,745 actual workers involved, which is 18,7% of the estimated population) the result is a total number of 11,672 actual archaeologists, a figure too high to be true, and completely above all other estimated sizes: in this case, though, the data is not reliable as freelancers usually work for more than one organisation at one time.

A further confirmation is given by processing in the same way the percentage of individual respondents who declared they use to work for and with private organisations (18,7%, of all

the respondents): the result is a total of only 840 individual workers, almost half the size of the estimated number calculated using the data collected from private organisations.

The analysis of these data underlines a strong flexibility of archaeologists, who can (and usually do) work with different organisations at the same time. This is reason why the percentage of 18,7% of all the respondents was considered more reliable and it was used to calculate the estimated number of archaeologists working with private organisations of the sector.

At this point, adding all these data and subtracting the percentage of archaeologists who stated they work in other fields (4,554 minus 3,74%) a median of 4,383 archaeologists was calculated, with a coefficient of error estimated in  $\pm 1,6\%$ .

**A.P.**

## Chapter 3: Organisations

### Public organisations

In public administration archaeologists are mainly employed in two ministries: the Ministry of Cultural Heritage, Activities and Tourism (MiBACT), and the Ministry of Education, Universities and Research (MIUR). In Sicily, Aosta Valley and Trentino-Alto Adige/Südtirol, autonomous regions with Special Statute, the regional departments of Cultural Heritage carry out the tasks of the Ministry: this means archaeologists do not work for the State but for the local Region or Province (like in Trento and Bolzano).

The MiBACT, whose main concerns are the preservation and promotion of Cultural Heritage, has a central agency entrusted with the coordination of all its ministerial functions, managed by different General Directorates (some of them specifically committed to a particular field, like the General Directorate for Antiquities, mainly concerned with the coordination of all activities revolving around the preservation of the Italian archaeological heritage); the Regional Directorates coordinate the local Superintendencies; finally the local Superintendencies coordinate different sectors: archaeologists are usually employed by Superintendencies for Archaeological Heritage.

Within the MIUR archaeologists can be employed as University staff, as teachers and researchers, or in the National Research Council (CNR), mostly as researchers.

### MiBACT

Most of the aforementioned data are available at the Ministry website.

The survey has been delivered to the 100% of the archaeologists employed with a permanent contract (400 people). The return rate was 16,25%, equal to 65 people.

Within the Ministry archaeologists work mostly as officers (93,5%), functioning as inspectors for the assigned territory and as directors of museums and archaeological areas, while a smaller group fill the role of manager (5,5%), coordinating central and local structures of the Ministry itself.

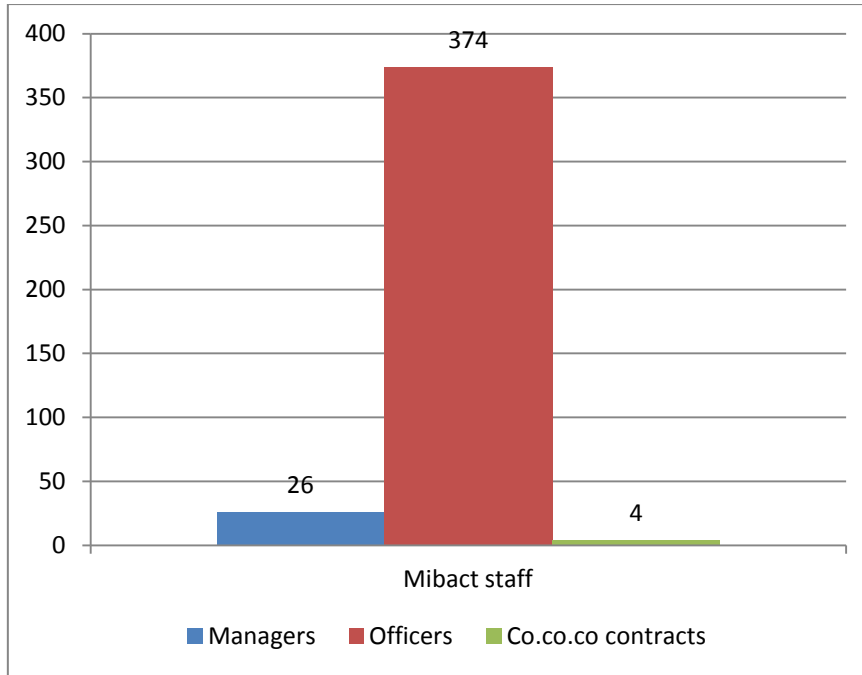


Figure 16 MiBACT employees (from MiBACT official website).

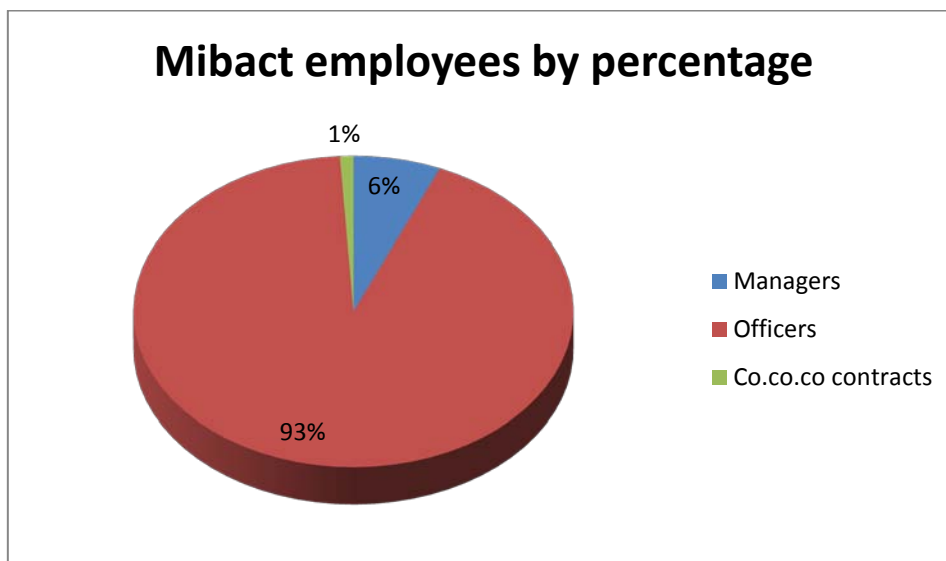


Figure 17 MiBACT employees by percentage (from MiBACT official website).

Only four archaeologists (1%) are employed with a Continuous and Coordinated Collaboration type of contract (Co.Co.Co.).

No less than 214 of the 374 officers working for MiBACT in 2014 were hired after the public competition held in 2008 (at the time, 30 of them resulted proper winners, 96 others only qualified for the job. Two of the qualified ones have since then given up their place; in total 33% of all the current officers employed by the Ministry), exceeding the limits set by Italian laws in relation to the hiring policy in the public administration, but allowing to fill the shortage of officers left by retired workers and turnover.

Since its foundation in 1975, by the then-Minister Giovanni Spadolini, the MiBACT hiring process has come in waves, with short bursts (late 1970s, beginning of the 1980s, late 1990s) and lulls lasting for a long time.

The long wait between public competitions for officer jobs has caused a long queue of archaeologists, mainly with Post-Graduate education, waiting for an opportunity to be hired by the public administration. For this very reason, the Post-Graduate institution called School of Specialisation in Archaeology was first created at the end of the 1970s (*cf.* below, Chapter 4, on Training): in 2008, 5,551 archaeologists holding either a Post-Graduate School of Specialisation qualification or a Doctoral qualification participated in the aforementioned public competition for MiBACT officers, which, as said, had been initially thought to provided only 30 new officers.

## **Salaries**

MiBACT employees' salaries vary in relation to one's role in the Ministry and according to which type of contract the archaeologist is hired for.

Permanent contract employees, 99% of the 400, are either managers or officers.

The only top manager earns a salary of 167,000 € pre-tax, roughly twice compared to all other managers, whose earnings are 71,000 to 79,000 € *per annum*.

The only exception is the local top level manager of Rome, who earns a salary of 115,000 € pre-tax *per annum*.

Officers earn between 17,000 and 21,000 € pre-tax *per annum*.

Finally, fixed-term contracts employees earn between 24,000 and 48,000 € pre-tax *per annum*.

## **Gender**

Gender balance of permanent contract employees can be accurately calculated in relation to managers thanks to the data available on the Ministry website: ten managers are male (62,5%), six are female (37,5%).



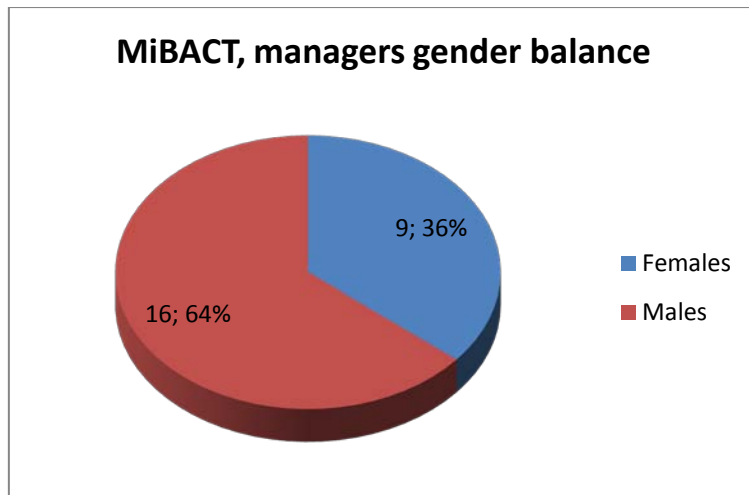


Figure 18 MiBACT, managers gender balance.

As far as officers are concerned, instead, the data collected by the survey indicate a majority of women, 70% of 400, while 30% are men. These percentages that are directly comparable with the ones estimated for the entire archaeological workforce.

In other words,  $\frac{3}{4}$  of all the permanent contracts employees of the MiBACT are women, and  $\frac{1}{4}$  of them are men.

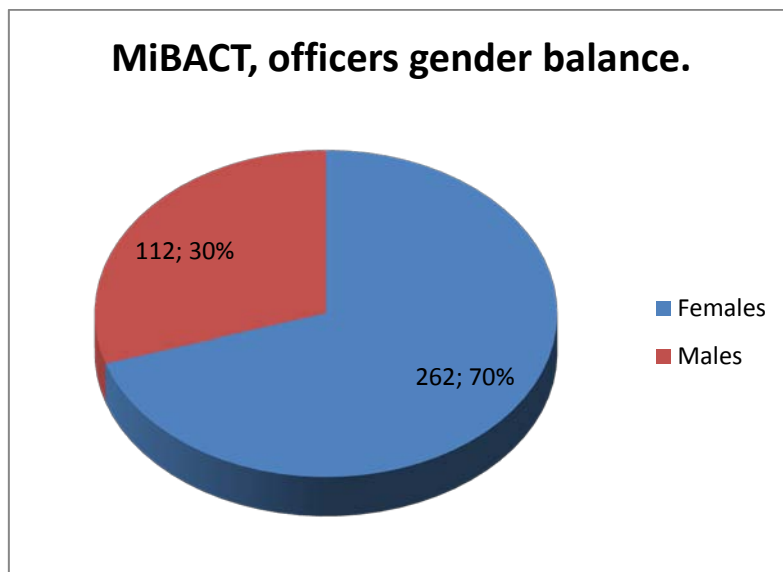


Figure 19 MiBACT, officers gender balance.

## MIUR

### Universities

Within fifty-one Italian universities, 390 units in the teaching staff fall under the macro field of Archaeology.

Only 371 of them are actually archaeologists, working in fifty different universities. 38 of these universities offer a Bachelor’s degree in Cultural Heritage specialising in Archaeology, while 37 universities offer a Master’s degree in Archaeology.

155 out of 371 archaeologists are Researchers (or Assistant Professors), while 216 are part of the teaching staff (77 Full Professors; 139 Associate Professors).

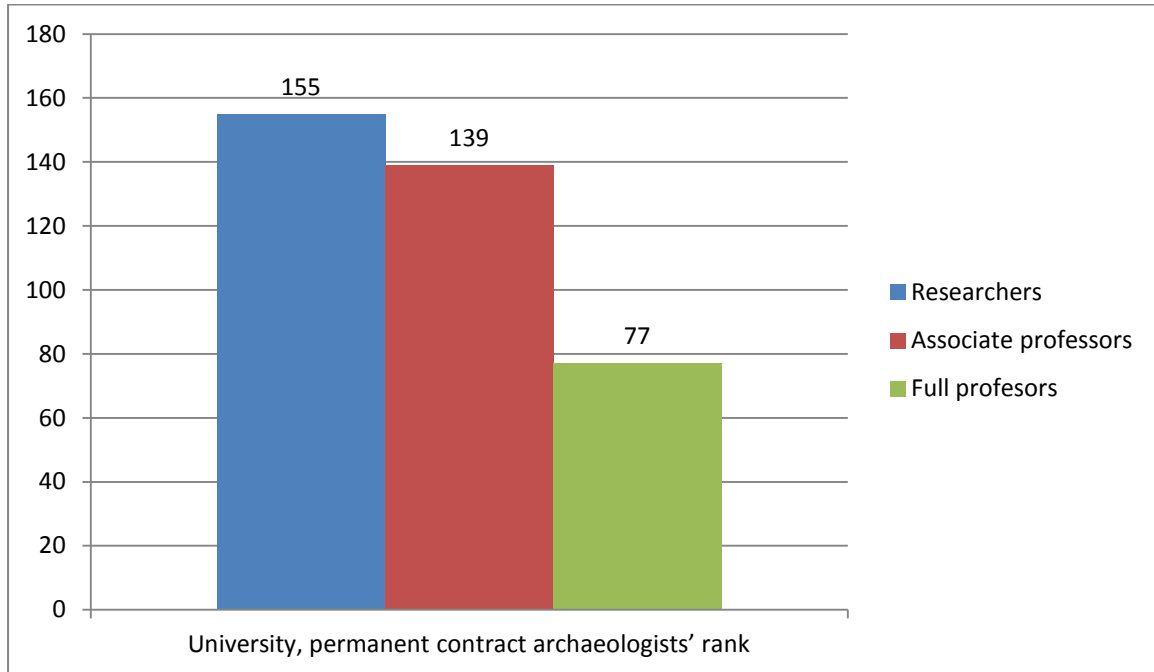


Figure 20 University, permanent contract archaeologists’ rank

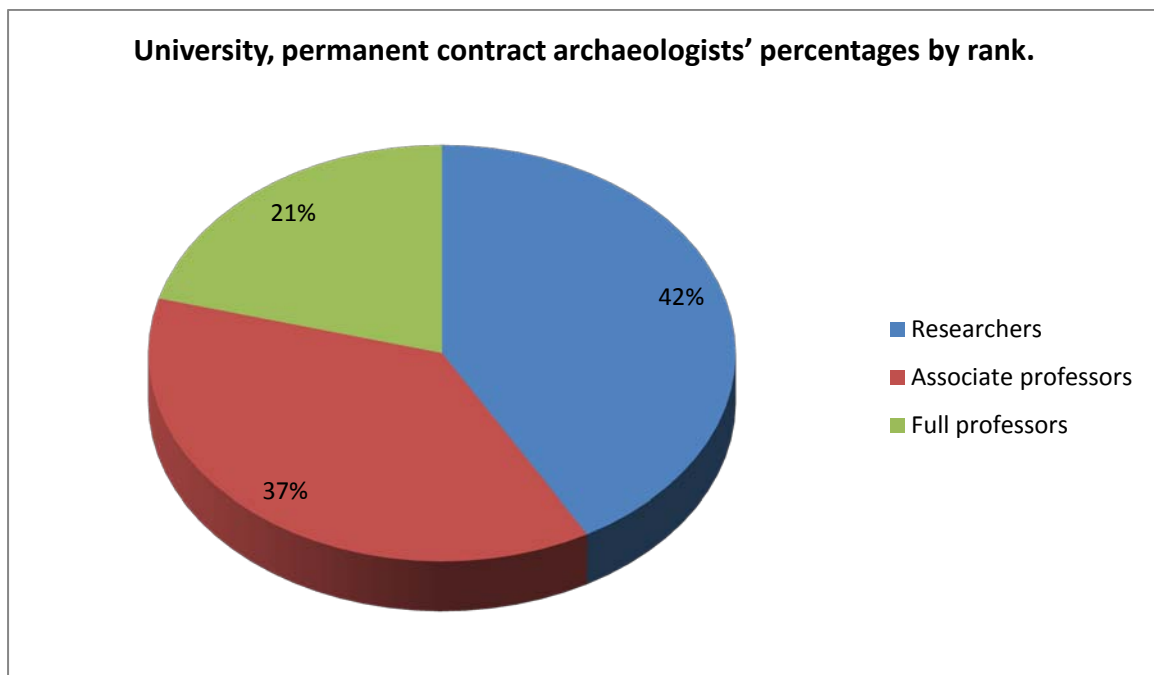


Figure 21 University, permanent contract archaeologists’ percentages by rank.

An estimate of the average salaries of MIUR employees is not easy: the data collected for the survey suggests an average salary of 33,900 € *per annum*, with a minimum of 11,000 € and a maximum of 67,000 € pre-tax.

The MIUR website also lists 119 Research Fellows with a temporary position. Respondents from this category of workers stated they have a fixed-term contract lasting from one to three years, and that they earn between 10,000 and 25,000 € *per annum*. Twelve people (1,72% of all respondents), filled in the survey. These data translate in real life in an estimated number of 95 people, a figure not too far from the 119 units indicated by the Ministry website, if we consider this estimate does not include part-time workers.

Normally, becoming a Research Fellow is considered the first step into the academic career, and it is usually undertaken after the completion of the PhD.

## Gender

Statistical data on gender balance in Italian universities, which were available on the Ministry website, were analysed:

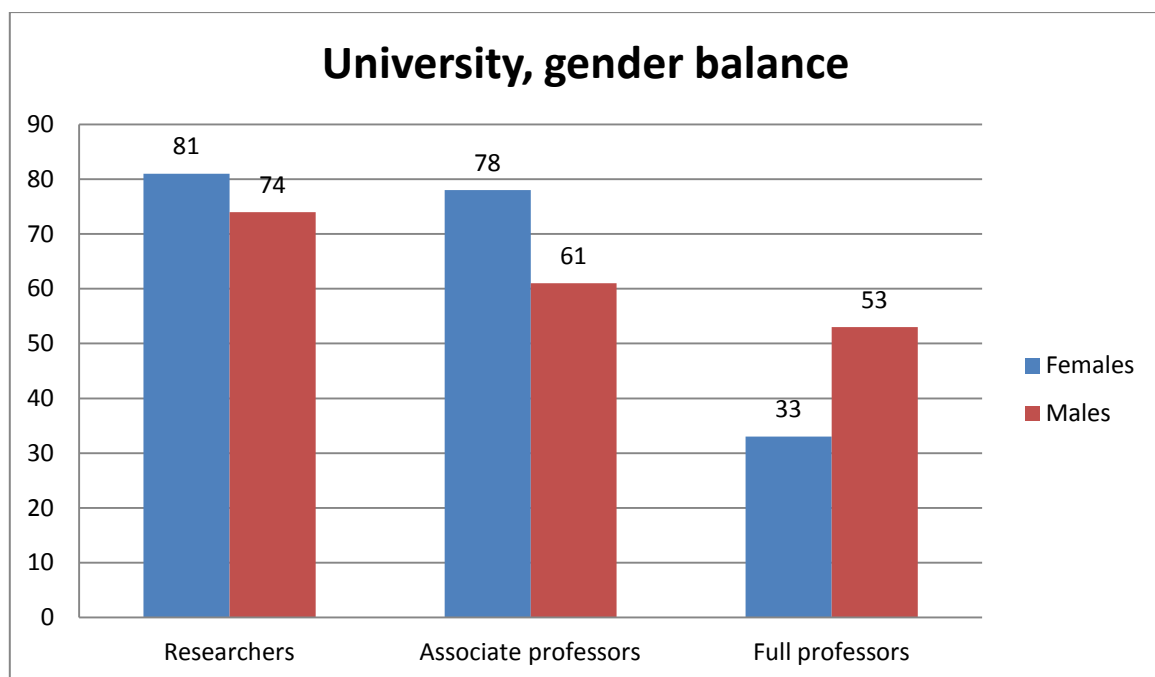


Figure 22 University, gender balance of permanent contracts archaeologists according to their rank.

Apparently, the gender balance is inversely proportional to the academic rank: Researchers and Associate Professors are mostly female, Full Professors are mostly male, with a difference rate of +40%.

The data concerning only Research Fellows in Archaeology are shown below:

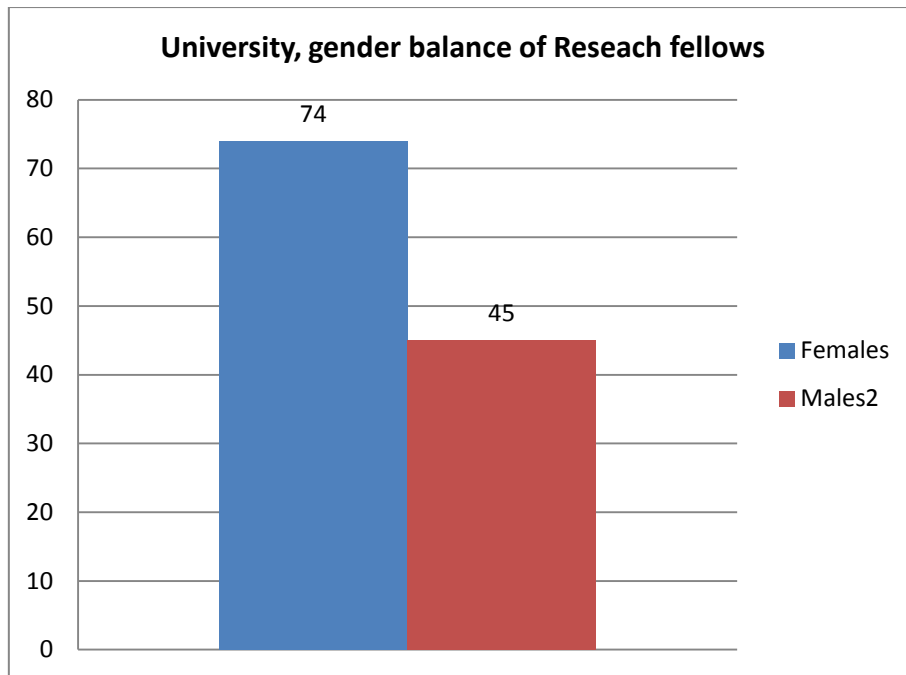


Figure 23 University, gender balance of Research Fellows.

What is apparent for the whole academic staff, is true also for the archaeological sector: the lowest ranks are mostly female, but the higher the rank the less the presence of women, and the proportion is completely overturned in the Full Professors category.

## CNR (National Council of Research)

Four Institutes of the National Council of Research have archaeologists in their staff: the Institute of Archaeological Heritage, Monuments and Sites (IBAM), the Institute for Technologies applied to Cultural Heritage (ITABC), the Institute for the Conservation and Promotion of Cultural Heritage (ICVBC), the Institute for the Study on Ancient Mediterranean (ISMA).

The archaeological staff include a total of 150 people.

Thirty-two of them work for IBAM: 13 Researchers, 17 Research Fellows, one PhD candidate, one fixed-term employee.

Twenty-five work for ITABC: 17 Researchers, 5 Research Fellows, 3 scholarship holders.

Three work for ICVBC, the smallest of the CNR Institutes: respectively, one Researcher, one Research Fellow and one scholarship holder.

ISMA employs 25 Researchers plus the institute director, for a total number of 26 archaeologists.

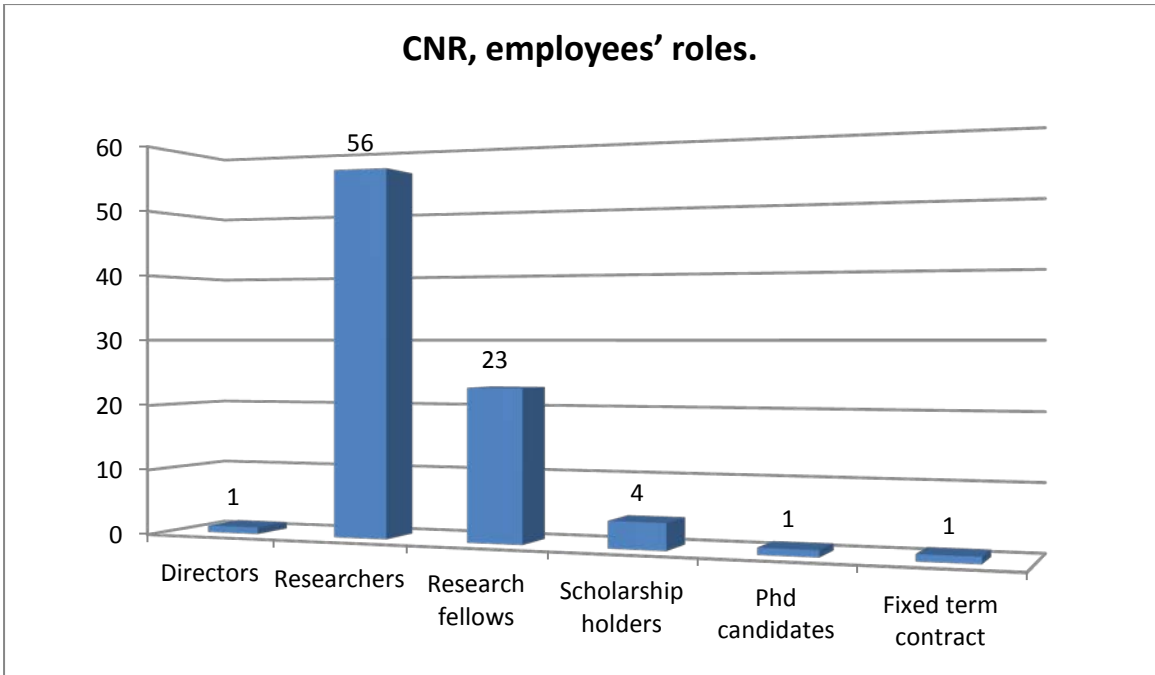


Figure 24 CNR, employees' roles.

Twelve of the 86 CNR permanent contract employees filled the survey, with an answering rate of 13,93%. Only four of them indicated their pre-tax earnings, between 18,000 and 30,000 € *per annum*.

## Museums and archaeological areas

Before analysing the archaeologists' presence in Italian museums and archaeological areas, we need to consider some data, all available in the book "Culture in Italy 2013 - Basic figures" by the Studies and Research Department of the General Secretariat of MiBACT.

Open Institutes in 2011		
4588 Institutes	3847 museums	596 archaeological museum 108 of which are national
	240 archaeological areas	
	501 monuments	

Table 3 Open institutions in 2011(from "Culture in Italy 2013 - Basic figures").

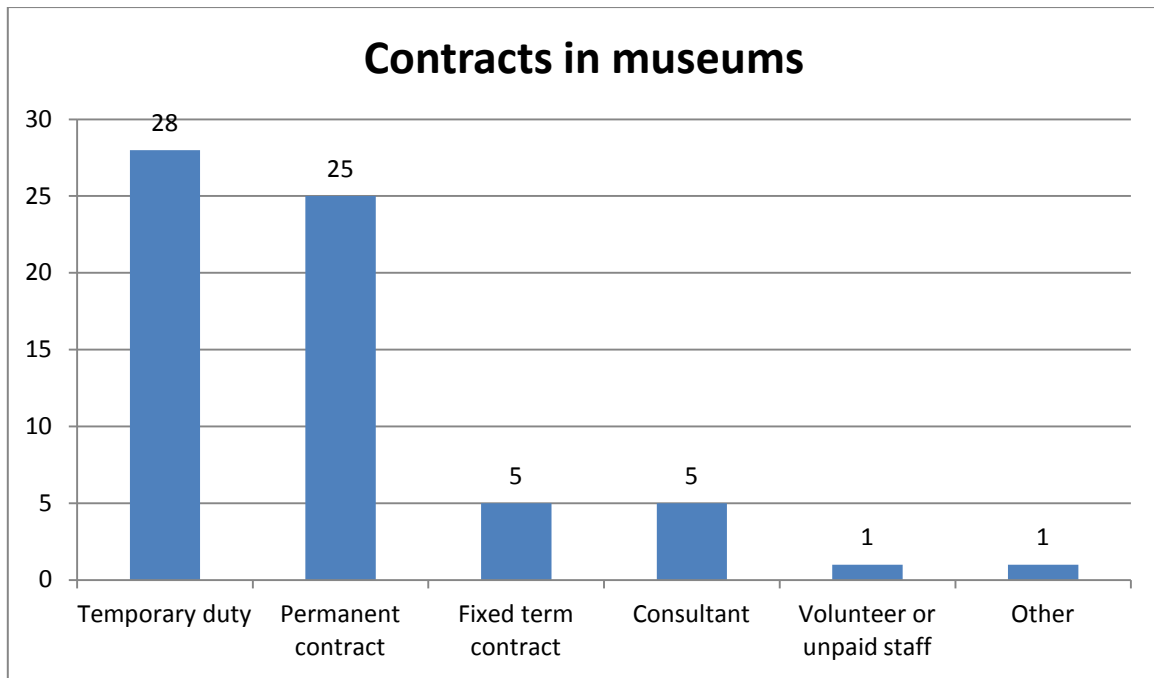


Figure 25 Museums, archaeologists' types of contracts.

In 2011 there were 4,588 institutions open to the public: among them, 596 museums and 240 archaeological sites.

Only 108 of these refer directly to the MiBACT and the analysis of their staff can be found in the previous paragraph dedicated to the Ministry: in short, the directors of these institutions are the same archaeologists working as local officers for the Ministry, whose job is to coordinate all activities related to the preservation of the archaeological heritage in a certain territory; the rest of the staff (bar the people in charge of additional services, such as ticket selling, education, cleaning of the facilities, etc.) also depend directly from the Ministry.

In general, 63,8% of all Italian museums and archaeological areas are public: 41,6% of them are direct responsibility of local municipalities (such as Galleries and City Museums); 10% of them are ecclesiastical properties (all the churches, the Christian catacombs, diocesan museums); 9% of them, as said, refer to the MiBACT; 3,2% of them refer to other local authorities (Regions, Provinces, Mountain Communities, etc.).

This large number of institutions, art galleries, city museums and so on, is a precious heritage of the pre-Unitarian Italian States. It is rather complicated to manage at times, but at the same time represents the very essence of our national culture, especially for these institutions' ties to local territories and the communities' sense of pride and belonging.

These institutions are generally very small, and they often have a shortage of curators or conservation experts. They are usually run by the local municipality employees or by private organisations that keep them open as best they can.

Very seldom, they are large institutions: as is the case of the Capitoline Museums in Rome, which is one of the largest and more visited museums in the worlds, with many illustrious seats and a very complex structure.

The current survey gave some very useful information about the archaeological workforce in museums:

### Museums staff – range of jobs and types of contracts

Sixty-five (9,4%) of the respondents (695 relevant answers) stated they work in a museum: seventeen have a responsibility role within the institution (fourteen directors, three curators); twelve work as custodian or technical assistants; nine work as educators or tourist guides; three manage collections and deposits; two manage the museum catalogue; two are researchers within the institution; one works in the commercial sector within the museum. One anthropologist and one archaeologist complete the list of roles indicated by the respondents of this category of workers.

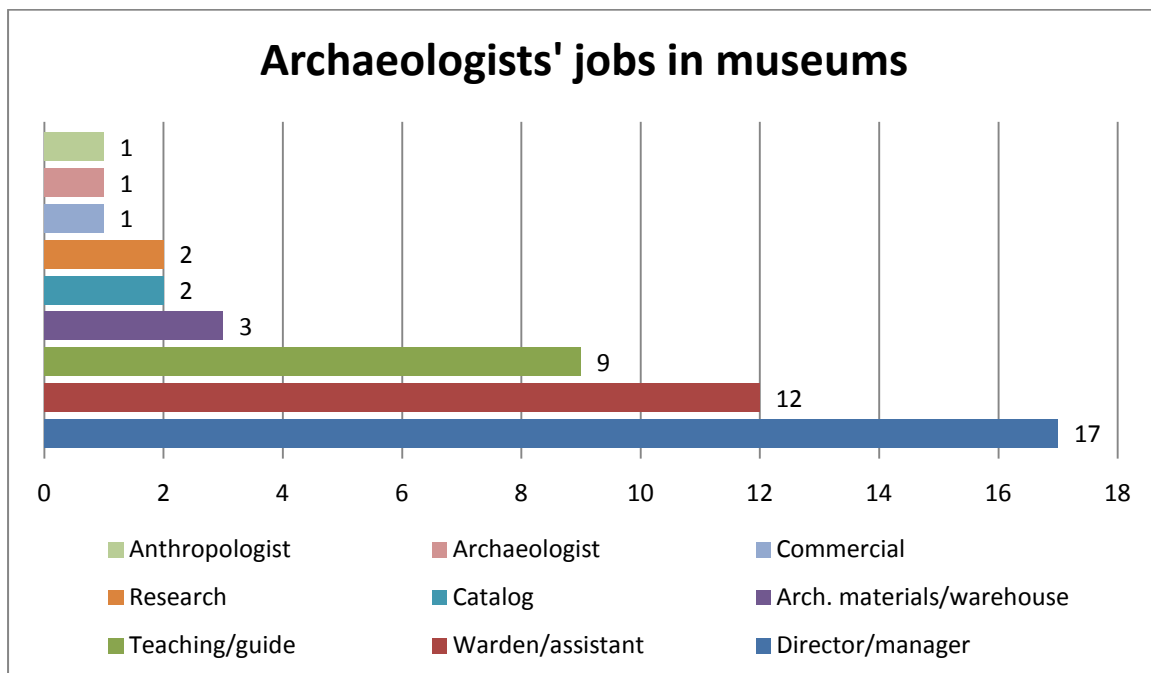


Figure 26 Archaeologists' jobs in museums.

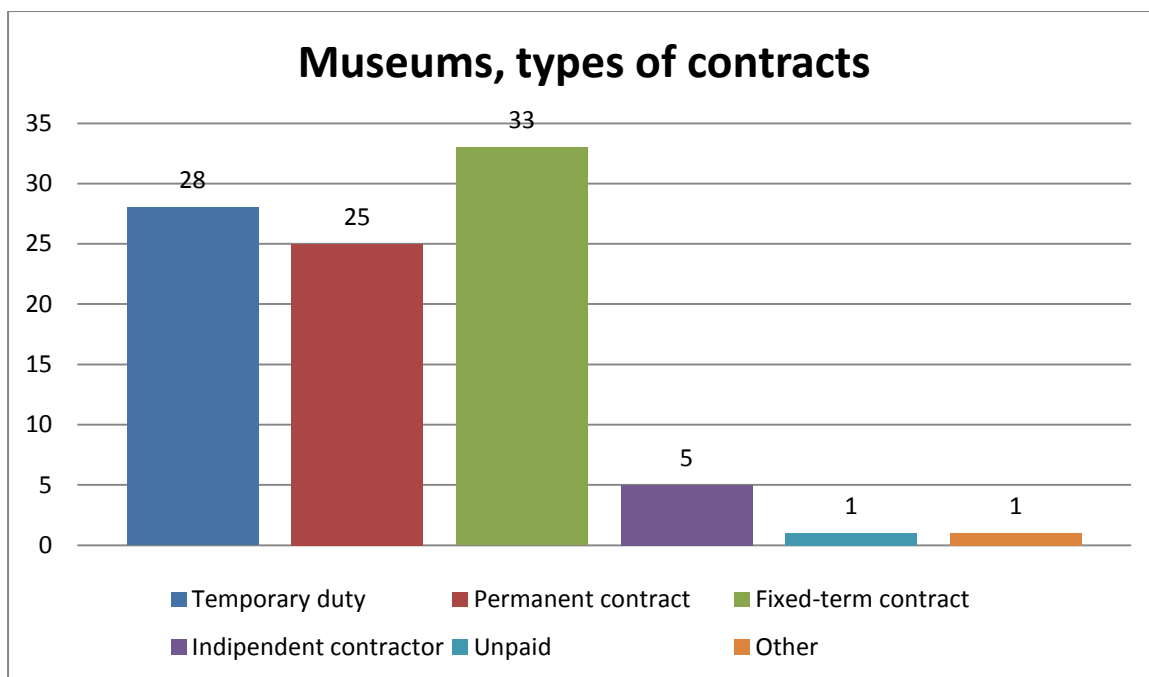


Figure 27 Museums, archaeologists' types of contracts.

Most of these workers are employed with a fixed-term contract (33 of 65), twenty-five with a permanent contract, five are external contractors (but they do not specify the duration of the collaboration). Only one person declares themselves to be volunteer un-paid staff. Lastly, one person does not specify their type of contract.

## Private organisations

Private organisations in the archaeological sector mainly work in field investigation (excavations) and museums (including educational and visitor/user services), and they usually have more than one role.

The organisations mainly working in excavations can usually operate in two subsectors: public competitive bids or private construction works.

Competitive biddings to take part in archaeological digs and all that follows require the organisation to hold the OS25 Certificate, a Class IV ("Archaeological excavations") Certificate of the ISO system of qualification: this is a document, issued by the Certificate Organism Companies, demonstrating that the company possesses specific requirements fixed by law, in order to attest the organisation's capability to sustain any public contract work: turnover, assets, size of the employed staff.

Private construction works do not require any certifications stating the organisation's quality standards. In this case the decision is usually (but not always) made based on the organisation's *curriculum*.



## Chosen Sample

Since it was not possible to reach all the private organisations in which archaeologists work (see the data described herein), for the DISCO2014 survey 214 organisations with different corporate names that primarily work in the archaeological sector were approached: completed questionnaires were returned from 32 of them, representing 15,25% of the chosen sample.

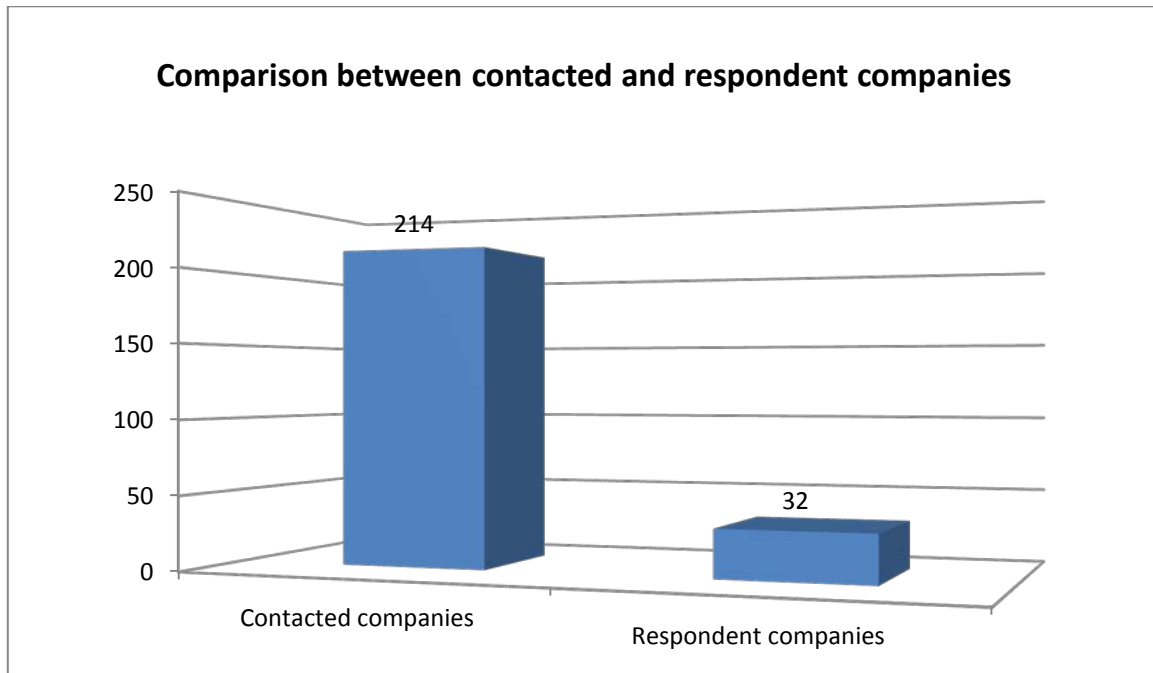


Figure 28 Comparison between approached and respondent organisations.

Analysing the returned questionnaires it appears clear that “private archaeology” in Italy is generally divided in two subsectors, oftentimes very dissimilar: some companies operate mainly in public bidding competitions and their staff also include archaeologists; some others operate in the private construction works sector, and in this case archaeologists make up most of their staff.

To give a complete evaluation of the current situation we deemed it necessary to include in our report some of the data obtainable from some of the main websites related with the ISO qualification system.

In short, in Italy there are 484 companies working in the construction sector: 307 of them hold a ISO OS25 Certificate for public bidding competitions, 177 do not, and they principally work in the private sector. Alongside these larger companies, there is a very hard to define number of small and very small construction companies that, when dealing with archaeological works, hire archaeologists, usually with a temporary collaboration type of contract. Very rarely do they hire them as employees.

The data collected for the survey (Figure 2) show that in 2013, among the individual respondents, the percentage of archaeologists working for private companies that are not exclusively archaeological was about 10,2% (71 people: 30 worked for larger construction companies, 41 for smaller private organisations).

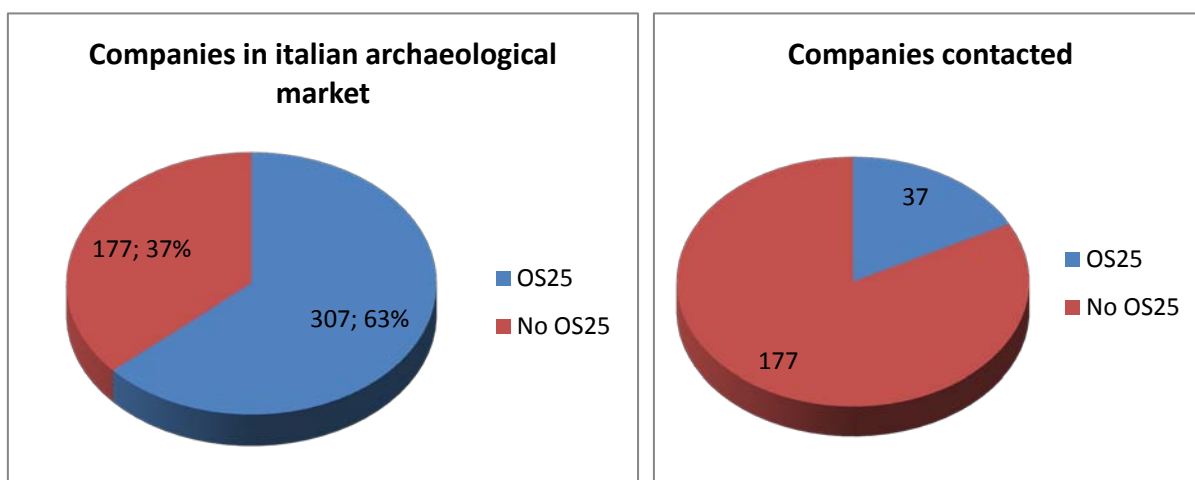


Figure 29 Companies working in the archaeological market. Figure 30 OS25 qualification held by contacted companies.

As mentioned, the two subsectors are very much divided. Of the 214 approached organisations, only 37 of them (17,3%) held a ISO Certificate.

As a matter of fact companies that need a OS25 ISO Certificate, the one required for archaeological excavations, cannot be properly defined as archaeological, since they are mainly construction companies, also providing earth work and engineering/architecture design services. At some point they acquired the necessary qualifications to take part into public bidding competitions for archaeological excavations, but they are not run by archaeologists.

### Companies' business name

We asked organisations to state their business name (which type of business entity they are):

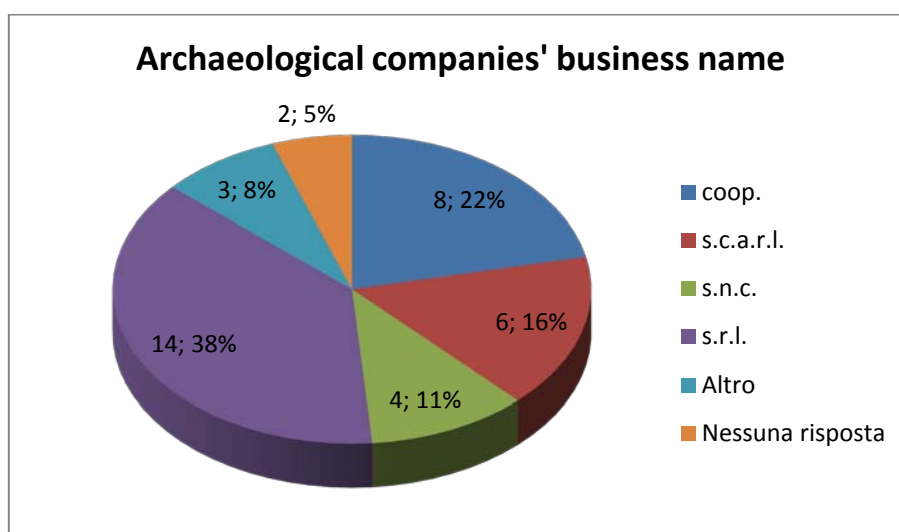


Figure 31 Business name of the respondent private companies.

The prevailing corporate names are: cooperative companies (Cooperative Limited Liability Company–S.c.a.r.l. or Coop.), 38,% (respectively 22% Coop. + 16% S.c.a.r.l.) and L.d.t.'s (Private company limited by shares, Italian: S.r.l.), same percentage.

These data reflect the origin of Italian private archaeological organisations, first created between the late 1970s and the beginning of the 1980s, to gather individual professionals into companies with low management expenses and a democratic structure, and with low economic risks for all the partners. Many of those companies then turned into Scrl's or Ltd's over the years.

Very low (11%) is the presence of Commercial General Partnerships (S.n.c.), which can be equalled, from a fiscal point of view, to Associate Firms, business entities very common for professionals others than archaeologists, like lawyers, architects, engineers, etc.

We also asked archaeologists for the corporate name of the companies they work for:

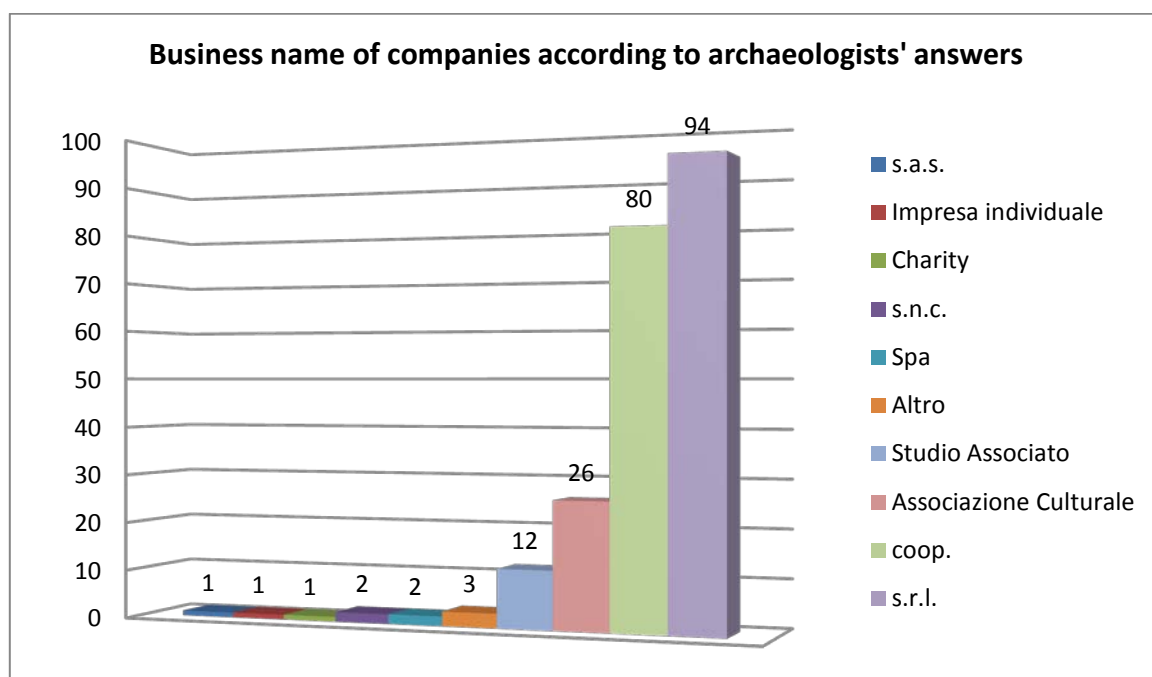


Figure 32 Business name of the companies working with archaeologists.

The percentages are close (please note that in the graph Coop's and Scarl's are united in one category), with a slight dominance of Ldt's (42%) over Coop's (36%).

The big difference is the percentage of the associated firms, only 5%, half the percentage indicated by the respondent private organisations: this variance can be explained with the fact that associated have a tendency to keep the jobs they undertake within the circle of their associates, without the involvement of external contractors, way more frequently than cooperatives or Ldt's do.

12% of the responses classify the organisations as Cultural Associations. The cultural association is an institution half way between companies and charity work. They have a very big impact on both the tourist guides and education services markets.

## Employers' Associations

There are three main employers' associations gathering archaeological organisations: the Cooperatives League (Legacoop), the National Confederation of Artisans and of Small and Medium Businesses (CNA), and ArcheoImprese.

### Legacoop

Born in 1889, the Cooperatives League counts at the moment 15,000 associated companies. Only fifteen of these companies are archaeological organisations, four of them holding a ISO OS25 Certificate.

### CNA

Founded in 1946, the National Confederation of Artisans and of Small and Medium Businesses, counts over 67,000 associate, between companies and self-employed individuals. It was not possible to calculate the number of archaeological organisations within this association.

### Archeoimpres

Founded in September 2012, Archeoimpres aims to gather and represent only the archaeological private organisations. Up to this moment 24 archaeological organisations are part of this association. Eleven of them can take part in public bidding competition as they hold a ISO OS25 Certificate.

## Size of organisations

The organisational size was determinate for eighteen of the organisations that returned the survey:

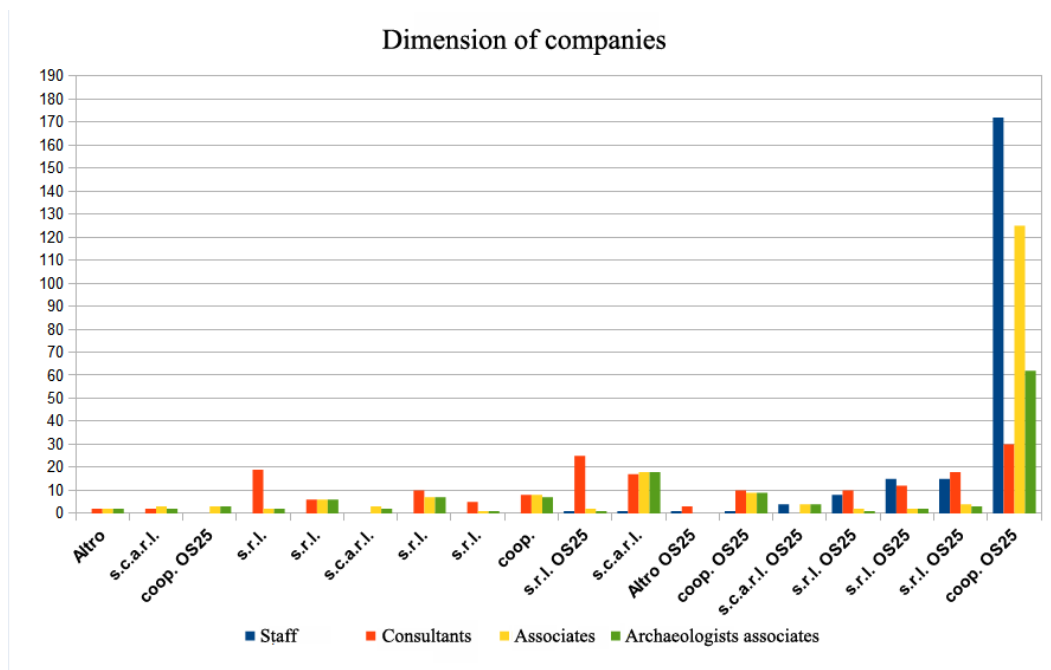


Figure 33 private companies, structure and business name.

Figure 33 shows that essentially archaeological organisations are very small enterprises (in the graph they are listed based on the total number of employees). However, only half of them employ hired staff, while the others usually hire external collaborators. With one exception, only the largest companies are provided with a SAO OS25 Certificate. Within smaller organisations the total number of associates and the number of employed archaeologists are the same, while in the larger ones, associates include other kinds of professionals, particularly administrative and supporting staff. Only one organisation, a cooperative, employs over twenty people (172 employees). All the others employ no more than fifteen people. In the smallest companies the number of external collaborators exceeds the number of associates, like in one case in which there are 25 collaborators and two associates.

## Salaries, contracts and payments

We asked each organisation which types of contracts they apply to their employees:

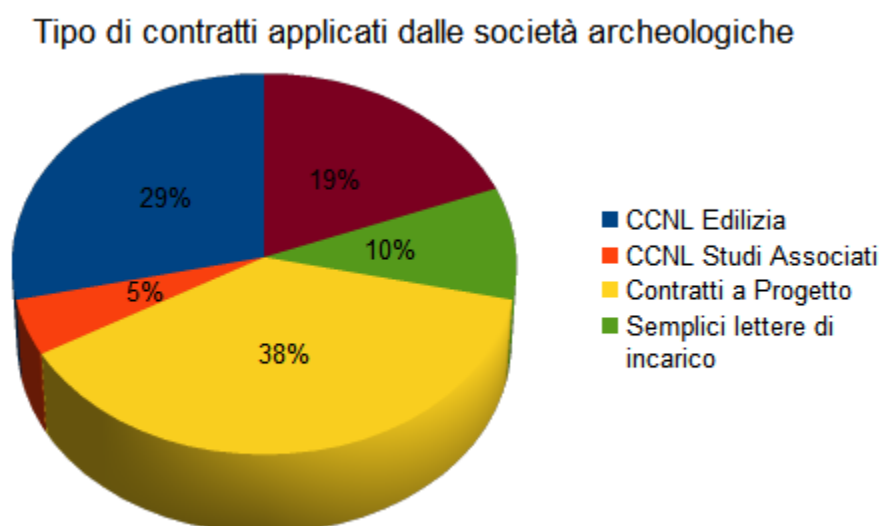


Figure 34 private companies, employees' type of contracts.

Table 4 conveys the salaries agreed on in the National Collective Labour Agreement (CCNL) for employees of the construction sector as divulged by the FILCA CISL Union website, and those the salaries of professional studios as presented on the Filcams CGIL Union website, updated to April, 1<sup>st</sup> 2013 (both are to be considered purely approximate):

CCNL Edilizia Cooperativa					
Livello	Paga base	Contingenza	E.D.R.	Superminimo	Totale
8°	1967,99	544,46	10,33	0	2522,78
7°	1653,1	537,48	10,33	0	2200,91
6°	1416,94	530,98	10,33	0	1958,25
5°	1204,62	525,21	10,33	0	1740,16
4°	1077,31	521,7	10,33	0	1609,34
3°	1002,15	519,54	10,33	0	1552,02
2°	899,8	516,63	10,33	0	1426,76
1°	787,21	513,8	10,33	0	1311,34

CCNL Studi Professionali	
Livelli	dall'1.4.2013
Quadri	2013,33
1	1781,67
2	1551,89
3S	1439,45
3	1426,37
4S	1383,19
4	1333,64
5	1241,16

Table 4 salaries agreed on in the CCNL for employees of the construction sector and salaries of professional firms.

Archaeologists' salaries are included in levels 4° to 6° of the contracts for employees of the construction sector. In the same level the salaries for other professionals usually working on construction sites, such as architects, engineers, surveyors, etc. are also included.

Rarely are archaeologists' salaries ruled according to the salaries agreed on for professional firms, respectively in levels 2° and 3° of the aforementioned table. The latter wage system, though, is only used by 5% of the respondent organisations, even if it should be discontinued altogether since the contracts of archaeologists working on excavations are already mostly ruled according to the CCNL for employees of the construction sector.

Moreover, for the same role/responsibilities, the CCNL guarantees +300/400 € of monthly salary.

As far as project based contracts are concerned, Italian laws require rates not to be lower than those agreed in the national labour agreement that applies. It must also be noted that this type of contracts is illegal for jobs included in the organisation's principal role of activity and for activities that are considered simply subordinated and devoid of decision and management autonomy.

Lastly, as far as free lancer archaeologists go, either VAT holders and those hired with Withholding Tax system contracts, a binding rate-table does not exist. Many years ago some were proposed by local Superintendencies, while, more recently, the different professional associations created two rate-tables (see below, Chapter 5).

The gathering of data in these past few years showed that there are big differences between companies and between different categories of workers: on average, the daily rate for an archaeologist supervising works concerning side services of the construction industry (such as laying or substituting gas tubes or water pipes, electrical cables, optical fibre cables, etc.) is 50-70 €, while for the archaeological excavation itself is 70-120 €. However, over the past three or four years, the average rates decreased, so that currently they are around 5-10 € per hour. Particularly in the first instance, supervising side services, the downward trend (sometimes even with a +56% rate) caused a fall of the average rates, oftentimes calculated on an hourly basis, although sometimes, an additional sum is provided when recording is needed.

As for the average waiting time to receive the agreed payment, it can be useful to compare the answers given by organisations and individual archaeologists:

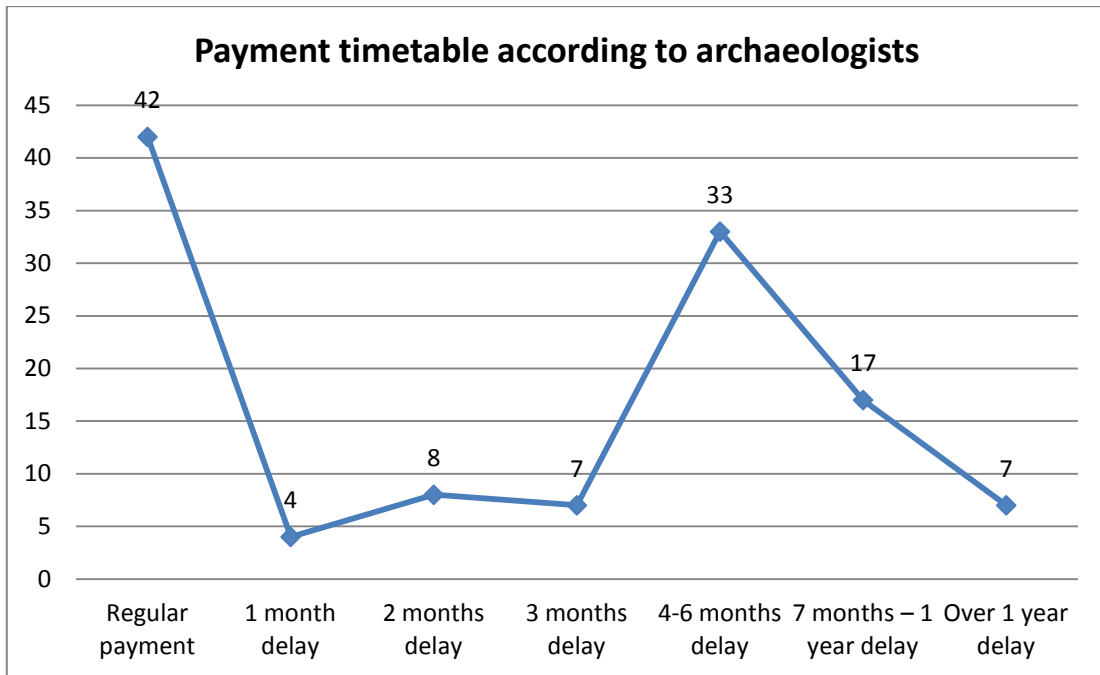


Figure 35 average waiting time for payments according to freelance archaeologists.

Most of the individual respondents working for private organisations (118 in total) state they generally receive regular payments (42); for a good number of them payments are issued four to six months after the job (33); finally, for a smaller group, payments are issued seven to twelve months after the job.

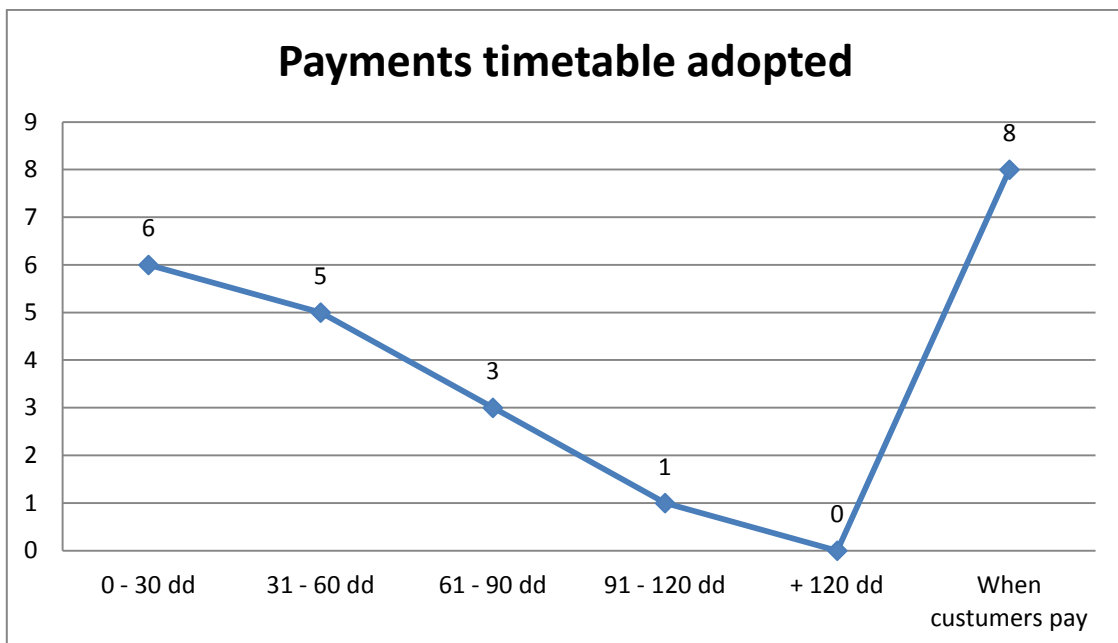


Figure 36 average waiting time for payments according to companies.

The majority of the respondent organisations (11 of 23) state they usually issue due payments to archaeologists two months after the job, while another part of them says payments are only issued when their client pays them.

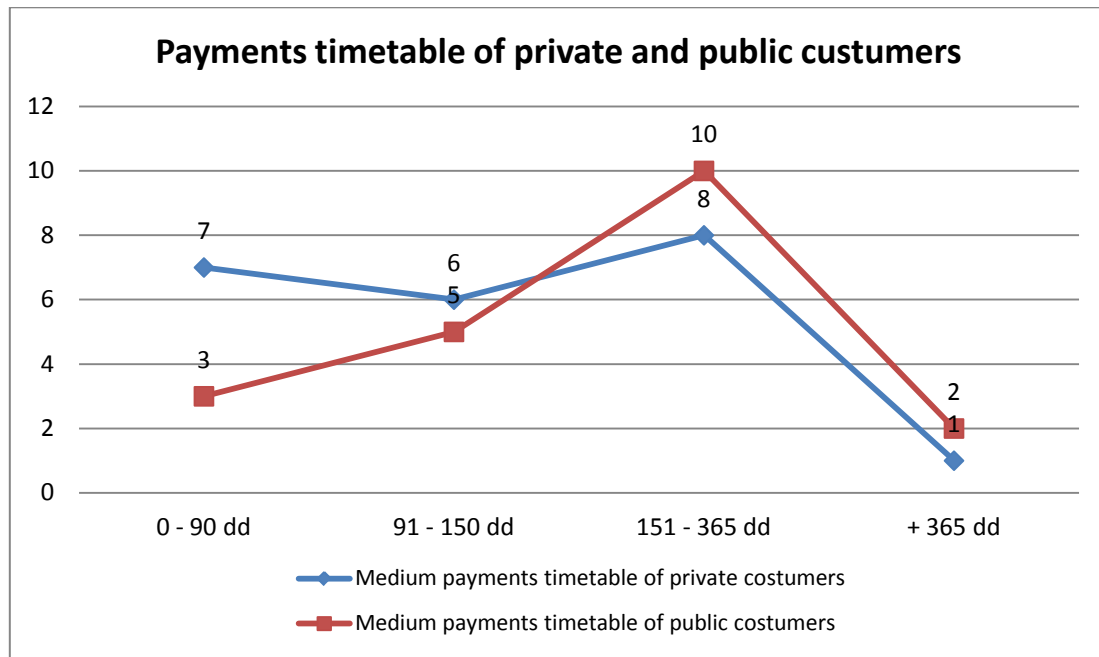


Figure 37 average waiting time for payments by private and public clients according to companies.

The comparison between these answers makes it apparent that that waiting time from three months to one year, as stated by 57 of 118 individual respondents, is the same amount of time it took in 2013 for public and private clients to pay off the majority of private archaeological organisations.

The small size of Italian archaeological organisations, generally with corporate name designed to provide maximum protection to the associates' funds (75% of them are companies with limited liability), subjects them to the risk tied to the lack of currency and makes them wary of advance payments for finished job, especially with the current economic crisis.



## Staff turnover and hiring standards

Archaeologists responding to work with companies	2013	2012	2010	2008
Permanent contracts	8	7	8	9
Temporary contracts	14	34	81	16
Short term contracts/freelance	97	96	63	42
Unemployed	10	5	14	8
Total	129	142	166	75

Table 5 private companies, archaeologists' type of contracts.

Generally, a decrease of fixed-term contracts is apparent, which is not balanced out by the rise of other type of contracts: it seems there was only a decrease in the numbers of those who work with and for archaeological organisations. Even so, it is not easy to apply this information to reality, since the survey only provided data for those who, even after changing jobs, still remained in the profession, while almost completely lacking are respondents who left the profession.

The data regarding archaeologists' role within private organisations are very interesting:

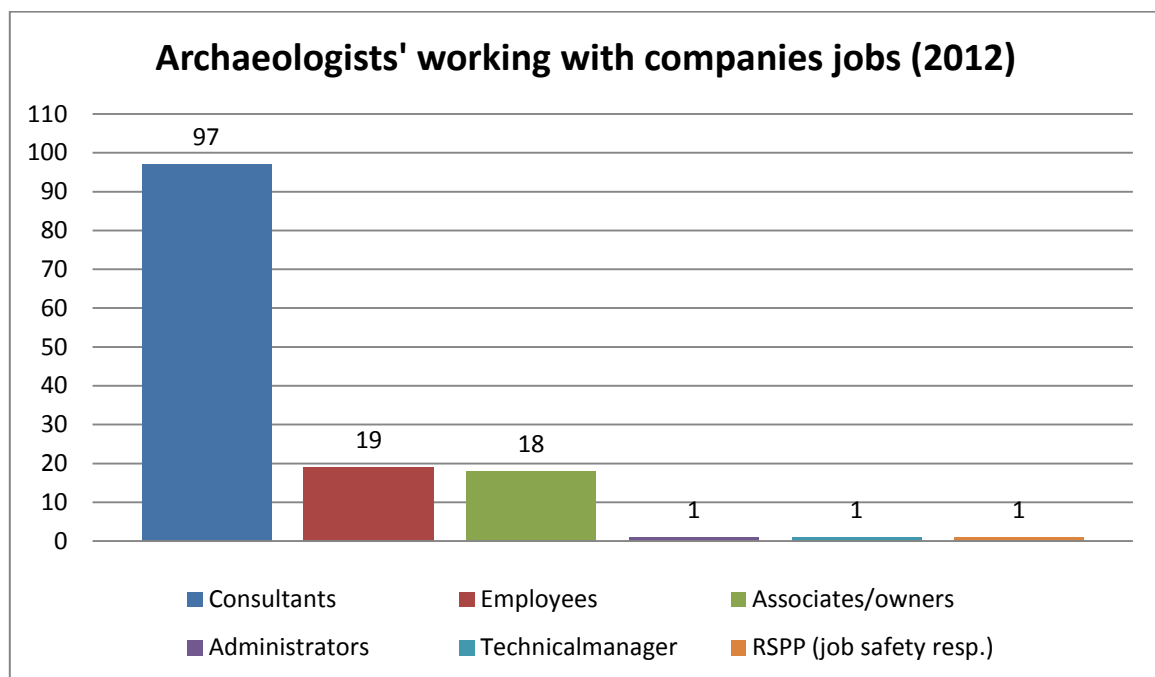


Figure 38 private companies, archaeologists' role within the organization (2012).

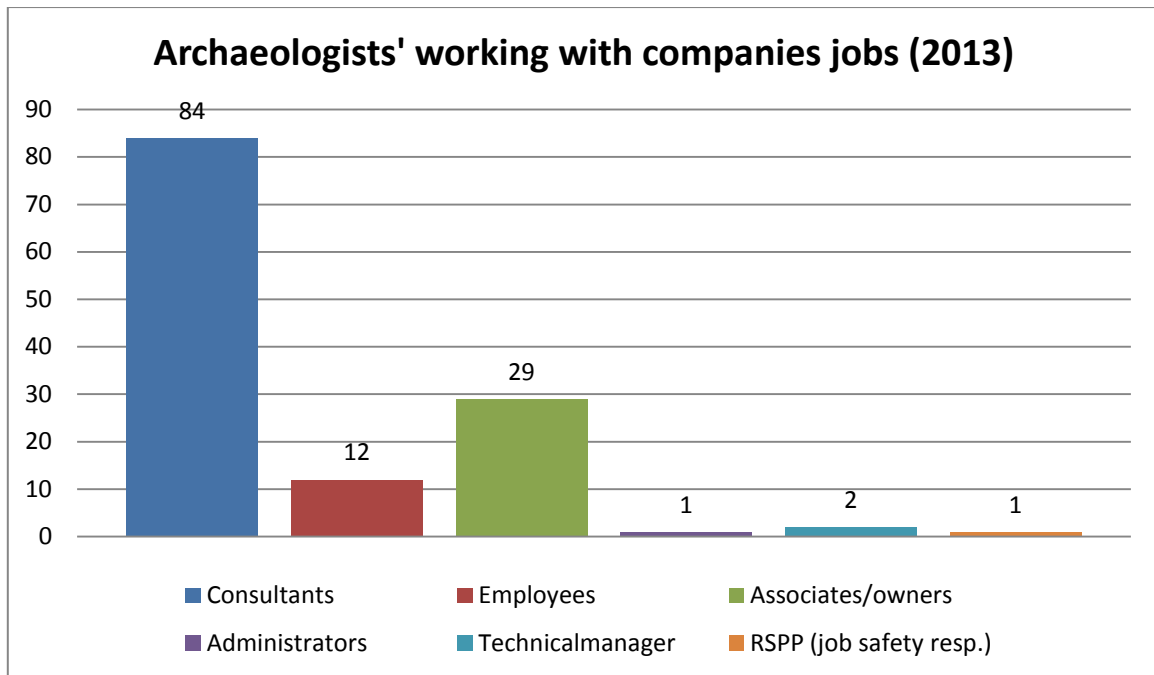


Figure 39 private companies, archaeologists' role within the organisation (2013).

The decreased number of employees, in fact, has been balanced out with the increase of the number of organisations' associates/owners: however it seems that the change in role did not happen from employee to associate, but involved a good number of previously external contractors and unemployed archaeologists. In 2013, for example, the survey revealed eleven new associates of archaeological organisation: four of them were external contractors in 2012, five were previously unemployed, and only one of them was a former employee.

There are two possible scenarios to explain this: on one hand there is the founding of new companies by unemployed people who tried thus to solve their lack of occupation; on the other hand new associates can be an attempted recapitalization on the part of some archaeological organisation by involving former trusted external contractors and employees.

The data regarding the average length of employment, that is how long archaeologists have been working for private organisations, give validity to this analysis. The average time of employment in the field is 9 year (median is seven years, meaning half of the archaeologists have worked with private organisations for less than seven years, half of them for more), with a small percentage of people who have been working for private organisations for one (3 of 130) or two (11 of 130) years.

We also asked organisations how they choose and use their collaborators:

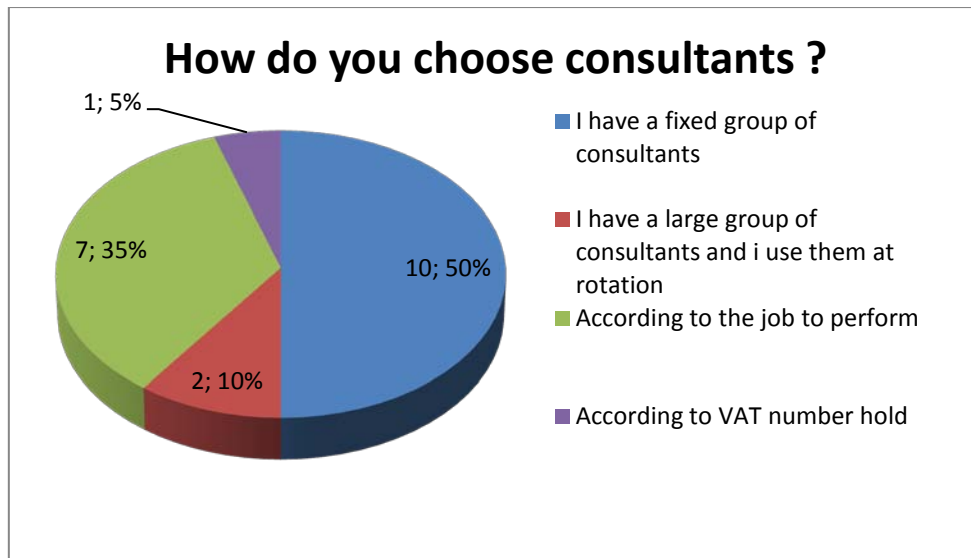


Figure 40 how private companies choose and use their collaborators.

Only a small part of the organisations are favourable to staff turnover (“we have a large group, we use people on rotation”), while the vast majority of them prefers to hire trusted individuals, mostly chosen according to what kind of job is needed.

5% of the respondent organisations state they choose their external contractors based on whether they are or are not VAT holders, which, apparently, is considered the less expensive, tax-wide, type of hired work.

The large number of external collaborators, which makes for low rates of loyalty building by workers for private organisations, is also apparent in the number of hired freelancers (more on this in Chapter 2, p. XX): a calculation based exclusively on the answers of individual respondents gives a figure of about 840 actual archaeologists, but the same calculation based on the answers of respondent organisations gives is twice as much, 1,745; this variance can be explained with the fact that freelancer archaeologists, who are not tied to one single organisation, have the tendency to work with more than one company at the same time, to guarantee themselves a continuous working regime or higher incomes.

## Quality systems

Many private organisations identify skill gaps in their employees or collaborators (19 out of 23; one organisation did not reply), but only seven provide them with a training, while sixteen do not (one did not answer).

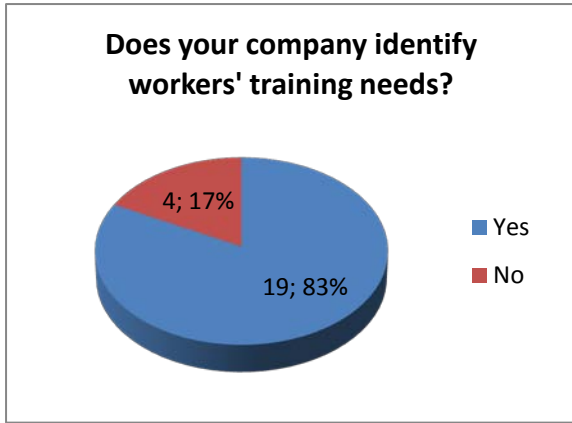


Figure 41 Identification of workers' training needs

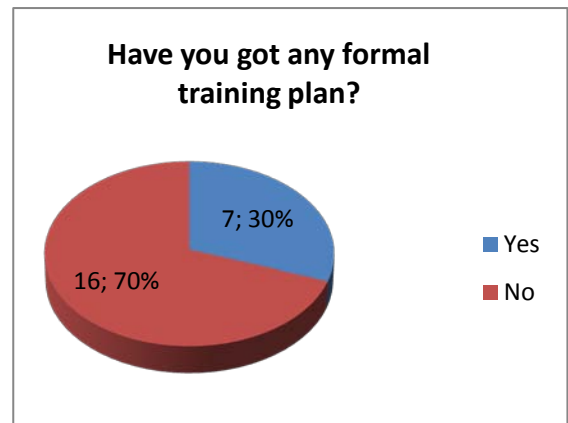


Figure 42 private companies and employees' training, presence of dedicated training plan.

Employees' training is realised both inside the company and through outsourcing: two organisations provide training internally, one out of seven turns to external collaborators, while four out of seven use both methods, but only four out of seven organisations have a dedicated fund in their budget.

## OS25

In this paragraph only the private organisations holding the OS25 Certificate of the ISO system of qualification will be considered. As mentioned before not all the private organisations employing, one way or another, archaeologists, are mainly made up of archaeologists, but there is definitely a sizeable portion of the market revolving around archaeological excavations.

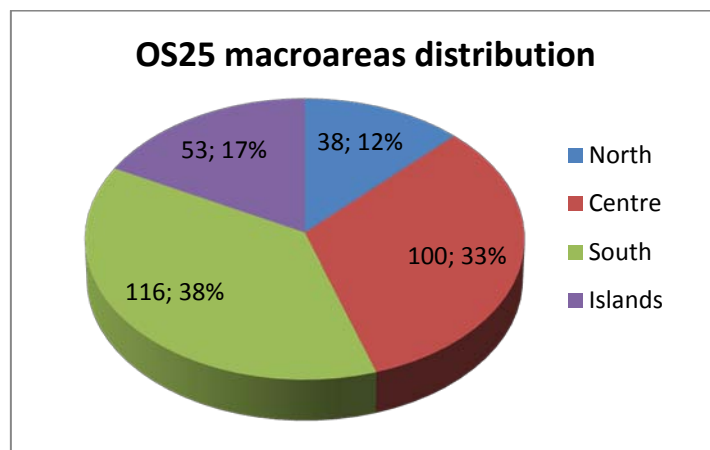


Figure 43 private companies, geographical distribution of companies holding an OS25 Certificate.

The data available on ISO qualifications dedicated websites indicate that the vast majority of organisations filing for the OS25 Certificate are in Central and Southern Italy.

Only 12% of the OS25 Certificate holding organisations are from Northern Italian regions, which are generally considered as the industry area of the country. 17% of them are based in one of the two main islands (Sicily and Sardinia), 33% in Central Italy, 38% in the South.

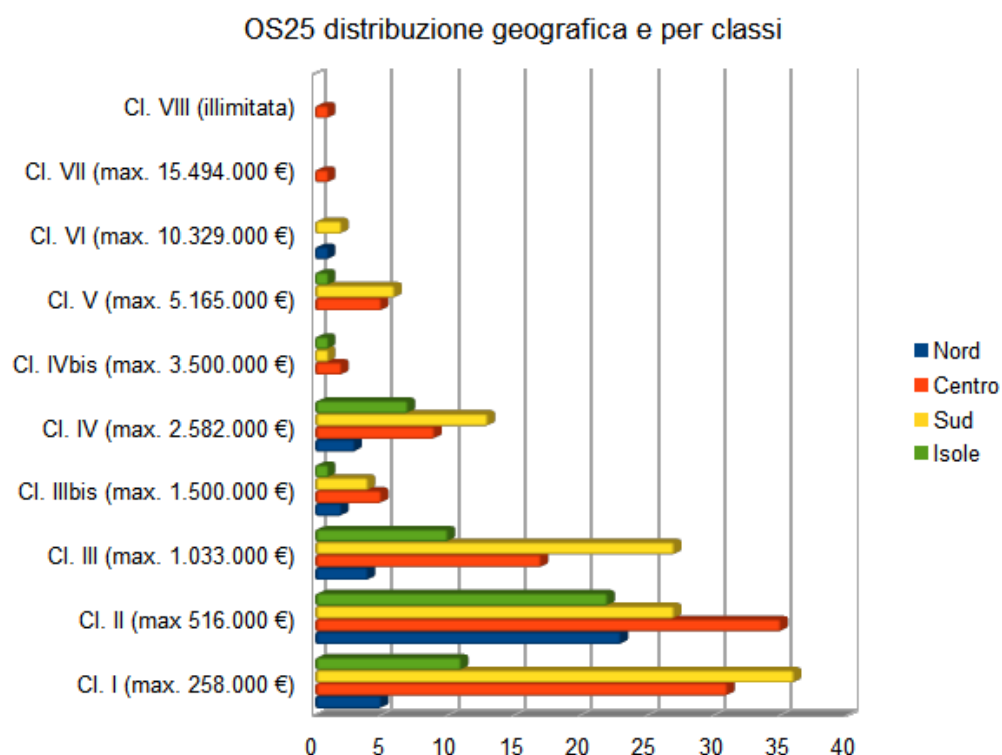


Figure 44 private companies, geographical distribution and classification.

The smallest companies, which are allowed to take part in competitive biddings under 258,000 € worth, show basically the same characteristics. Even fewer of them based in Northern Italy (only 6%). Southern Italy has almost half of all such organisations (44%), and one third are located in Central Italy.

Companies allowed to take part in competitive biddings under 516,000 € worth are equally present over the national territory, with a slight prevalence of presences in Central Italy.

Almost half the organisations allowed to take part in competitive biddings over one million Euros worth are in the South (47%). 29% of them are based in Central Italy; 17% in the two main islands; and only 7% of them in the North.

If the biddings is worth 1,500,000 €, 10% of the organisations allowed to take part in the competitions are in the main islands; 17% in the Northern regions; 33% in the South, and the remaining 42% in Central Italy.

Over 2,5 millions € worth, only 9% organisations are based in the North; 22% in the islands; 28% in Central Italy; 41% in the South.

Four organisations are allowed to take part in public competitive biddings up to 3,5 millions €: two of them are based in Central Italy, and two, respectively, in the South and in the islands. None in the North.

The highest rank of companies holding a OS25 Certificate is made by very large organisations whose assets allow them to compete for works amounting to over 5 millions € or higher.

In Italy only 17 companies possess these characteristics: eight are based in the South, seven in Central Italy, one in the islands, one in the North.

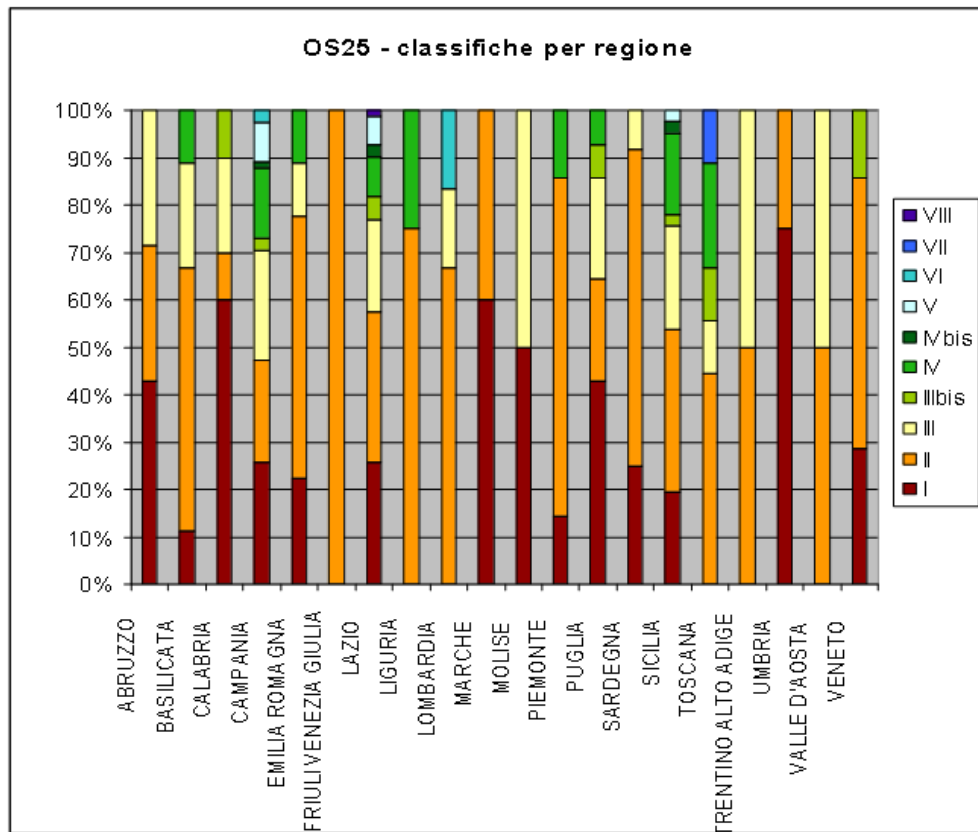


Figure 45 private companies, regional distribution of companies holding an OS25 Certificate.

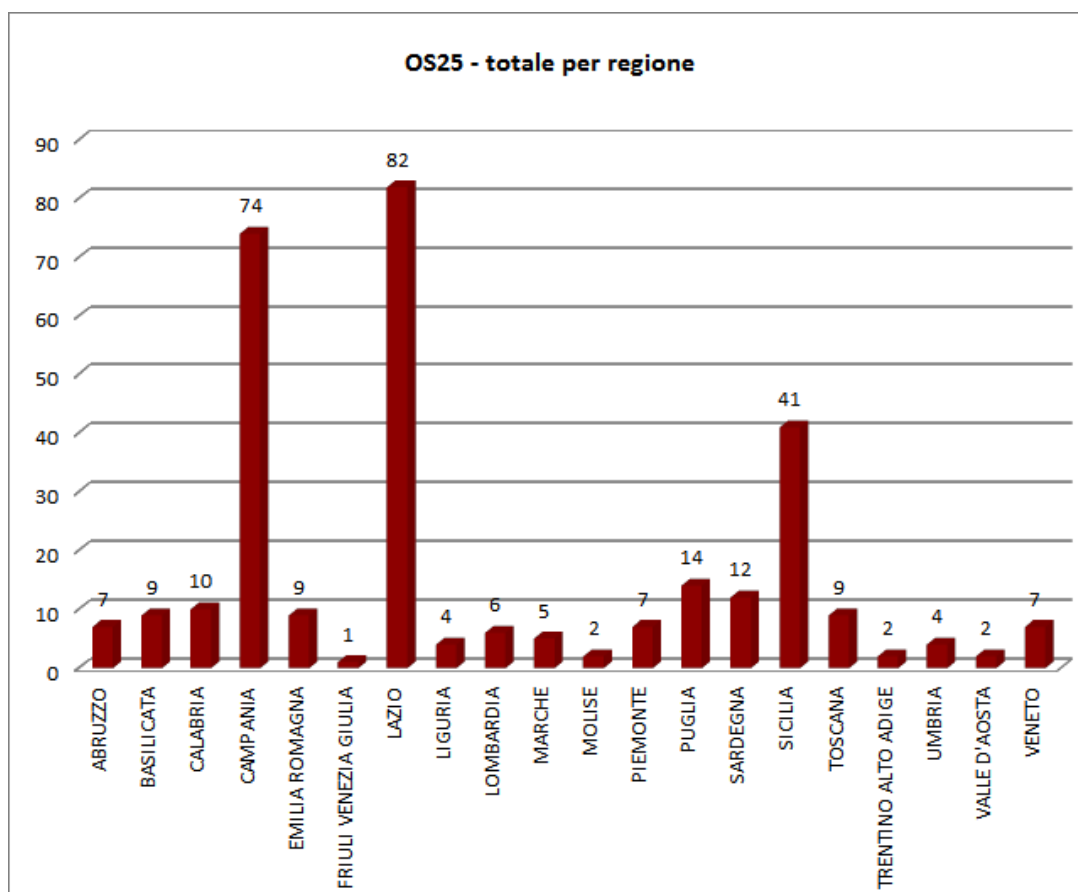


Figure 46 private companies, regional distribution of companies holding an OS25 Certificate

On a regional basis, it is apparent that Lazio and Campania alone dominate the biggest part of the market, with, respectively, 82 and 74 companies varying in size.

It is obvious that this situation is somewhat linked to the presence in both regions of two of the biggest archaeological “capitals” of the Italian territory, as Rome and Naples-Pompeii. Sicily (41 companies) is the third region for number of companies OS25 qualified, followed by Apulia (14), Sardinia (12), Calabria (10), Emilia-Romagna, Tuscany and Basilicata (9), Abruzzo, Piedmont and Veneto (7), Lombardy (6), Marche (5), Liguria and Umbria (4), Molise, Trentino-Alto Adige/Südtirol, Aosta Valley (2), and, finally, Friuli-Venezia Giulia (1).

All Italian regions have at least one small company (I, II or III level of the classification).

About half of them (eleven out of twenty regions) have a middle-sized company (IIIbis, IV, IVbis level of the classification).

Only ¼ (five out of twenty) has within its confines large companies (V, VI, VII, VIII level of the classification).

## Activities and offered services

Italian archaeological organisations state they have a varied market to which they offer numerous services:

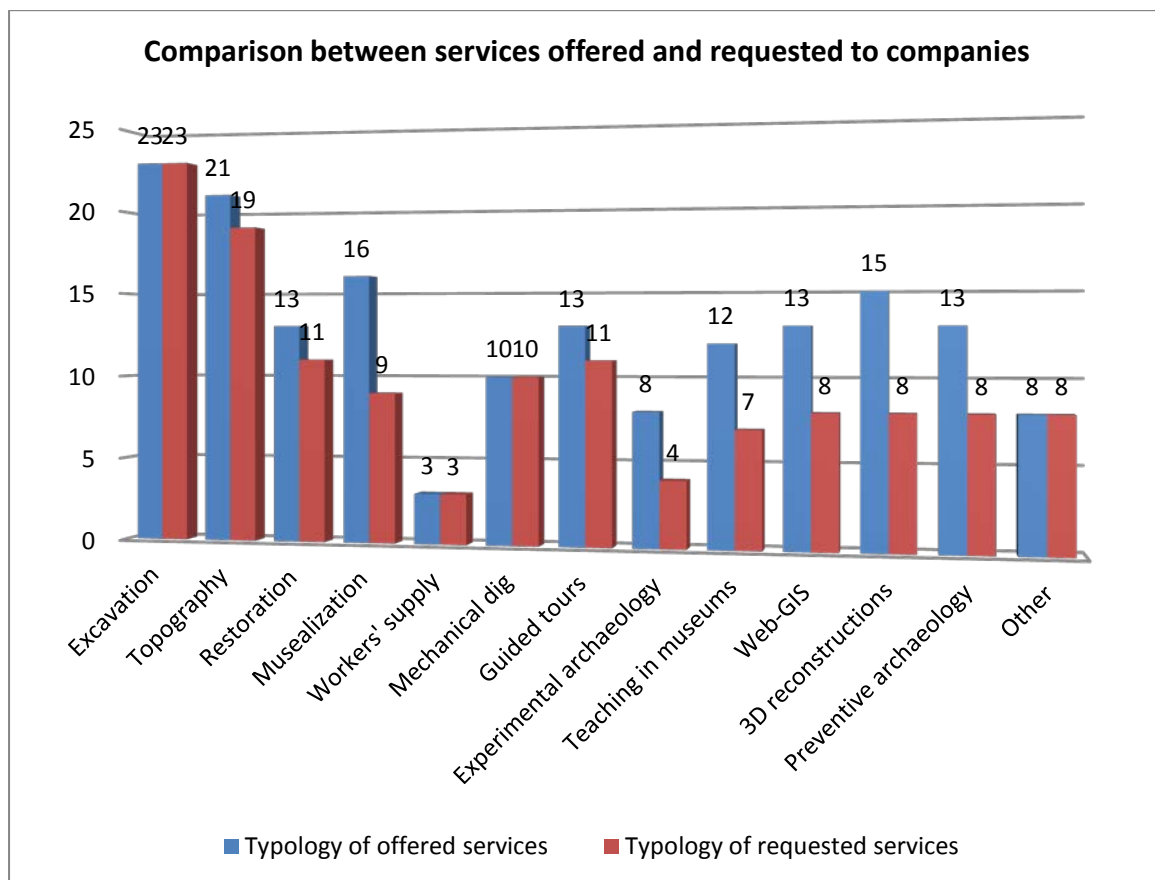


Figure 47 private companies, offered services.

Generally, companies offer and clients' expectations are level: the most needed services are, obviously, these revolving around activities such as excavation, graphic documentation and restoration, which are tied to the most common requests coming from the local Superintendencies. There are low requests for manpower, and only half of the organisations offer earth work services (therefore they are constituted mainly by archaeologists and do not possess any construction machinery).

In the second part of the graph some of the most recent services offered by the organisations are present, such as web-GIS, 3D restorations, and the VIArch (Preventive Verification of Archaeological Interest, as required by Italian laws): these services, though, struggle to find their niche market in the excavation and construction sector.

In the same way, organisations struggle to get into the museum education and the experimental archaeology market: in fact, the supply almost doubles the demand. An exception are some tourism related services like, tourist guides and such, whose market is growing (thirteen organisations offer it, against eleven that are requested it). Many companies previously engaged in excavations as their principal role of activity, currently offer this service, mainly due to its low expense.



## Post-excavation activities

Is the archaeological documentation paid by customers?		Do you pay archaeological documentation to your employees/contractors?	
Yes	No	Yes	No
5	17	4	18
How?		How?	
By percentage	3		1
According to number of working days	1		2
By lump sum	2		0
With an "ad hoc" contract	0		1

Table 6 post-excavation documentation, comparison between what clients pay to private companies and what private companies pay to archaeologists.

We asked organisation whether clients (and, consequently, organisations themselves) are used to pay for excavation recording work: 22 of the 32 respondents answered the questions and it turns out that the large majority of organisations, and consequently the archaeologists working for them, do not see the recording work as deemed worthy of payment.

Post excavation activity			
Materials washing		Who pays?	
Si	18	Client	11
No	4	Superintendence	2
		Foundation	0
		Local authorities	0
		Association	0
		It's not paid	9
Materials studying		Who pays?	
Si	17	Client	7
NO	5	Superintendence	6
		Foundation	0
		Local authorities	2
		Association	0
		It's not paid	11
Cataloguing		Who pays?	
Si	14	Client	6
NO	8	Superintendence	9
		Foundation	0
		Local authorities	2
		Association	0
		It's not paid	4
Publishing		Who pays?	
Si	17	Client	5
NO	5	Superintendence	6
		Foundation	1
		Local authorities	0
		Association	1
		It's not paid	13

Table 7 clients and companies' post-excavation activity.

The previous table shows that the only activity worth payment for at least half of the organisations, is the washing of the finds, an operation that usually happens on site and thus considered integral to the job.

As for the rest, most of the organisations state that everything related to the excavation but not directly involved in the excavation itself is mainly an unpaid activity, even though archaeologists do it. In some cases it is the up to the client or the Superintendence to

require and to pay for such activities, especially those concerning the cataloguing of finds and later publication of data.

## Annual Turnover

We asked some questions about the company's turnover in the last and in the previous years: unfortunately, organisations only answered about the last fiscal year, 2012.

We also asked them to indicate the type of jobs they undertook, and to estimate the percentage of total turnover each job brought to the organisation.

To the first question, sixteen organisations (50%) answered as follow:

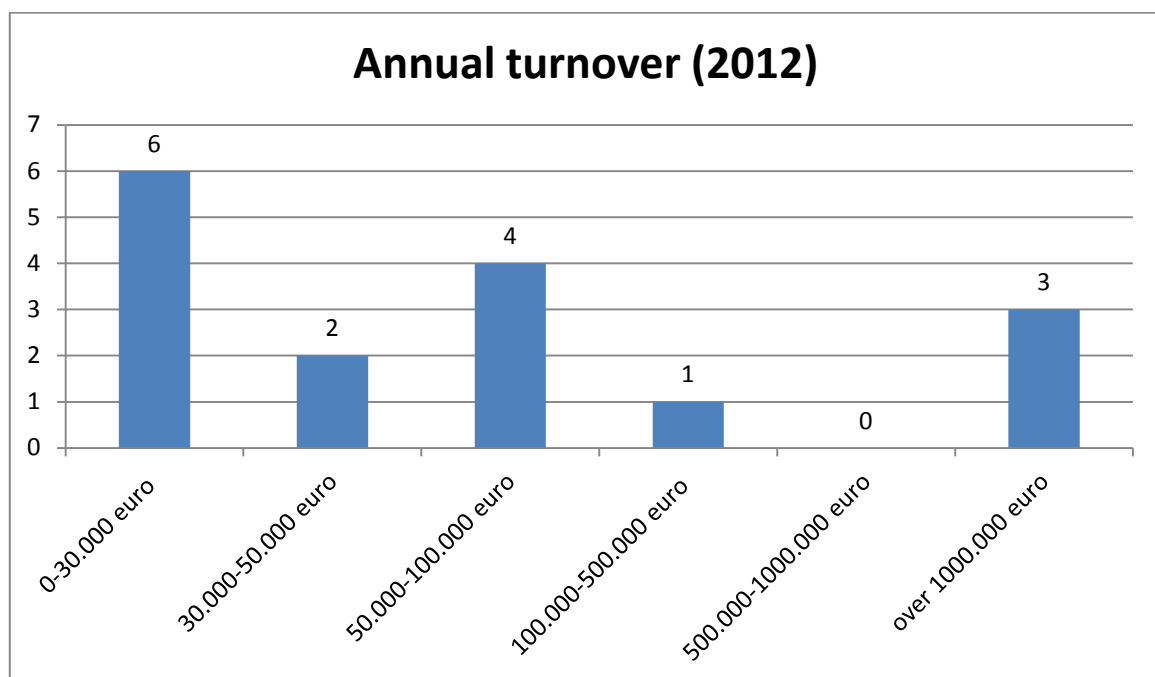


Figure 48 private companies, 2012 turnover.

Half of the organisations who answered (8) declare a total turnover under 50,000 €; 25% (4) of them between 50,000 and 100,000 €; one organisation between 100,000 and 500,000 €, and three over 1,000,000 €.

There is an apparent gap, then, in the archaeological market, with 80% of all organisations earning less than 500,000 € *per annum*, half of them under 50,000 €. No organisations are included in the 100,000-500,000 € range, and only 18% of them can earn over one million Euros a year.

To the second question organisations answered as follow:

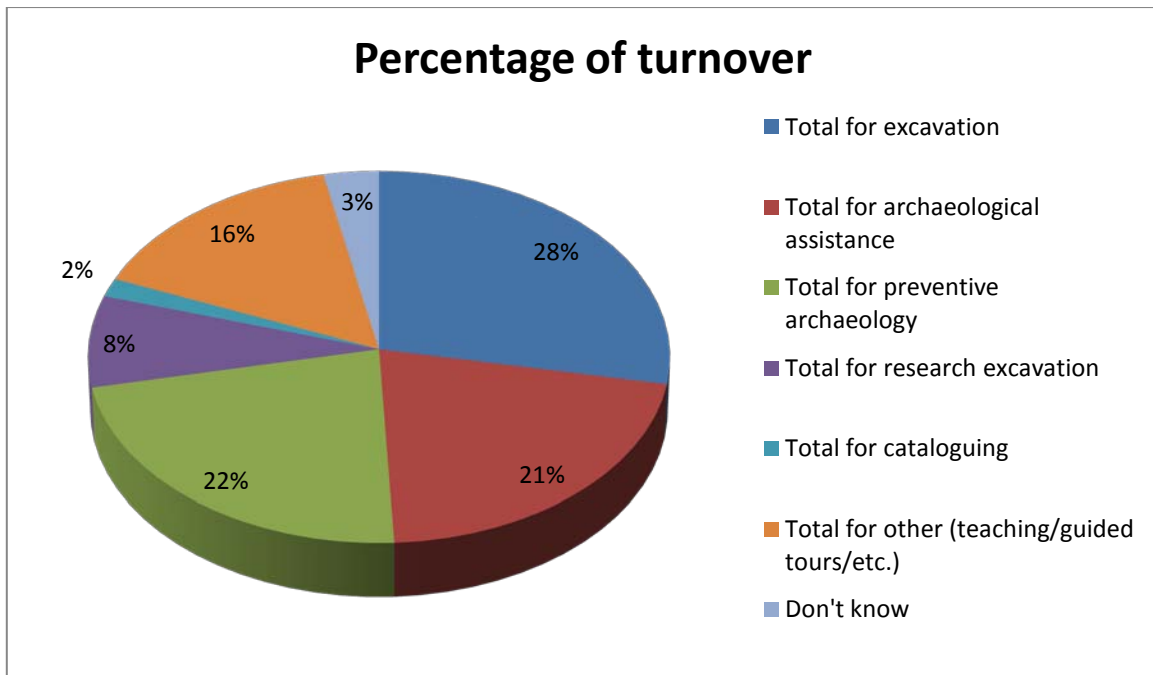


Figure 49 private companies, estimate percentage of turnover brought by each job.

The highest percentage comes, as expected, from excavation activities (28% + 21% excavations in construction sites), while preventive archaeology activities (which can also include excavation) represents 22%.

A good portion of the turnover comes from activities linked to education and guided tours.

Very low is the percentage regarding research excavations (8%), and recording/cataloguing (less than 2%).

We also asked organisations to estimate the constitutional basis for all their clients (sixteen relevant answers):

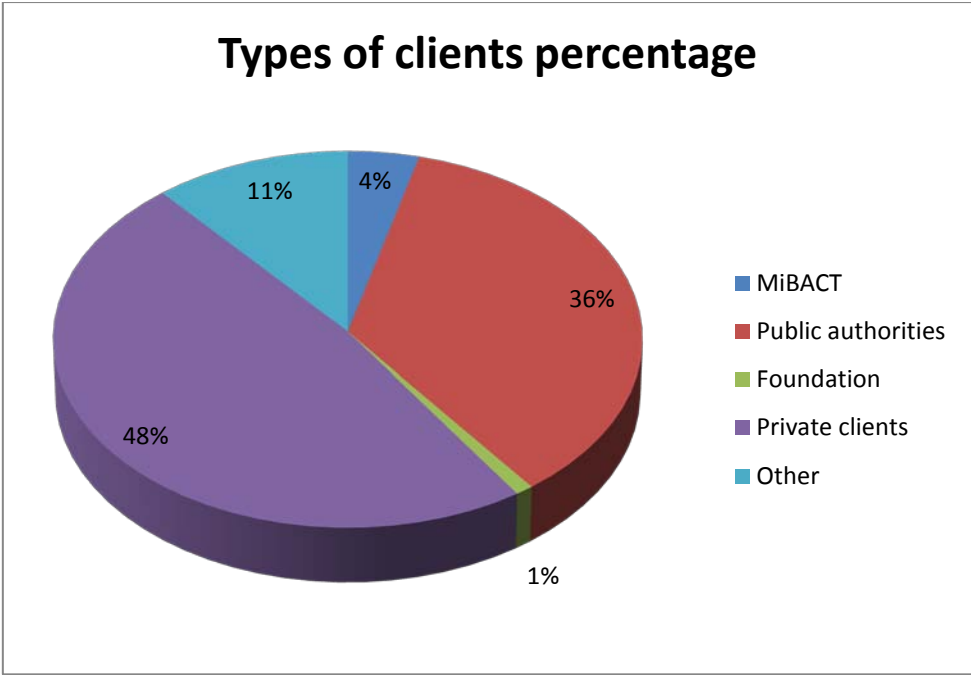


Figure 50 private companies, clients.

Almost half of their market is made up by private clients, while 35% are public institutions. MiBACT only represents 4% of the market, and private foundations 1%.

24 organisations indicate the following duration of excavations:

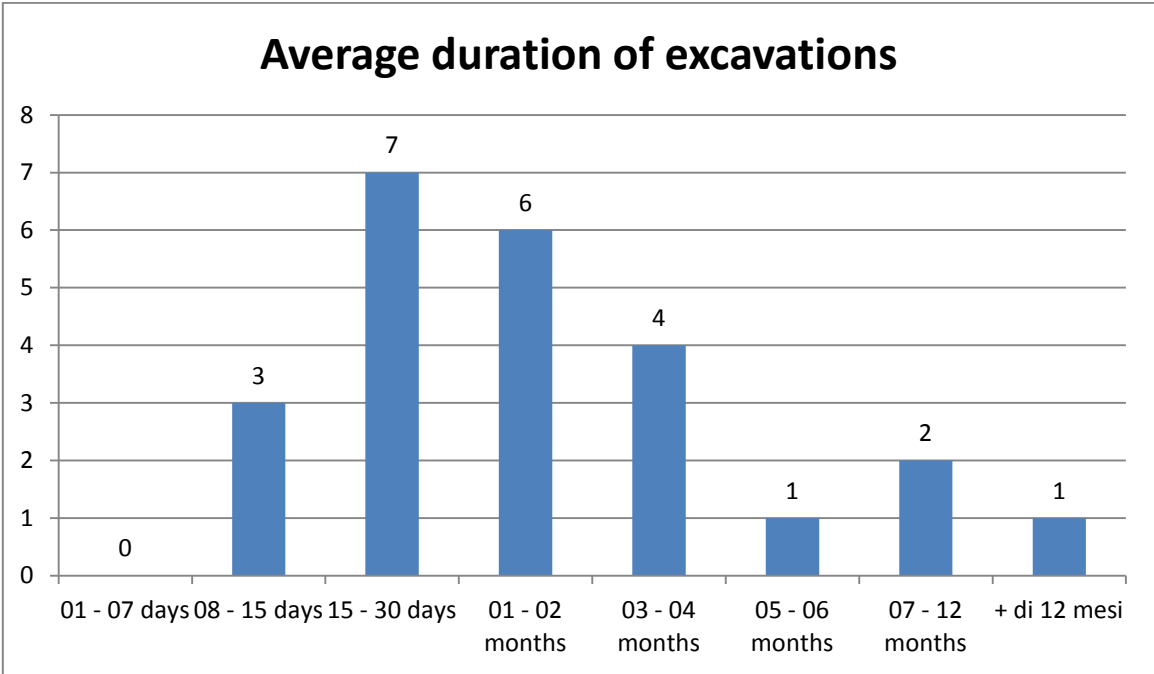


Figure 51 excavations, average duration.

For 44% of the respondents excavations last on average less than a month, while for another 42% they go on for less than four months. For the remaining 16% they last over four months and only for 4% of the organisations they continue for over one year.

As for the time of wait for due payments from public and private clients:

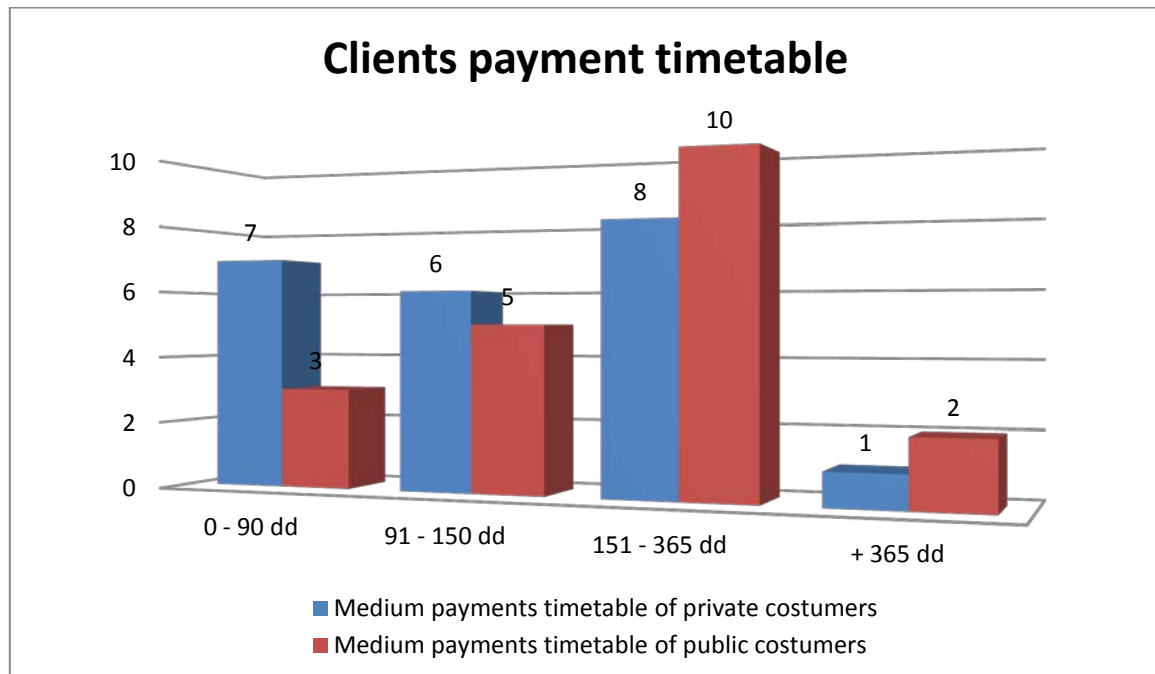


Figure 52 delay in due payments from public and private clients according to companies.

Private clients are usually faster, as shown by the first two columns in the graph: seven organisations state the average wait for private clients’ payments is under 90 days; only three organisations state the same for public clients. In higher rank companies there is a slight prevalence of organisations that consider the public clients’ time of payment longer than the private ones’. Even more interesting is that the majority of the respondents indicate, for both public and private clients, an average time of waiting for due payments between six months and a year.

## Business confidence

The economic crisis of the last few years certainly did not allow a high rate of business confidence. The data show that, for those who manage archaeological organisations, short-term hope in a better market in the future is rather thin. In fact, only 1/3 of the respondent organisations plan on expanding next year and only 1/3 thinks that the archaeological labour market will see more employees in the sector. Things change a little when asked about long-term future: the percentage of organisations that expect an increase of work within the sector is 55% of the respondents.

We also asked to identify the main obstacles organisations see, as entrepreneurs, in the Italian economic system, assigning a score from 1 to 5 to all the suggested answers, based to their importance, (where 1 = little or of no importance, 5 = fundamental. Figure 56).

Sixteen organisations (50% of the respondents) answered the question and, quite predictably, the major obstacles they identify are the excessive amount of taxes and the lack of certain time of waiting for due payments, which, *de facto*, prevent organisations from investing in additional staff and structures.

Another problem is the lack of support between companies, which is thought fundamental by 50% of the respondents.

Less than 50% of the organisations (7 out of 16) think one of the main problems is the too strong connection with construction companies, with a lack of differentiation in their activities. In a time in which the crisis of the construction sector is effectively preventing activities of preventive archaeology, companies, constantly fighting with lack of currency (see the aforementioned two answers to this question) cannot invest in new sectors.

Lastly, less perceived as problem are the excessive requests advanced by collaborators/employees, considered of little or no importance by six organisations out of sixteen.

We asked companies whether they noticed a decrease in the market volume in the past year:

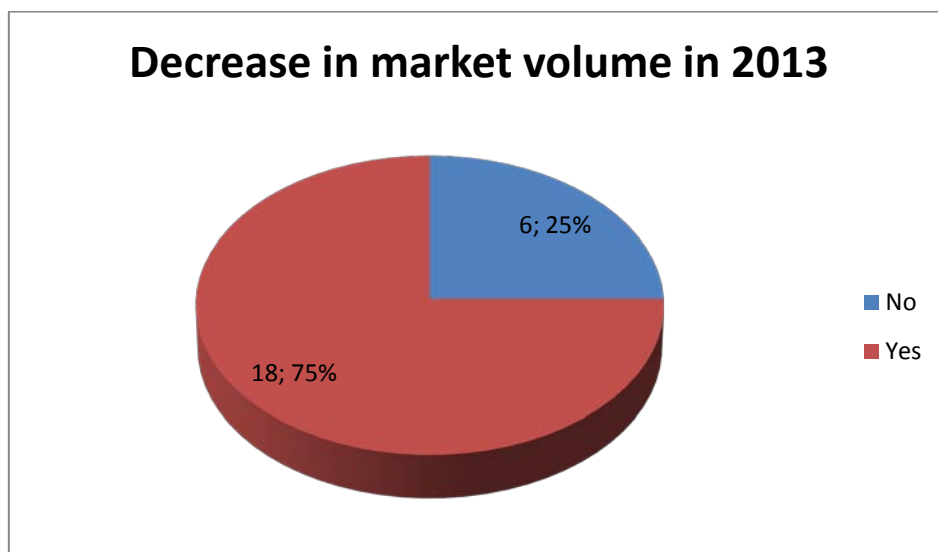


Figure 53 private companies, decrease in the market volume.

$\frac{3}{4}$  of the respondents answered in the positive, a clear sign that 2013 saw a considerable loss in jobs in the archaeological market.

Then we also asked whether they plan on hiring new people next year and the answers were very telling:

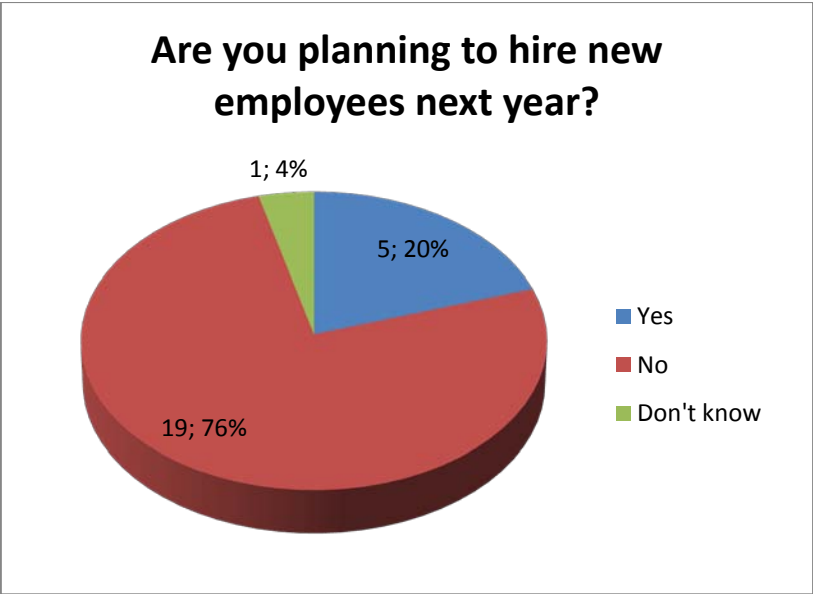


Figure 54 private companies, prevision on their hiring new people next year.

For 76% of the respondent organisations the current economic contingency prevents hiring, a percentage equalling that of those that noticed a decrease of the market volume within the last year.

Finally, we asked organisations to predict whether, in their opinion, there will be more or fewer archaeologists in one and in three years:

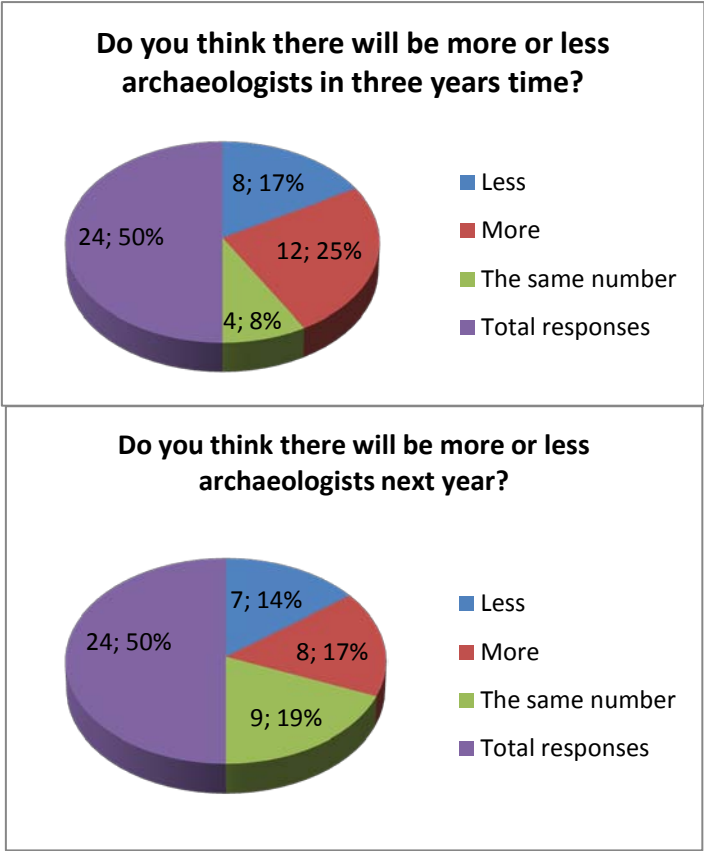


Figure 55 private companies, prevision on the number of archaeologists in 1 and 3 years.

Caution is prevalent about next year: the respondents are fairly equally divided into three groups, those that believe there will be fewer archaeologists (28%), those that believe there will be more archaeologists (32%), and those that think they will be the same (36%), with this last response prevailing.

In the three years prediction, instead, there's more confidence into a growth in numbers of archaeologists (48%), comparatively less organisations think they will remain the same (16%), while slightly more consistent is the group of those that believe there will be fewer archaeologists (32%).

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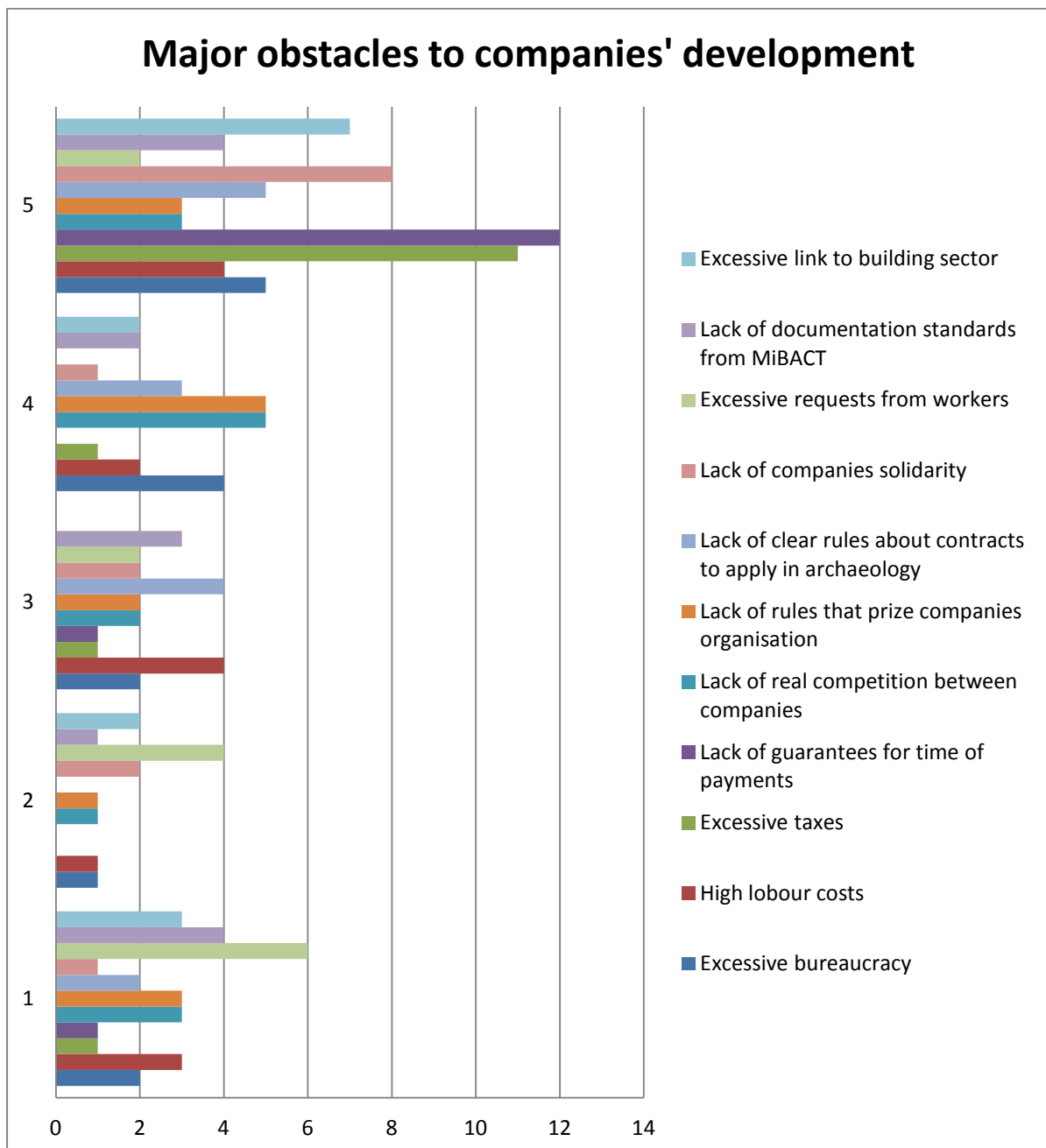


Figure 56 Major obstacles encountered by Italian companies.



## Chapter 4: Archaeologists

### Growth of the profession

In July 2008 the Ministry of Cultural Heritage, Activities, and Tourism (MiBACT) held a public competition for 30 places as level FIII archaeological officers (*funzionari*). The Ministry received 5,551 applications from archaeologists with either a post-graduate School of Specialisation or a Doctoral qualification. It is probable, however, that the actual number of people among them working in the archaeological sector at the time was lower. Even so, that is the only useful information to offer some kind of estimate of the real number of archaeologists who, holding either type of post-Graduate qualification, applied that year for a permanent job in archaeology.

In the following years, due to the economic crisis, the number of working archaeologists is thought to have decreased; the currently estimated figure of 4,492 people (coefficient of error  $\pm 3,32\%$ ) is considerably lower than the estimated size of the archaeological workforce in 2008, and indicates a loss of jobs which can be compared, on one hand, to the analogous situation in the construction market (according to data from the Italian National Builders' Association, ANCE, the downward trend has been lasting for six years in a row now, with a decrease in investment of 29%), and, on the other hand, to the decrease in the numbers of new archaeology students, as will be described herein.

### New entrants to the profession

While a decrease in the number of working archaeologists in the five years before 2013-14 can be supposed, as shown by the data collected for DISCO2014 (*cf.* Chapter 1), the same can be said about the number of potential new entrants to the profession.

This paragraph considers the population of graduates who obtained a degree in Field of Study "Archaeology", Code 10/A1. They are only regarded as *potential* new entrants because not every student who was awarded an archaeology degree will attempt or even want to attempt work in their field of study.

It must be said that the survey only took into consideration degrees relating to the archaeological field of study, starting from the Bachelor's Degree.

A degree in archaeology, in fact, has been used as a discerning factor in the identification of the survey sample, according to the requests the Italian Confederation of Archaeologists (CIA) and other professionals' associations have been forwarding for years, even with and especially because, of the lack of regulations in the subject in Italian law.

The Bachelor's Degree is the first level of education. Italian law assigns it the Class code LI, included in the field of Study "Cultural Heritage", (according to the Ministerial Decree No. 270/04 = Class code 13, Field of Study "Cultural Heritage Science" according to the Ministerial Decree No. 509/99).

The Master's Degree in Archaeology is the following step, awarded after a two-years course, Class code LM-2, Field of Study "Archaeology" (according to the Ministerial Decree No. 270/04 = Class code 2/S, "Archaeology", according to the Ministerial Decree No. 509/99).

The third level of academic education can only be pursued after a public competition necessary to access both the two year courses of the Schools of Specialisation in Archaeology, and the three year Doctoral programs.

The first institution aims to train archaeologists for roles entailing responsibilities related to the preservation, management and promotion of the archaeological heritage, both in public and private organisations. On the other hand the PhDs allow archaeologists to carry out specific research programs, supported by one University, being awarded of a scholarship, or even not.

Schools of Specialisations and PhDs are then two different paths that lead to two different but complementary professional profiles.

Post-graduate education can also be achieved by applying for a 1st or 2nd level Post-Graduate Master Course (respectively, levels 7 and 8 of the European Qualifications Framework, EQF). According to the Legislative Decree No. 63/2008, however, either a School of Specialisation or a Doctoral qualification allow the assignment of jobs for activities related to that process known in the Italian Cultural Heritage regulation as VIArch (Preventive Verification of Archaeological Interest).

At the moment, 49 universities in Italy have a Master's Degree in Archaeology (class code 10/A1), as shown in the table below. This figure includes all the university departments that offer courses referring to the following Education Fields: L-ANT/01, Prehistory and Protohistory; L-ANT/04, Numismatics; L-ANT/06, Etruscology and Italic Archaeology; L-ANT/07, Classical Archaeology; L-ANT/08, Christian and Medieval Archaeology; L-ANT/09, Ancient Topography; L-ANT/10, Methodology of Archaeological Research; L-FIL-LET/10, Aegean Archaeology.

Italian universities with archaeology courses		
Region	Universities N.	Universities with F.S. 10/A1 (2014MIUR dataset)
Abruzzo	2	Chieti-Pescara, L'Aquila
Basilicata	1	Basilicata
Calabria	1	della Calabria
Campania	5	Napoli: "L'Orientale", Napoli "Federico II"; Napoli Seconda Università; Suor Orsola Benincasa – Napoli; Salerno
Emilia-Romagna	3	Bologna, Ferrara; Modena e Reggio Emilia
Friuli-Venezia Giulia	2	Trieste; Udine
Lazio	6	Cassino e Lazio Meridionale; Roma "La Sapienza"; Roma "Tor Vergata"; Roma Tre; Tuscia; Università Telematica Internazionale Uninettuno
Liguria	1	Genova
Lombardia	3	Milano Statale; Cattolica del Sacro Cuore; Pavia
Marche	2	Macerata; Urbino "Carlo Bo"
Molise	1	Molise
Piemonte	2	Piemonte Orientale; Torino
Puglia	4	Bari; Foggia; Politecnico di Bari; Salento
Sardegna	2	Cagliari; Sassari
Sicilia	4	Catania; Messina; Palermo; UKE – Università Kore di Enna
Toscana	5	Firenze; Pisa; Normale Superiore di Pisa; Scuola IMT – Lucca; Siena
Trentino-Alto Adige	1	Trento
Umbria	1	Perugia
Valle d'Aosta	/	/
Veneto	3	"Ca'Foscari" Venezia; Padova; Verona
Totale	49	

Table 8 Geographical distribution of universities offering courses referring to the Field of Study 10/A1, Archaeology.

It is possible to identify some tendencies in education, which show a strong decrease in the number of potential archaeologists in the national labour market.

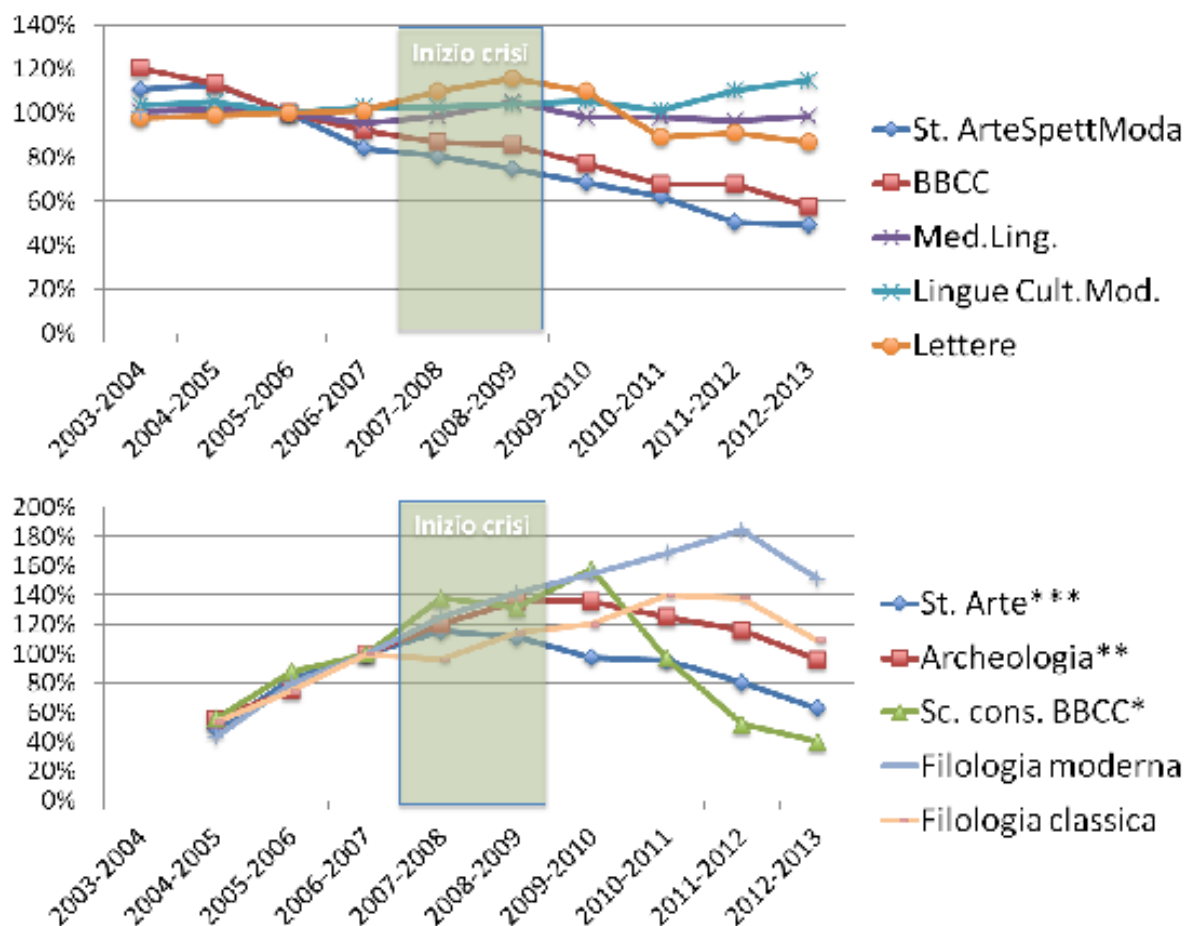


Figure 57 University enrolment for education fields (Almalaurea dataset 2013, from VANZETTI, to be printed).

The graph shows how the numbers of students awarded with Bachelor's and Master's Degree in archaeology have changed since the economic crisis started:

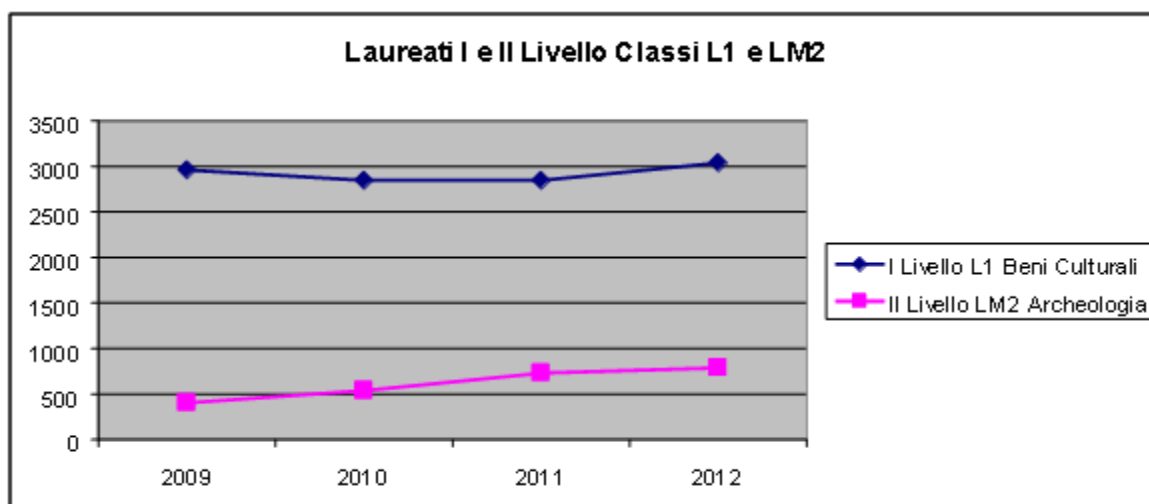


Figure 58 First and second level degrees awarded in Archaeology.

1st and 2nd level degrees awarded in L1 Cultural Heritage and LM2 Archaeology				
Year	2009	2010	2011	2012
1st Level L1 Cultural Heritage	2959	2854	2851	3045
2nd Level LM2 Archaeology	400	537	733	779
Ratio L1 – LM2	0,135	0,188	0,257	0,256

Table 9 First and second level degrees awarded in Archaeology.

It is apparent that students who obtain a Master's Degree in Archaeology, and who, potentially, will want to attempt to become professional archaeologists, have been, in the 2009-2012 period, about 21 % of the students awarded with a Bachelor's Degree in Cultural Heritage. The data indicate that many potential archaeologists (first level graduates) do not choose to pursue their studies and the archaeological profession.

Also, in 2010, there were 3,5% less students awarded with a Bachelor's Degree.

On the contrary, as far as Master's degrees are concerned, it seems a constant growth was registered between 2009 and 2012: the downward trend of the last few years did not stop, and university enrolment as a whole failed to reach the same levels of the previous decade, but there has been a constant growth in relation to first level graduates, with a +12 % rate, going from 13,5 % to 25,6 %.

As far as entrance into the profession is concerned, the 2012 Almalaurea Consortium dataset reveals that 54,1 % of second level graduates had obtained a job within the five years following completion of their Master's degree.

The percentage for second level graduates in Archaeology was 61,2 %: 60,2 % were female graduates, 63,9 % male.

The National Institute of Statistics (ISTAT) dataset reveals an average occupation rate of 72,7% for all graduates, compared with whom the percentage of archaeology graduates is noticeably lower, –11,5/12,5 % (Almalaurea dataset, from VANZETTI to be printed).

One more piece of information that can be used to estimate the number of potential new archaeologists in the national labour market is the amount of second level graduates who apply for a Post-Graduate School of Specialisation in Archaeology.

At the moment in Italy there are seventeen Schools of Specialisation in Archaeology originally founded to provide higher education for future officers within local Superintendencies for Archaeological Heritage. In addition to these there is the Italian Archaeological School of Athens, founded in 1909 to coordinate Italian archaeological missions in Greece, as well as to allow students to spend a semester abroad, as was compulsory when the institution was instigated (BANDINI 2008) and today only available to those who, after sending in an application, are admitted to take part in one of the exchange programs promoted by the European Commission.

<b>Schools of Specialisation in Archaeology in A.A. 2013/2014</b>			
<b>Region</b>	<b>Number</b>	<b>Available places</b>	<b>University (available places)</b>
Basilicata	1	25	Basilicata (25)
Campania	3	55	Federico II (10), Suor Orsola Benincasa (25), Salerno (20)
Emilia-Romagna	1	20	Bologna (20)
Friuli-Venezia Giulia	1	30	Interateneo Trieste - Udine-Venezia (30)
Lazio	1	80	Roma Sapienza (80)
Liguria	1	10	Genova (10)
Lombardia	2	60	Milano Statale (40) Milano Sacro Cuore (20)
Puglia	2	76	Bari (30), Salento (46)
Sardegna	2	48	Cagliari (16), Sassari (32)
Toscana	2	30	Firenze (20), Pisa (10)
Veneto	1	15	Padova (15)
Grecia - Atene	1	5	Atene – SAIA (5)
<b>Total</b>	<b>18</b>	<b>454</b>	

Table 10 Schools of Specialisation in Archaeology in Italy in academic year 2013/2014 (source: MIUR).

In total, the number of places available in the academic year 2013/2014 were 454.

The figure was compared to those of previous years, starting from the first available data, dated back to 1979/1980 (CARCONI ZANECCHIA 1982):

<b>Schools of Specialisation in Archaeology available places/applications accepted ratio</b>				
<b>Year</b>	<b>1979/1980</b>	<b>2007/2008</b>	<b>2010/2011</b>	<b>2013/2014</b>
Available places	n. p.	454	454	454
Applications accepted	370	257	221	260
Places/Acceptance ratio	n. p.	56,60%	48,60%	57,20%

Table 11 Students admitted into Schools of Specialisation in Archaeology and available places in academic year 2013/2014.

The number of places available for the 2013/2014 surpasses by 80 units the number of current job positions as local Superintendencies' officers, which is the only position inside the MiBACT for which either a School of Specialisation in Archaeology or a Doctoral qualification is at the moment required: the qualification, in fact, is not mandatory to access the roles of General Director, regional Director or Superintendent. To access the latter, in fact, a first level degree is sufficient (as decided in occasion of the last public competition for ten job positions as archaeological managers in 2007, Directorial Decree No. 01/03/2007).

It should be noticed that the number of archaeologists working as officers for the MiBACT can fluctuate from one year to another, depending on the number of retirements and new hires. Between 2010 and 2013, in fact, and after the last public competition in 2008, 114 new officers, either winners at the time or archaeologists who had results that would qualify them for the job but were not hired due to lack of available positions, have been hired, with a median of 28 newly employed archaeologists per year. In total the number corresponds to 1/9 of all the Schools of Specialisation students, and is sixteen times lower than the number of places available every year.

In the private sector, the number of places available within Schools of Specialisation surpasses of 147 units the number of all Technical Directors (307) employed by private companies holding a ISO OS25 Certificate and working in Italy in the preventive archaeology market (*cf.* Chapter 3); this number is interesting since Italian law requires the School of Specialisation in Archaeology or the Doctoral qualification to become a Technical Director.

Even so, the total number of places available every year is still too high for the actual absorption capacity of both the MiBACT and private organisations' managerial ranks: in fact, if for two years in a row all the available places were to be assigned, then the national market would be overflowing with potential officers or managers, as these are not job positions with an annual vacation frequency.

Also, the frequency of public competitions for MiBACT officers (category FIII), which occur infrequently and very far apart (after 1999 it was then called almost ten years later), and the decrease in number of private archaeological organisations, make apparent the reasons behind this saturation of the job market.

Finally, it must be noted that the School of Specialisation qualification is mandatory to receive assignments relating to the writing of VIArch (Preventive Verification of Archaeological Interest), and that means the qualification can still be profitably used in the labour market by freelancer archaeologists.

However, of the 454 available places for 2013/2014, only 260 were assigned: it may be an indication of a low level of confidence in the archaeological labour market, which deters second level graduates in Archaeology from additional expenses of money and time on a post-Graduate qualification, e di una tendenza dello stesso ad autoregolamentarsi particolarmente considerando what is currently known about the profession.

## Distribution

We asked archaeologists who their employers had been in 2013 and in 2014.

It turns out 61 % of the employers were public organisations, both national (46 %) and local (15%). This means that the work demand mainly relates to activities connected to research, protection, prevention, promotion, all typical of institutions such as Universities, Superintendencies, Regional and Provincial institutions and local municipalities.

However, the high number of private employers (39 %) reveals that the profession is also deemed necessary by private companies specialising in services. Direct contracts with private clients, in fact, with no firm or company or cooperative acting as a liaison, are rather uncommon: according to the respondents of DISCO2014, being a freelance archaeologist means to have one or more contracts, at the same time, with public institutions and private organisations, more than having direct relations with every private client.

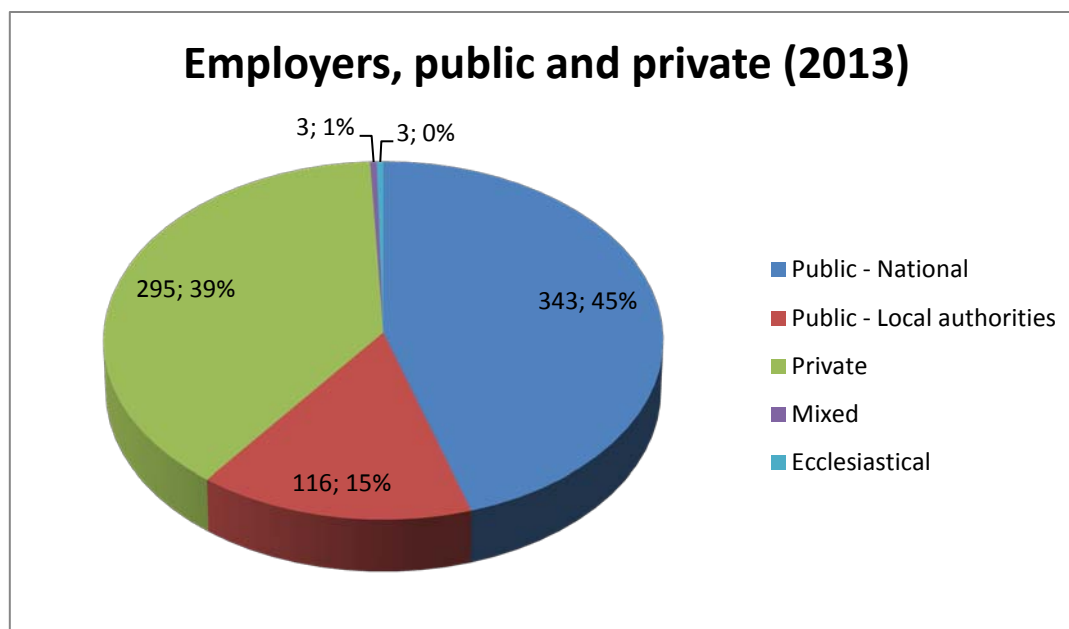


Figure 59 Type of archaeologists' employers/clients.

The data gathered for this survey reveals that between 2013 and 2014 the main employers of individual archaeologists were the Universities, and, with a slight minor percentage, archaeological private companies. The MiBACT was the third main employer; followed by local municipalities, which, among local authorities, are the ones that need to employ more archaeologists.

A good number of archaeologists work in the tourism sector. This fact is not only—and not especially—a consequence of the high number of promotion activities carried out all over the country, but more possibly the effect of paragraph 10 of Law No. 40/2007, the so called “Bersani Decree”, later abrogated by the Legislative Decree No. 97/2011: said paragraph admitted the Degree in Literature, specialising in Archaeology or Art History, as a valid qualification for access to the tourist guide profession, without the need for applying graduates to pass the necessary examination.



Detail employers/ employees number Disco 2014 dataset		
Employer	Number	Percentage (%)
MIBACT	122	15,72
MIUR	22	2,84
Altro ministero	5	0,64
Regione	19	2,45
Provincia	16	2,06
Municipality (including museums) <sup>2</sup>	62	7,99
Other public organisation	20	2,58
University	159	20,49
Nat. Centre for Research	12	1,55
Foreign Research Insitute	18	2,32
Public foundation	5	0,64
Private foundation	20	2,58
Mixed foundation	3	0,39
Private archaeological companies	136	17,53
Tourism company (guides)	47	6,06
Biulding companies	30	3,87
Engineering company	18	2,32
Other companies	41	5,28
Ecclesiastical organisation (including museums)	3	0,39
Publishing house	1	0,13
Indipendent customers	3	0,39
Unemployed	14	1,80
Total	776	100,00

Table 12 Working archaeologists for type of employer/clients.

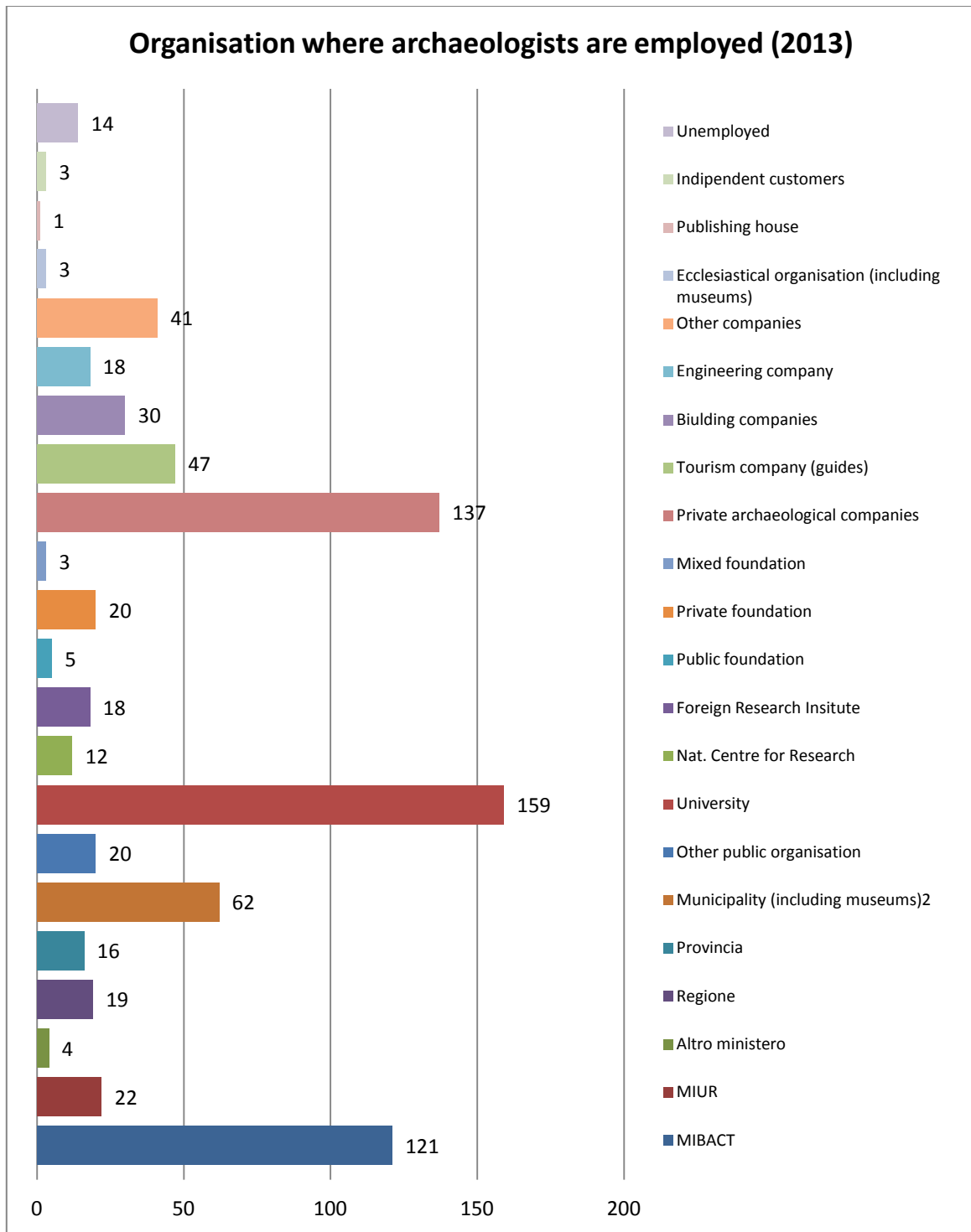


Figure 60 Employers (multiple-choices question).

It is possible to compare the data for 2013 (763 relevant answers), to these related to the previous year, 2012 (744 relevant answers):

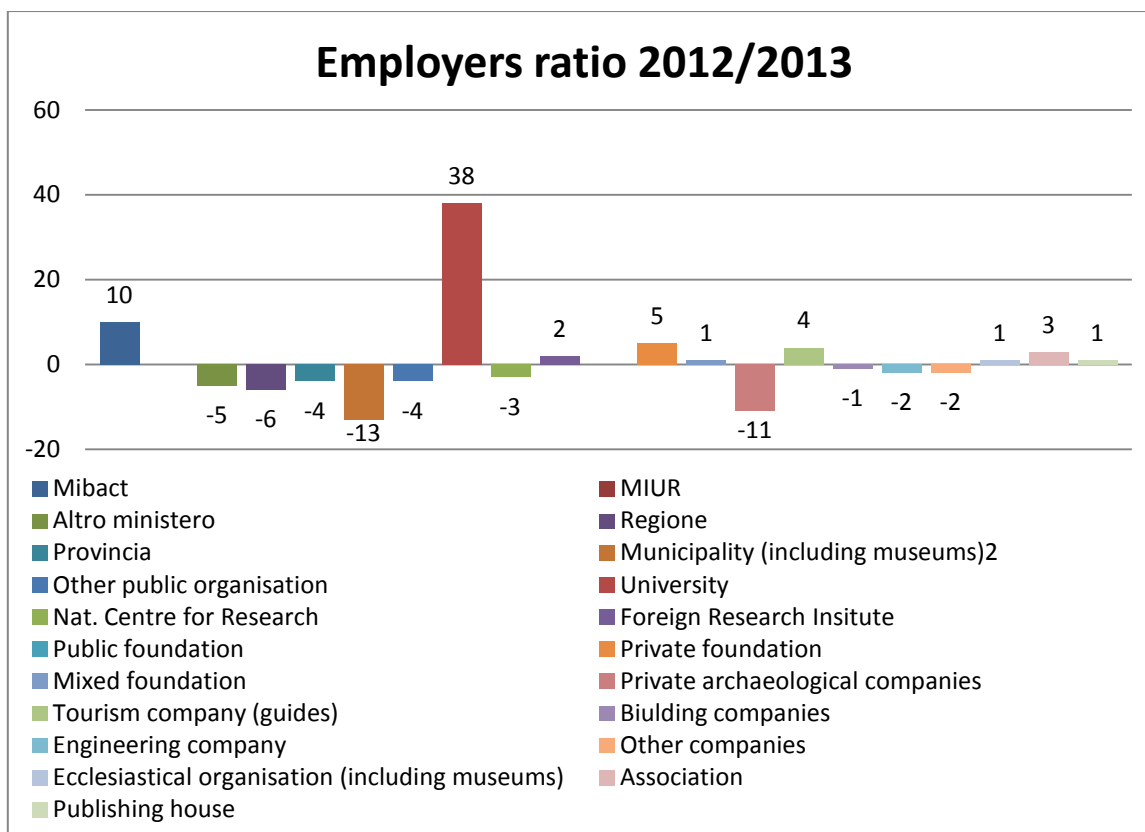


Figure 61 Employers/clients in 2012-2013.

The comparison reveals that in the last year there has been a strong increase in employment from Universities, and, to a smaller extent, from the MiBACT. For this last data, though, it needs to be noted that among these new employees there are also these archaeologists who, in the last public competition for MiBACT officers in 2008, had results that would qualify them for the job but were not hired due to lack of available positions, and those who, over the past few years, went to fulfil the positions that were being vacated because of employees turnover. A slight increase has also been registered in the number of archaeologists employed by other Italian Ministries, by private companies operating in the tourism sector, and by other kinds of organisations.

On the contrary, quite decisive is the decrease of archaeologists employed by local authorities, especially in local municipalities, which, as already mentioned, are, among public organisations, the ones that hire archaeologists the most. Equally notable is the decrease in employment by archaeological companies.

The data are particularly significant because the answers collected in 2012 are lower by 18 units compared to those relating to 2013. The mentioned changes in employment, then, happened in the space of 12 months, thus indicating a marked downward trend.

Coming back to 2013, from the breakdown of individual archaeologists based on their gender, it is clear that between 2013 and 2014 female employees were still the majority, both in the private and the public sector.

## Geographical Distribution

Respondents were asked to indicate where they were headquartered.

Geographical distribution of archaeological workforce by headquarter of location		
Region	Answers	Percentage %
Abruzzo	18	2,62
Basilicata	5	0,73
Calabria	14	2,03
Campania	51	7,41
Emilia-Romagna	33	4,80
Friuli-Venezia Giulia	6	0,87
Lazio	186	27,03
Liguria	18	2,62
Lombardia	43	6,25
Marche	14	2,03
Molise	8	1,16
Piemonte	20	2,91
Puglia	46	6,69
Sardegna	29	4,22
Sicilia	85	12,35
Toscana	66	9,59
Trentino-Alto Adige	6	0,87
Umbria	18	2,62
Valle d'Aosta	0	0,00
Veneto	22	3,20
Total	688	100,00

Table 13 Geographical distribution of the sample.

The sample shows that the regions with the highest number of archaeologists are Lazio, Sicilia, Toscana and Campania, followed by Puglia and Lombardia.

### Geographical distribution of responses

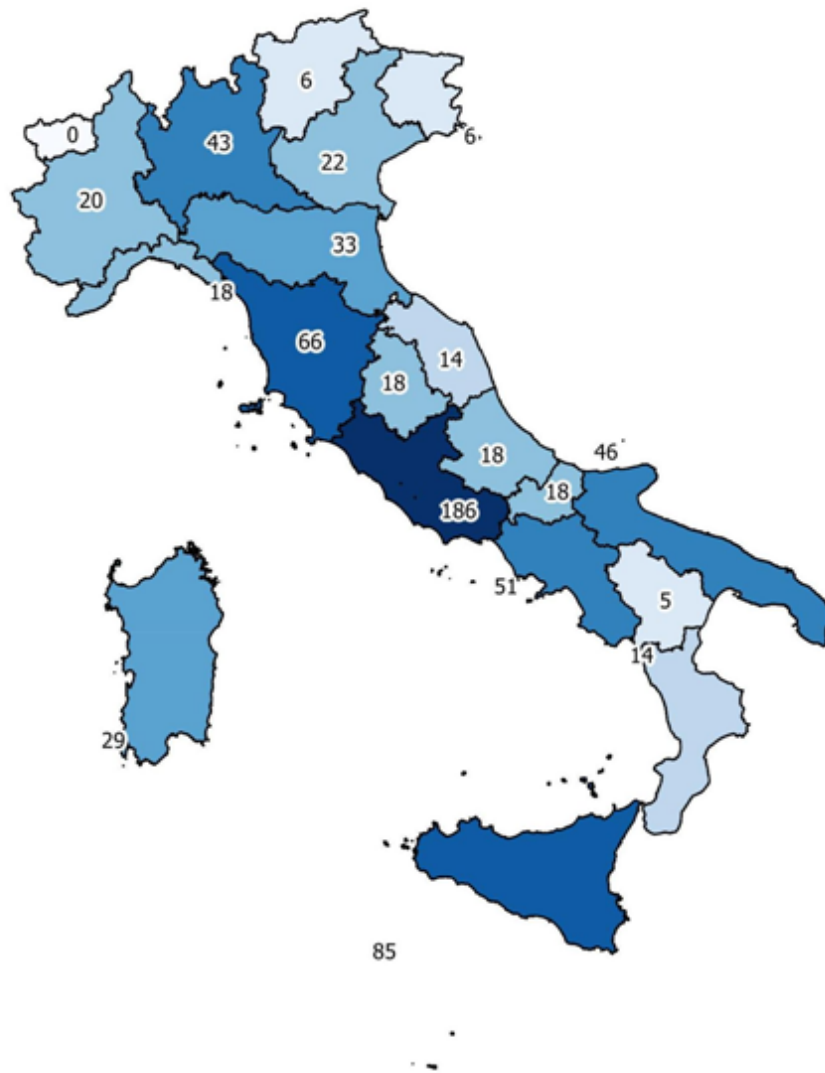


Figure 62 Geographical distributions of respondent archaeologists.

The data were compared with the presence of universities offering a degree Code 10/A1, Field of Study "Archaeology":

Geographical distribution of archaeologists and universities				
Region	Respondents		Universities with F.S. 10/A1	
Abruzzo	18	2,60	2	4,08
Basilicata	5	0,72	1	2,04
Calabria	14	2,02	1	2,04
Campania	51	7,37	5	10,20
Emilia-Romagna	33	4,77	3	6,12
Friuli-Venezia Giulia	6	0,87	2	4,08
Lazio	186	26,88	6	12,24
Liguria	18	2,60	1	2,04
Lombardia	43	6,21	3	6,12
Marche	14	2,02	2	4,08
Molise	18	2,60	1	2,04
Piemonte	20	2,89	2	4,08
Puglia	46	6,65	4	8,16
Sardegna	29	4,19	2	4,08
Sicilia	85	12,28	4	8,16
Toscana	66	9,54	5	10,20
Trentino-Alto Adige	6	0,87	1	2,04
Umbria	18	2,60	1	2,04
Valle d'Aosta	No reply		0	
Veneto	22	3,18	3	6,12
Total	692	100,00	49	100,00

Table 14 Geographical distribution of respondents archaeologists and location of Universities offering an archaeology Degree (dataset MIUR).

The sample shows that the regions with the highest percentages of working archaeologists are Lazio, Sicilia, Toscana Campania and Puglia, and that these are also the regions where a bigger number of universities that offer a second level degree in archaeology are located.

#### Beni immobili (archeologici e architettonici) vincolati (1909-2004)

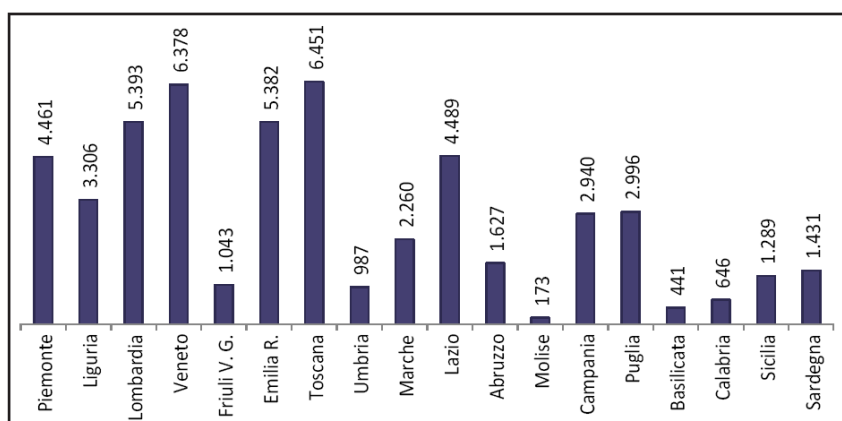


Figure 63 Geographical distribution of Italian protected sites and monuments (from "MINICIFRE 2013", p. 8).

Lazio, Sicilia, Toscana, Campania, and Puglia are the regions with the highest presence of protected sites and monuments as well (data collected between 1909 and 2004). As the next table shows, there seems to be a strong relation between this number and the geographical distribution of archaeologists and universities.

Geographical distribution of archaeologists and protected sites and monuments				
Region	Respondents		Protected sites and monuments (MiBAC dataset 2013)	
Abruzzo	18	2,60	1627	3,15
Basilicata	5	0,72	441	0,85
Calabria	14	2,02	646	1,25
Campania	51	7,37	2940	5,69
Emilia-Romagna	33	4,77	5383	10,41
Friuli-Venezia Giulia	6	0,87	1043	2,02
Lazio	186	26,88	4489	8,68
Liguria	18	2,60	3306	6,40
Lombardia	43	6,21	5393	10,43
Marche	14	2,02	2260	4,37
Molise	18	2,60	173	0,33
Piemonte	20	2,89	4461	8,63
Puglia	46	6,65	2996	5,80
Sardegna	29	4,19	1431	2,77
Sicilia	85	12,28	1289	2,49
Toscana	66	9,54	6451	12,48
Trentino-Alto Adige	6	0,87	No data	
Umbria	18	2,60	987	1,91
Valle d'Aosta	No reply		0	0,00
Veneto	22	3,18	6378	12,34
Total	692		51693	100,00

Table 15 Geographical distribution of respondent archaeologists and number of protected sites and monuments.

Geographical distribution of archaeologists and archaeological companies				
Region	Respondents	Percentage %	Contacted arch. Companies	Percentage %
Abruzzo	18	2,60	13	6,07
Basilicata	5	0,72	2	0,93
Calabria	14	2,02	3	1,40
Campania	51	7,37	12	5,61
Emilia-Romagna	33	4,77	32	14,95
Friuli-Venezia Giulia	6	0,87	1	0,47
Lazio	186	26,88	20	9,35
Liguria	18	2,60	4	1,87
Lombardia	43	6,21	9	4,21
Marche	14	2,02	1	0,47
Molise	18	2,60	3	1,40
Piemonte	20	2,89	3	1,40
Puglia	46	6,65	13	6,07
Sardegna	29	4,19	14	6,54
Sicilia	85	12,28	18	8,41
Toscana	66	9,54	33	15,42
Trentino-Alto Adige	6	0,87	5	2,34
Umbria	18	2,60	8	3,74
Valle d'Aosta	No reply		1	0,47
Veneto	22	3,18	19	8,88
Total	692	100,00	214	100,00

Table 16 Geographical distribution of archaeologists working in archaeological companies.

If we focus on the geographical distribution of companies, regions gain a different ranking: after Toscana, Emilia Romagna and Veneto show a higher number of private archaeological companies, not related to the number of protected sites/monuments or archaeologists, but to the characteristics of the local labour market.



Geographical distribution of archaeologists working in Universities (2014 MIUR dataset)				
Region	Researcher	Associate Professor	Full professor	Total
Abruzzo	3	2	2	7
Basilicata	0	4	0	4
Calabria	4	3	1	8
Campania	16	11	14	41
Emilia-Romagna	11	10	7	28
Friuli-Venezia Giulia	2	6	2	10
Lazio	28	28	17	73
Liguria	1	2	2	5
Lombardia	7	6	6	19
Marche	4	6	0	10
Molise	0	3	0	3
Piemonte	5	2	0	7
Puglia	22	17	6	45
Sardegna	9	4	1	14
Sicilia	19	10	7	36
Toscana	12	12	7	31
Trentino-Alto Adige	1	2	1	4
Umbria	4	3	1	8
Valle d'Aosta	0	0	0	0
Veneto	7	8	6	21
Total	155	139	80	374

Table 17 Geographical distributions of archaeologists employed by universities.

Table 17 shows archaeologists teaching courses related to the Field of Study code: 10/A1 – Archeologia, and Education Fields code: L-ANT/01; /04, /06, /07, /08, /09, /10; L-FIL-LET/01.

Archaeologists working with arch. Companies (DISCO 2014 dataset)		
Region	Number	Percentage %
Abruzzo	5	3,88
Basilicata	2	1,55
Calabria	2	1,55
Campania	10	7,75
Emilia-Romagna	8	6,20
Friuli-Venezia Giulia	No data	
Lazio	37	28,68
Liguria	6	4,65
Lombardia	9	6,98
Marche	5	3,88
Molise	4	3,10
Piemonte	1	0,78
Puglia	7	5,43
Sardegna	1	0,78
Sicilia	11	8,53
Toscana	11	8,53
Trentino-Alto Adige	No data	
Umbria	3	2,33
Valle d'Aosta	No data	
Veneto	7	5,43
Totale	129	100,00

Table 18 Regional distribution of archaeologists working for private companies included in the survey sample.

## Diversity

Data were collected on archaeologists' genders, ages, ethnicities and disability statuses.

### Gender balance

Gender of archaeologists		
Gender	Respondents	Percentage %
Female	492	70,79
Male	203	29,21
<b>Total</b>	<b>695</b>	<b>100</b>

Table 19 Gender balance of the respondents.

Responses were received that covered the gender of 695 individual archaeologists, of whom 70,8 % were female and 29,2 % male. These are not much different from the data on gender balance collected by Consorzio AlmaLaurea for graduates in Archaeology in 2012, of whom 73,1 % were female and 26,9% male. On the contrary, the data reveal a reverse trend in relation to these registered by the National Institute of Statistics (ISTAT) about the gender balance in both the whole Italian workforce and the general population of people over 15 years old. That holds true also for the general number of graduates, of whom 47% are female.

Gender balance of archaeologists and Italy workforce (DISCO 2014 sample and Istat dataset)							
Gender	DISCO Sample (2012-2013)		National (> 15) Istat (2013)		National MA (Istat 2013)		
		%		%		%	
Female	492	70,79	14792000	57,93	2220000	46,89	
Male	203	29,21	10741000	42,07	2534000	53,53	
<b>Total</b>	<b>695</b>	<b>100</b>	<b>25533000</b>	<b>1000</b>	<b>4734000</b>	<b>100</b>	

Table 20 Gender balance, comparison between respondents archaeologists and Italian workforce.

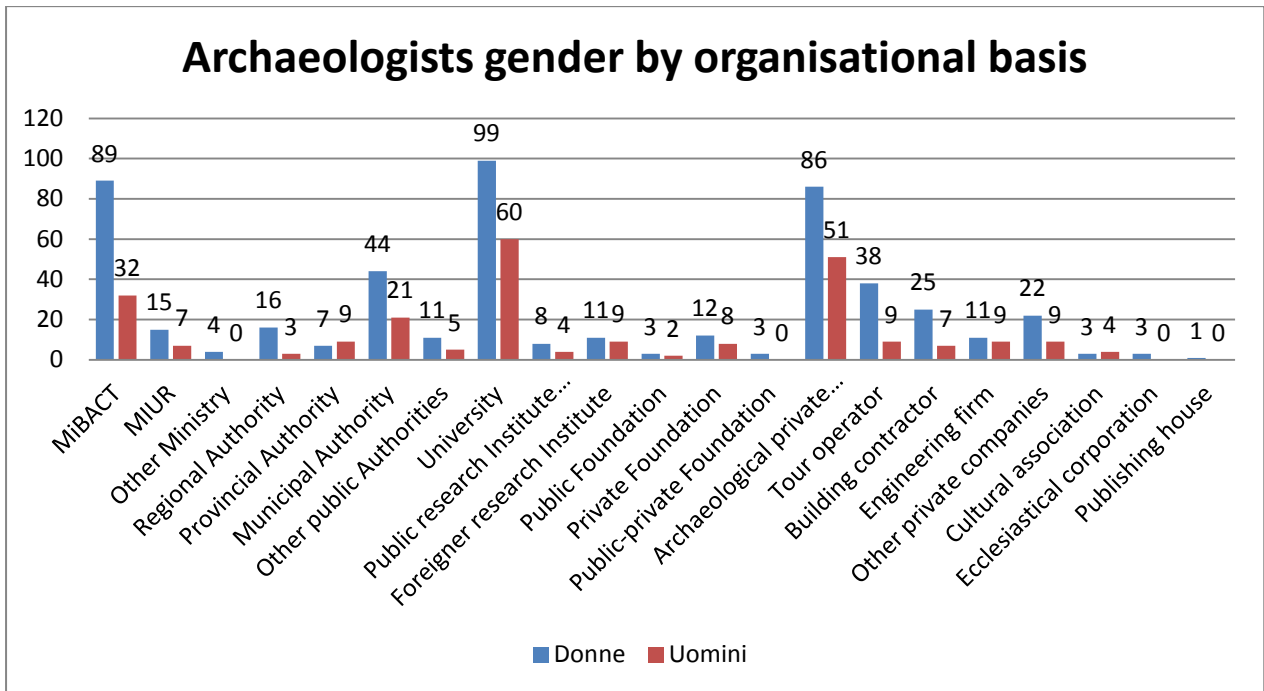


Figure 64 gender of the respondents employed by public and private organisations.

None of the considered entities in which archaeologists work sees a majority of men, although in some institutions (such as Provinces, Foreigner Research Institutes, associations) the gender balance is less disproportionate, probably because of the low response rate of these categories of workers to the survey.

Among public institutions, the MiBACT (Ministry for Cultural Heritage, Activities, Tourism) presents the highest percentage of female employees, but the balance is inverted, with the majority of employers male, if Provinces are taken into consideration. Within Foreigner Research Institutions or the CNR the gender balance appears more evenly represented, and the same happens in the private sector, such as within engineering firms or associations, where, yet again, gender balance is inverted.

### Age

On average, professional archaeologists respondents to the survey were aged 37. The average age for female archaeologists was 36; male archaeologists were aged 38 on average.

The gender difference within the respondents can be partly explained generationally. 55,5 % of the respondents are female aged under 40: the data show that the gender balance of archaeologists age 20 to 29 is around 10 % in favour of females, and as age grows so does variance between the genders. Of archaeologists aged 30 to 39, in fact, 39,3 % are female, while 13,81 % are male, with a variance of 25,5% between the genders. In the older cohort the gender balance appears more equal, but female archaeologists are still prevalent, a clear sign that this is a long-term trend of the last twenty years.

Average age by gender				
Gender	Average Age	Minimum age	Maximum age	Total
Female	36	22	66	492
Male	38	20	72	203
				695

Table 21 Average age by gender.

Age and gender of archaeologists					
Age	Female	%	Male	%	Total
20-29	114	16,4	42	6,04	156
30-39	273	39,28	96	13,81	369
40-49	58	8,35	41	5,9	99
50-59	33	4,75	17	2,45	50
60 <	14	2,01	7	1,01	21
	492	70,79	203	29,21	695

Table 22 Age and gender of respondents.

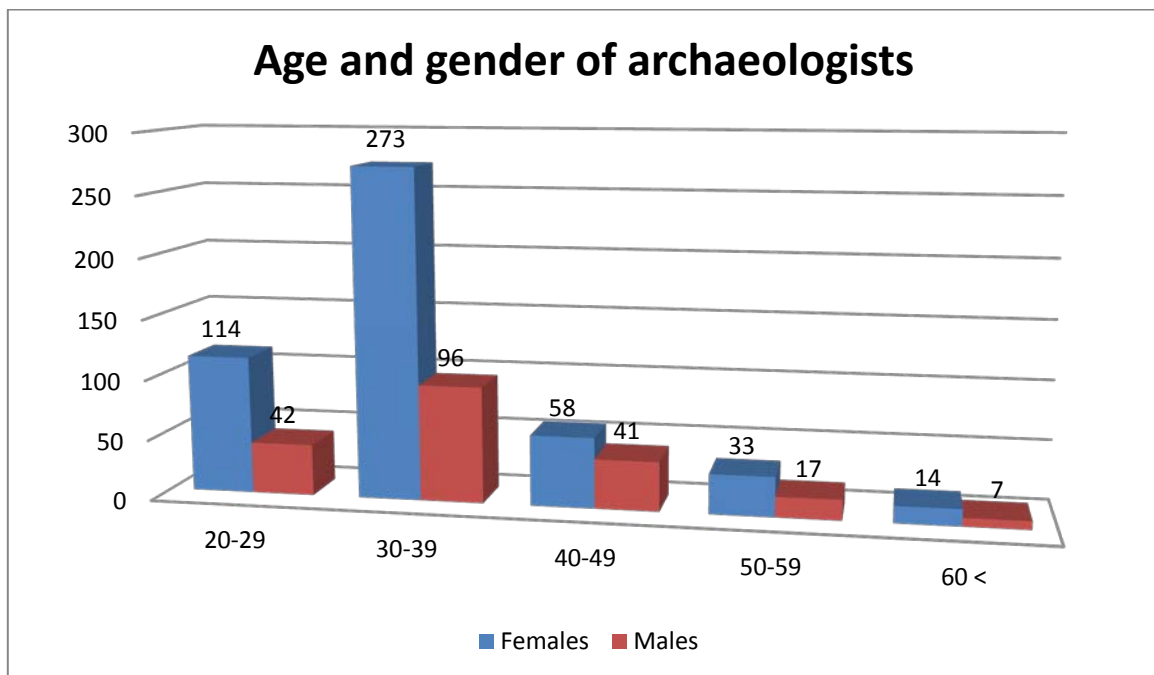


Figure 65 Age and gender of respondents.

While we do not have any data for the years between 2006 and 2008, the analysis of gender and age shows that in the recent past the trend has been for the proportion of female archaeologists entering the profession decreases over time, although they still are the majority of the archaeological workforce.

Currently, according to this survey, women make up the vast majority of the archaeological workforce.

## Disability status

Among the respondents there were very few disabled people; between 2013 and the first three months of 2014, only 1 % (seven people) of the archaeological workforce was disabled.

Disability status reported		
	Number	Percentage %
Disabled	7	1,01
Not disabled	688	98,99
<b>Total</b>	<b>695</b>	<b>100</b>

Table 23 Disability status of the respondent archaeologists.

The respondents have been asked their form of disability, in what percentage that is, and whether or not it affected their work possibilities.

Disability percentage				
Kind of disability	Number of respondents	Percentage	Employment difficulties	
			Yes	No
Physical disability	4	15 > 100	50	50
Others	2	16 > 67	100	0
No reply	1	/	100	0

Table 24 Disability percentage of the disabled archaeologists respondent and their difficulties in job-seeking.

Apparently a higher percentage of disability does not necessarily mean more difficulties in finding a job, as revealed by two of the respondents with disability percentages respectively of 15 % and 100 %, as opposed to the stated response of two respondents with disability at 80 %.

The percentage of disabled archaeologists uncovered by DISCO2014 equals half of that collected for the whole Italian workforce, which, according to the most recent survey available, is around 1,9% of the corresponding populations.

It must be noted, though, that the survey carried out by the Italian Institute for the Development of Vocational Training for Workers (ISFOL) opted for a simplified definition of “disability” compared to the one adopted by ISTAT. For the ISFOL, disabled people are persons with “a constant reduced autonomy,” who need “continuous help to carry out daily activities” (“PLUS Participation Labour Unemployment Survey” ISFOL 2010, in Gay-Russo 2013, p. 3).

In relation to disabled people, in 1999 Italy approved a law to encourage targeted job placement, Law No. 68/99 “Norme per il diritto al lavoro dei disabili” (“Legal standards for the right to work of disabled people”), which requires companies with more than 15 employees to hire people included in protected class, including disabled people. On May

22<sup>nd</sup> 2014 the Department of Public Function of the Presidency of the Italian Council of Ministers expressed a legal opinion according to which hiring of protected class people could be suspended. However, sometime later, Italy was rebuked on this decision by the European Court of Justice.

## Countries of origin

Almost all respondents are Italian:

Country of origin of archaeologists working in Italy		
Origin	Number	Percentage %
European Union	4	0,58
Non- EU Europe	1	0,14
Rest of the world	1	0,14
Italy	689	99,14
<b>Total</b>	695	100

Table 25 Countries of origin of the respondent archaeologists.

99,1 % of the respondents are of Italian nationality. Only 0,6 % are non-Italian European Union archaeologists, and 0,28 % are non-EU archaeologists.

Comparison with national statistics makes it apparent that foreign archaeologists find it difficult to enter the Italian archaeological labour market due to its low level of permeability, or, more likely, its lack of appeal. In fact, the rates for the whole national workforce are much higher: in the third quarter of 2013 10,2 % of the people working in Italy were from EU countries (783,000) and extra-EU countries (1,574,000; survey 2013 by the General Directorate of Immigration and Integration Policies of the Ministry of Interior).

## Staff Qualifications

Respondents were asked what their highest level of achieved qualifications were.

As said in the Introduction, only graduates were considered for this survey.

At the time of questionnaire, 53 % of the archaeologists held a post-Graduate qualification: a minority of them had a Post-Doc qualification (43 people, 6,35 %); a good portion of them had obtained a School of Specialisation in Archaeology qualification (210 people, 31 %); and a smaller group of individuals held a Doctoral qualification (108, 15,6 %).

47% held a Master's degree or equivalent qualification: more precisely 25,55 % had a Master's degree and 14,8 % had obtained a Master's Degree according to the old university system (total of four years, Level 7 of the European Qualifications Framework, EQF). Only a minority of working archaeologists possessed just a Bachelor's degree.

Highest qualification achieved		
Qualification	Respondents	Percentage %
Post Doc	43	6,35
PhD	108	15,95
Specialisation	210	31,02
MA n.u.s. (NO 3+5)	173	25,55
MA o.u.s. (VO 4)	100	14,77
BA	43	6,35
<b>Total</b>	<b>677</b>	<b>100</b>

Table 26 Highest level of achieved qualifications.

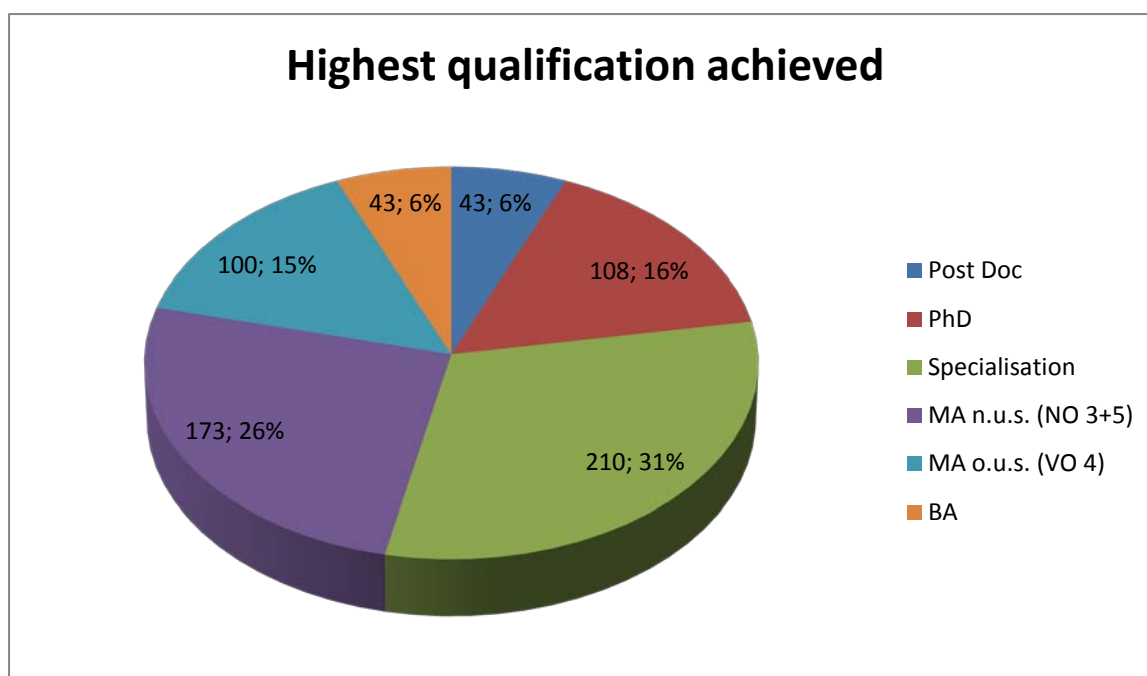


Figure 66: Highest level of achieved qualifications.

Finally, 30,7 % of the respondents had attended to a I or II level Post-Graduate Master Course (respectively, EQF levels 7 and 8) after they obtained their degree, oftentimes in association with one of the previously listed qualifications.

The 2012 Consorzio AlmaLaurea dataset related to Post-Graduate qualifications in archaeology show data slightly different from those collected by DISCO2014: at the time 26,6 % of graduates held a Doctoral qualification, 22,3 % a School of Specialisation qualification, and 18 % had attended a I or II level Post-Graduate Master's Course (source: AlmaLaurea, in VANZETTI, to be printed).



Although our data necessarily need to be adjusted, the downward trend in access to PhD programs is rather apparent: this trend is partly explainable by the increased difficulties in recent years in the appointment of scholarships because of the cut, between 2008 and 2013, of at least 1 billion Euros from the University Ordinary Financing Fund (FFO; source: VAZETTI, to be printed). The raise in applications for post-graduate qualifications, for which tax payment is required, such as Schools of Specialisation and Post-Graduate Master Courses is then understandable.

Regarding the latter qualification, the discrepancy in numbers between the Almalaurea dataset and the DISCO2014 survey data can be explained by the fact that the current survey courses offered by private organisations, outside of the public University system, have also been taken into consideration.

<b>Highest qualification achieved and average age of respondents</b>			
<b>Qualification</b>	<b>Respondents</b>	<b>Percentage %</b>	<b>Average Age</b>
<b>Post Doc</b>	43	6,35	40
<b>PhD</b>	108	15,95	38
<b>Specialisation</b>	210	31,02	37
<b>MA n.u.s. (NO 3+5)</b>	173	25,55	29
<b>MA o.u.s. (VO 4)</b>	100	14,77	42
<b>BA</b>	43	6,35	40
<b>Total</b>	677	100,00	

Table 27 Qualifications and average age.

Qualifications achieved were compared with the average age of those holding them, and an additional comparison was made between qualifications and average salaries earned.

Between 2013 and the first quarter of 2014, 79,8 % of the 466 respondents earned less than 15,000€, an amount under which tax cuts are established.

Two things stand out.

Firstly, the majority of the respondents are positioned in the lower slot of earnings, under 5,000 €: they are 69,72 %, 283 of the 466 respondents to the question. This high rate is a probable sign of just how fractured the archaeological labour market is, and how irregular external collaboration contracts truly are for archaeologists.

Secondly, the lowest qualification, the first level degree, always seems to correspond with the lowest salary earned. However, a Post-Graduate qualification does not appear to guarantee higher salaries: on the contrary, archaeologists holding a School of Specialisation or a Doctoral qualification are present in higher percentages in the lowest salary bands.

A little over 20 % of respondents earned more than 15,000 € *per annum*. 74 % of them held a Post-Graduate qualification (73 of 98 people). In this salary slot it was the Post-Doc qualification that guaranteed higher salaries, included between 15,000 and 20,000 €, which

is consistent with the amount of money assigned to Research Fellows, whose contracts can be renewed annually.

Very few archaeologists earned more the 45,000 €: none of them held a Master’s degree according to the university system in force in Italy since 1999 (after the approval of the Ministerial Decree No. 509/1999, then modified by the Ministerial Decree No. 279/2004), which means that highest earnings are prerogative only of archaeologists aged more than 35. In this case, high levels of education seems to represent, but not exclusively, a preferential access to higher salaries. As mentioned before, higher qualifications are required for certain jobs, such as compiling and editing VIArch, or to fill certain positions, such as that of technical manager in companies holding a ISO OS25 Certificate or that of Superintendencies’ officer for the MiBACT.

Highest qualification achieved and annual earning							
	0-5.000 €	5.001-10.000€	10.001- 15.000 €	15.001- 20.000 €	20.001- 30.000 €	30.001- 45.000 €	> 45.000 €
BA	130	0	1	0	0	0	0
MA n.u.s. (NO 3+5)	59	9	6	3	5	1	0
MA o.u.s. (VO 4)	20	7	10	6	8	1	1
Specialisation	50	16	15	11	16	6	2
PhD	20	10	6	5	15	2	0
Post Doc	4	3	2	8	4	3	1
<b>Total</b>	<b>283</b>	<b>45</b>	<b>40</b>	<b>33</b>	<b>48</b>	<b>13</b>	<b>4</b>

Table 28 Annual earnings by highest level of qualification achieved.

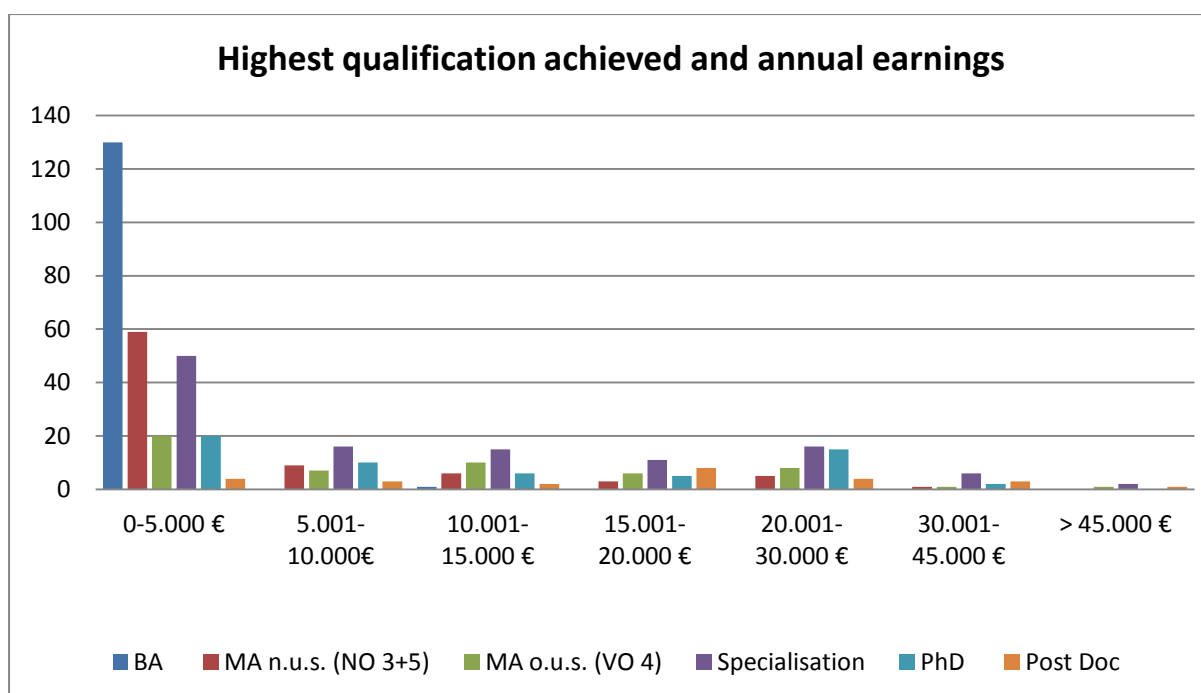


Figure 67 Annual earnings by highest level of qualification achieved

## Unpaid volunteer archaeologists

The survey was thought to provide data relating to unpaid volunteer archaeologists who worked alongside paid colleagues, so non-archaeologist volunteers were not considered in the sample.

Respondents were asked whether they had received unpaid work proposals: out of 584 archaeologists who answered the question 437 (74%) stated they were asked to perform unpaid work at least once. The number represents 62,4% of the actual archaeological workforce, and indicates a rather common practice in the market.

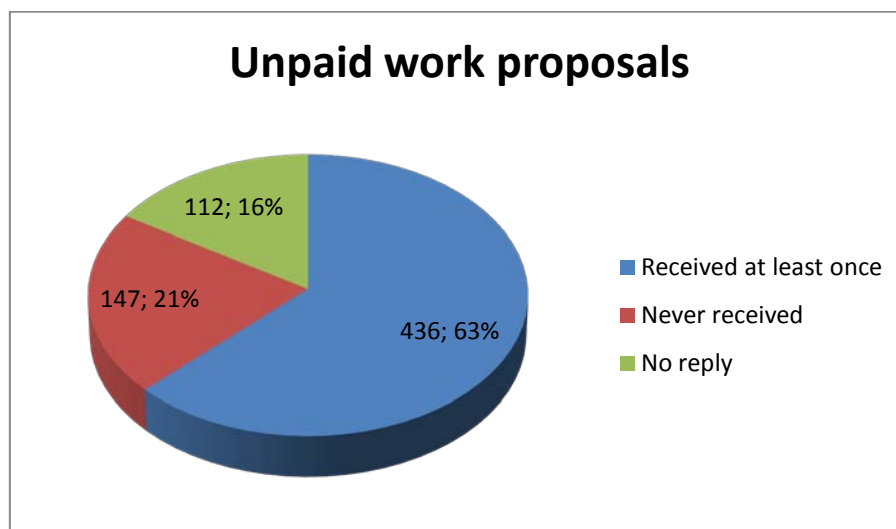


Figure 68 Unpaid work proposals received by archaeologists.

Unpaid work and volunteers (not necessarily educated in archaeology) can sometimes be used by local administrations or institutions for activities related to promotion, maintenance, and custody of the archaeological heritage.

Something similar happens in other European countries, where some are worried about the risk of reduction in the archaeological labour market and the devaluation of qualifications and expertise achieved by professional archaeologists (HARDY 2014).

## Market confidence

We asked to archaeologists whether they think there will be more or less archaeologists in a three years time:

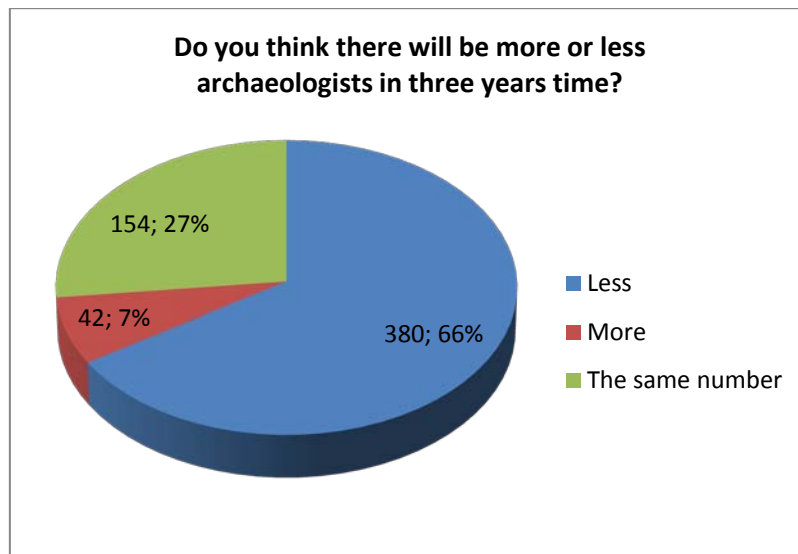


Figure 69 Prevision of number of archaeologists in a three years period.

From the graph it's clear how two thirds of respondent archaeologists think that in a three years period the number of professionals will be less than now.

This data should be compared with another question asked to archaeologists:

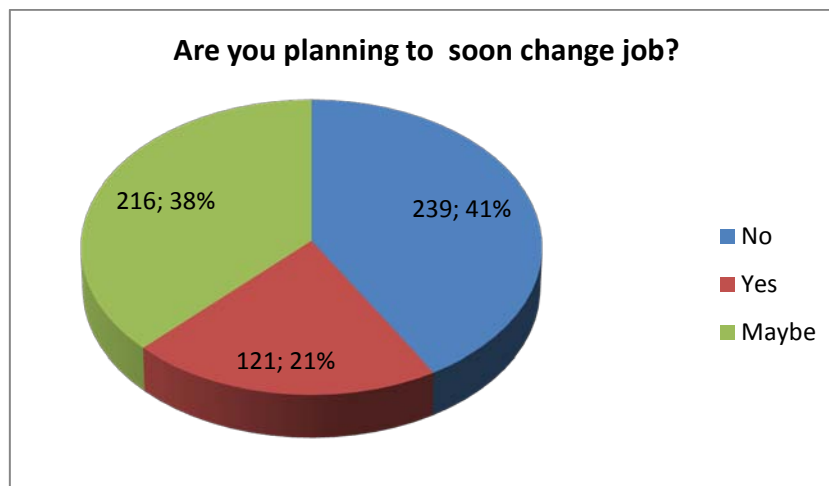


Figure 70 Prevision to change job in the next future.

Percentage of respondents thinking to change job in the next future is 21%, corresponding to 763 real calculated according to calculation proposed in this report (121 is 17,44% of total 695 respondents to the questionnaire, about 763 of the calculated 4382 active archaeologists now in Italy).

Even though only an half of who responded to be in doubt to abandon profession in the next future (38% of respondents, corresponding to 1358 real numbers) chose to, next year could abandon profession one third of the whole archaeological population, corresponding to about 1442 units (763 + 1358/2); considering that yearly Universities are supplying to market about 1100-1200 new archaeologists (infra Universities), the risk that in the next years the number of archaeologists will drop is real.

Lastly, we asked to archaeologists if the abandon of the profession will be lived as a choice or as an obligation::

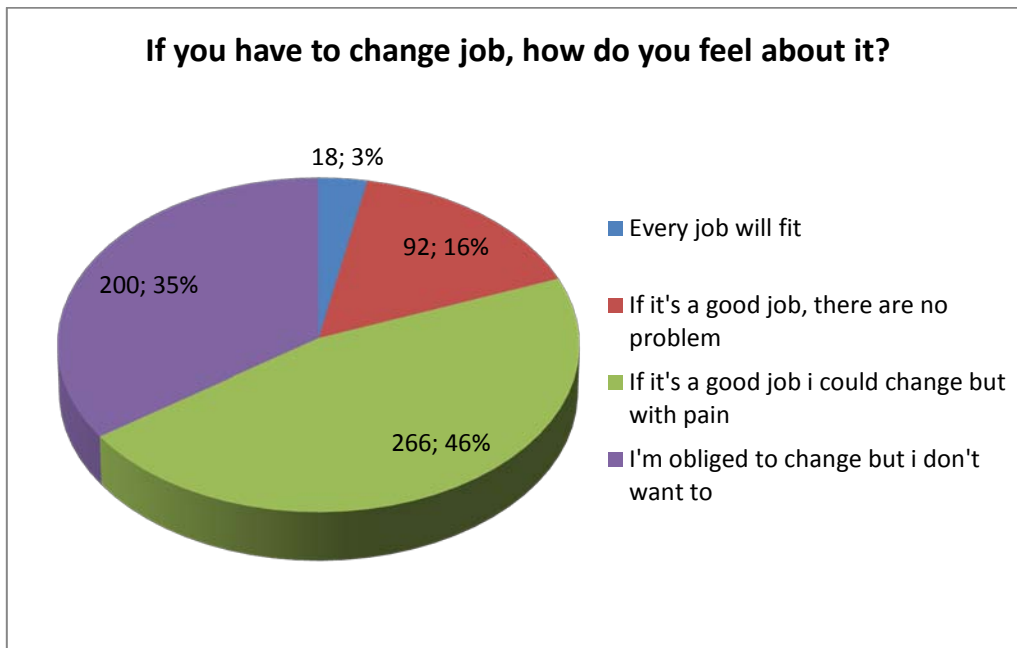


Figure 71 Attitude of archaeologists to change job.

Only 19% of respondents declares to have no problem in changing job, while 81% could live this with pain and 35% could change only if obliged.

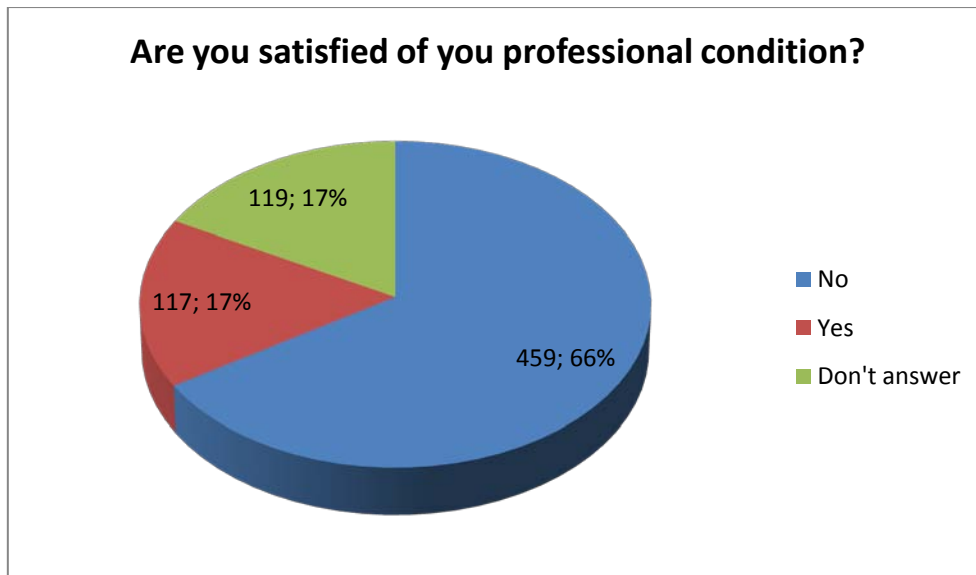


Figure 72 Professional satisfaction.

Two thirds of archaeologists declare themselves not satisfied of their professional situation and also in the vision of future optimism is not winning:

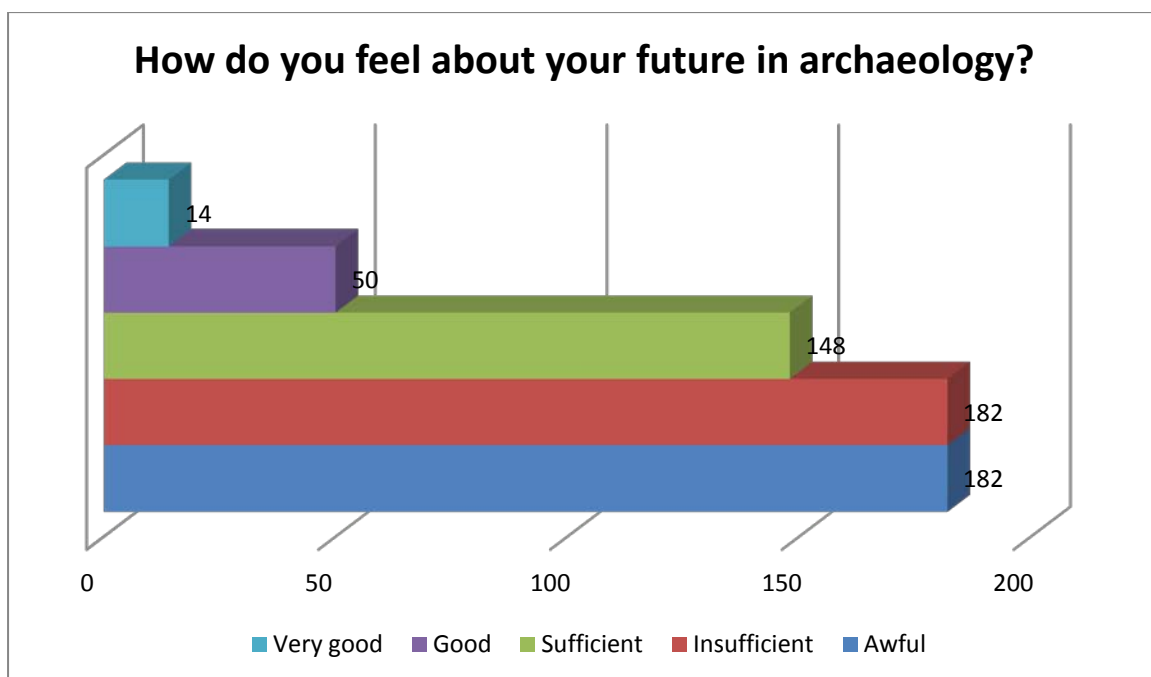


Figure 73 Opinion about own future in archaeology.

About 63% of respondents see as awful or insufficient his own future in archaeology, while 37% declare himself sufficiently or very confident in the future.

E.C.

# Chapter 5: Jobs

## Places and fields of jobs

The respondents' answers allowed information on their fields of work to be collected:

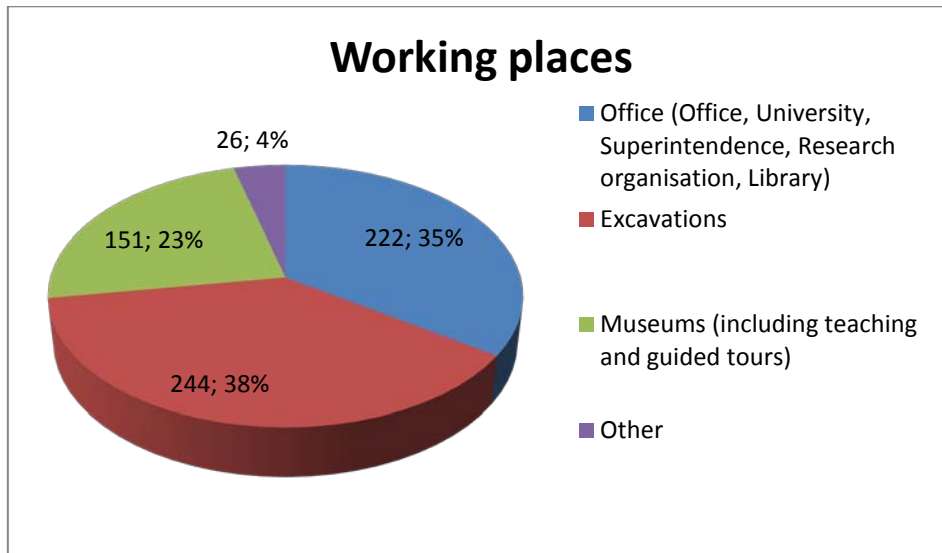


Figure 74 Archaeologists' distribution by field of work.

A good number of archaeologists work in field archaeology (38%), while almost as many indicate an office as their place of work, as in a place in which they carry out activities relating to preservation and research (within University, libraries, research institutions, Superintendencies). Lastly, 23% of them state they work in museums as custodians or in visitor/user or education services or as tourist guides (in the latter occurrence they can work in more than one museum and archaeological site).

Respondents also listed the organisations they usually work for or with:

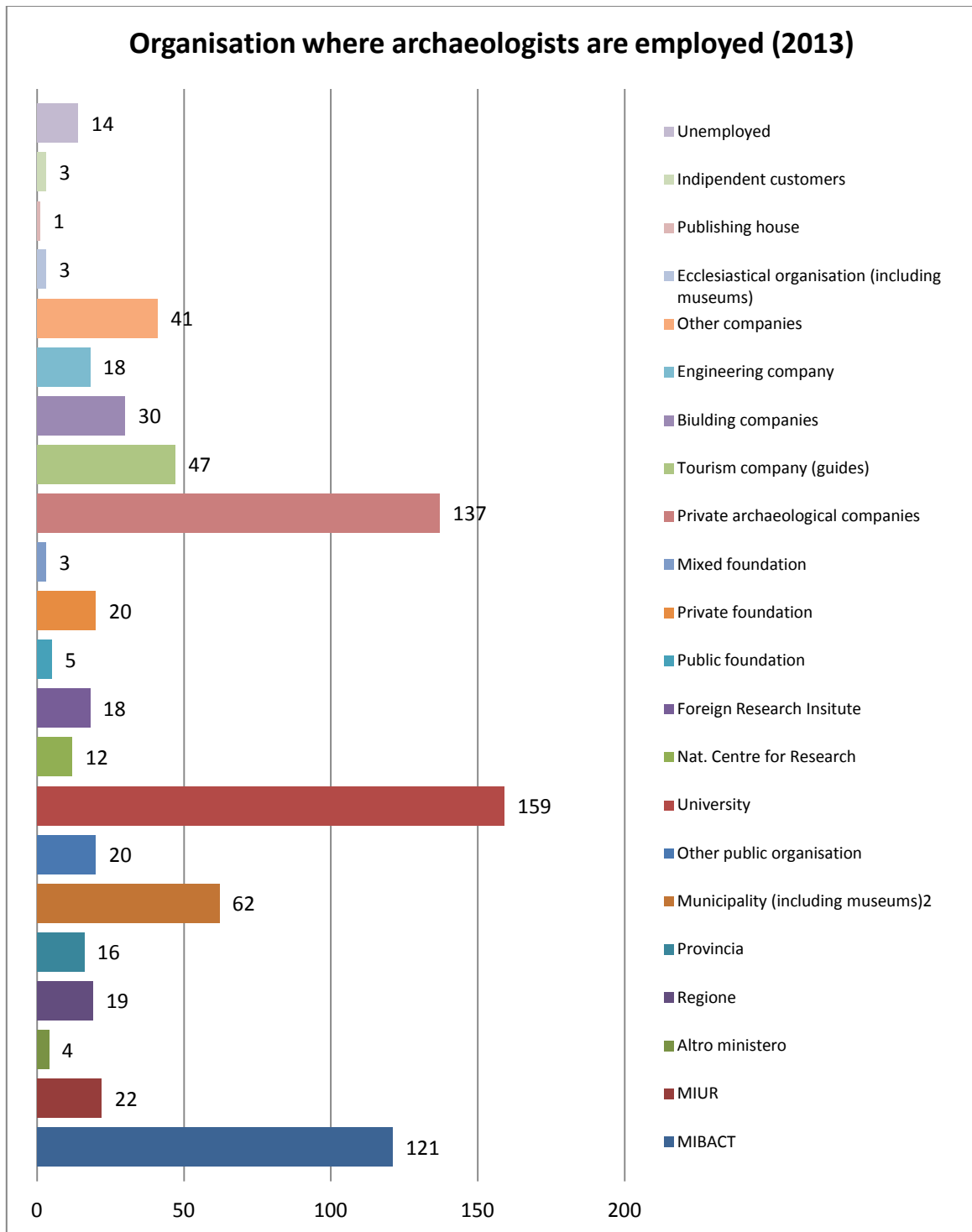


Figure 75 organisations for which archaeologists worked during the year: it was possible to indicate more than one.

The main three employers/clients are Universities, private archaeological organisations and the MiBACT. Local public institutions such as local municipalities, Provinces, Regions, etc., come second with 117 answers. Archaeologists are also employed by organisations working in the tourism sector, both in sites management and as guides or educators. Other fields of occupation follow, of whom it is interesting to mention private societies, construction companies, engineering firms, all organisations that are not directly managed by



archaeologists nor properly operating in the archaeological field, but with whom archaeologists often find themselves working, especially for services related to consulting for territory management and planning.

## Salaries and earnings

In Chapter 1 the data about archaeologists' earnings for the tax year 2012 were presented without further specifications. On average, in 2012, archaeologists earned 10,687 € *per annum*, a little over the average archaeological salary of previous years: 10,389 € in 2010; 1,0318 € in 2008.

The median (10,400 €), corresponds to these figures, while a good part of the respondents (93 of 351) stated they earned less than 5,000 €.

In this paragraph salaries will be broken down by categories, for fulltime and part-time employees and according to types of contracts.

These data were collected using the salaries of the most common categories of workers within the individual respondents (employees of the MiBACT, Universities and private archaeological organisations) which represented the most reliable statistical samples:

Full time workers earnings on working organization basis (2012)				
	More than 1 employer/client	Companies workers (>75%)	University workers (>75%)	Mibact workers (>75%)
Average	14253	11575	19897	20560
Minimum	0	0	0	0
First 10%	720	3000	3200	4760
First quartile	4375	4000	11500	19625
Median	10000	11500	19000	22000
Third quartile	20000	15000	26500	24500
Last 10%	28283	22000	36400	29234
Maximum	120000	30000	70000	36000

Table 29 2012 earnings of the workers employed whose samples were considered most reliable.

Only the answers of the fulltime employees who indicated their 2012 income were used; if a main employer had been indicated in the questionnaire (from which the archaeologist earned at least 75% of their annual pay) the worker was assigned to one specific type of organisation; otherwise, the worker was assigned to a "more than one employer/client" category, shown in the first column of the table. The numbers of those archaeologists who stated they were employed by less frequent types of organisations within the sample were too low to guarantee reliable statistical data, although their salaries have been used to estimate the general average income.

The following table shows the range of earnings for this latter category of workers:

Archaeologists working with other organizations (2012)		
Organizations	Number of responses	Earnings' range
Local authorities	4	5000-30000 €
Tourism companies	3	2500-20000 €
Public companies	2	0-6000 €
Construction and engineering companies	3	10000-30000 €

Table 30 Professional archaeologists whose earnings come mainly from other organisations/clients (2012).

Table 30 shows that fulltime workers' earnings were on average 15,566 € *per annum*, 50% higher than the median of all individual respondents' income. The two organisations that guaranteed the highest salaries were Universities (21,106 €) and the MiBACT (20,506 €). The lowest salaries are those paid by archaeological private organisations to their employees or collaborators, with a median of 11,575 €. Slightly under the national median are the salaries of workers who had more than one employer/client: on average, they earn annually 14,253 €, but some of the archaeologists included in this category can reach the highest salary registered, 120,000 €. In this category of workers, however, the lowest median is also registered: 10,000 €.

It appears then that half of the archaeologists working for more than one organisations earn less than 10,000 €, while the other half earn more, with a general median of 15,000 €.

25% of all archaeologists earn less than 5,000 € *per annum*, which is rather low if we consider that these are fulltime workers. The richest 25%, instead, earn at least 22,000 €.

Earnings by type of contracts (2012)				
	Permanent contracts	Fixed term contracts	Freelance/project basis contracts	Total
Average	24906	14671	13071	16178
Minimum	1400	600	0	0
Lowest 10%	15000	3108	1700	3000
First quartile	19850	6000	4575	6000
Median	23000	12000	10000	15000
Third quartile	30000	20000	17000	22515
Highest 10%	33647	30000	33720	30000
Maximum	70000	50000	120000	120000
Total number	43	47	98	188

Table 31 2012 earnings by types of contract.

In the highest ranks of salaries, of course, the permanent contract employers can be found, with a median of 24,906 € *per annum*. Fixed-term contract employees follow (14,671 €), and finally freelancers (13,071 €).

While the highest range of income in all three categories are quite similar (the richest quarter earns at least 30,000 €) it is in the lowest levels that the biggest differences can be found: 50% of permanent contract workers earn at least 23,000 €, while fix-term employees earn 6,000 € and freelancers 4,575 €.

This variance is very clear in the graph below:

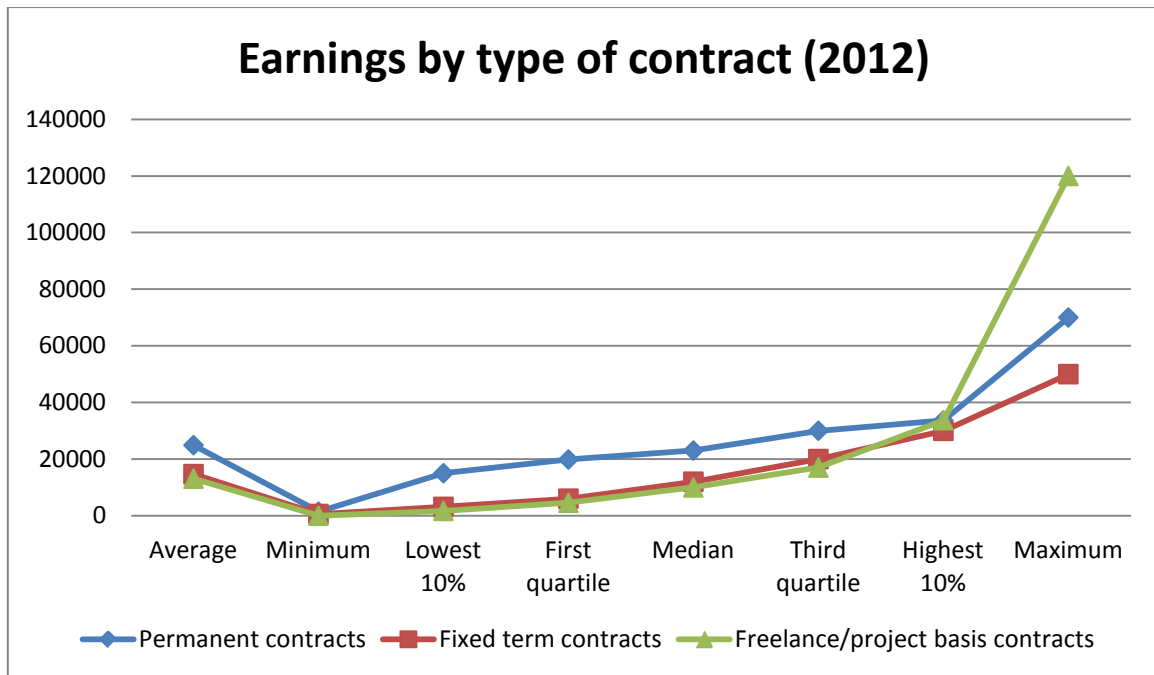


Figure 76 2012 earnings by types of contract.

The statistics for 2008 and 2010 are shown below. Only archaeologists who indicated a salary received from archaeological activities for more than 50% were considered fulltime workers:

Earnings by type of contracts (2008)				
	Permanent contracts	Fixed term contracts	Freelance/project basis contracts	Total
<b>Average</b>	21709	12718	14953	15665
<b>Minimum</b>	1000	400	0	1000
<b>Lowest 10%</b>	10000	3700	4000	4000
<b>First quartile</b>	16875	7000	6000	7000
<b>Median</b>	20000	13000	12000	15000
<b>Third quartile</b>	26250	20000	20000	20000
<b>Highest 10%</b>	29900	20880	30000	28900
<b>Maximum</b>	65000	28000	50000	65000
<b>Total number</b>	28	33	101	162

Table 32 2008 earnings by types of contract.

<b>Earnings by type of contracts (2010)</b>				
	<b>Permanent contracts</b>	<b>Fixed term contracts</b>	<b>Freelance/project basis contracts</b>	<b>Total</b>
<b>Average</b>	23249	12806	11452	15170
<b>Minimum</b>	400	0	0	0
<b>Lowest 10%</b>	16224	1900	1840	3440
<b>First quartile</b>	18800	18000	4116	7000
<b>Median</b>	21000	13000	10000	15000
<b>Third quartile</b>	28000	18000	16000	20000
<b>Highest 10%</b>	31100	20880	20000	28000
<b>Maximum</b>	67000	36000	75000	75000
<b>Total number</b>	36	33	109	178

Table 33 2010 earnings by types of contract.

As it can be seen, there was a constant increase in the average earnings of fulltime employees (around 3,5% per year), and a good raise was also registered in the salaries of fixed-time employees in the last two years (7% per year between 2010 and 2012). As for freelancers, there was a decrease in their earnings between 2008 and 2010 (around 23% in two years), only partially compensated in 2012 (14%) with a loss, on average, between 2008 and 2012, of 1,882 € of annual income.

Comparing the average salaries of three years:

<b>Compared earnings 2008 – 2010 – 2012 for all categories of archaeologists</b>			
	<b>2012</b>	<b>2010</b>	<b>2008</b>
<b>Average</b>	16178	15170	15665
<b>Minimum</b>	0	0	1000
<b>Lowest 10%</b>	3000	3440	4000
<b>First quartile</b>	6000	7000	7000
<b>Median</b>	15000	15000	15000
<b>Third quartile</b>	22515	20000	20000
<b>Highest 10%</b>	30000	28000	28900
<b>Maximum</b>	120000	75000	65000
<b>Total number</b>	188	178	162

Table 34 compared salaries of 2008, 2010, 2012.

On average, archaeologists' income between 2008 and 2012 raised 3,15%.

Taking into consideration only fulltime workers, though, it is apparent that the average salary of archaeologists in 2012 was 18% lower than the average salary of the whole Italian workforce, estimated for 2012 in 19,750 € *per annum*: permanent employees' salaries are on average 26% higher than the average national equivalent, while fixed-term contracts employees and freelancers' are lower, respectively, of 25,7% and 33,8%.

## Earnings distribution

We asked archaeologists to identify, in percentage, how their earnings had been composed in the last tax year (2012):

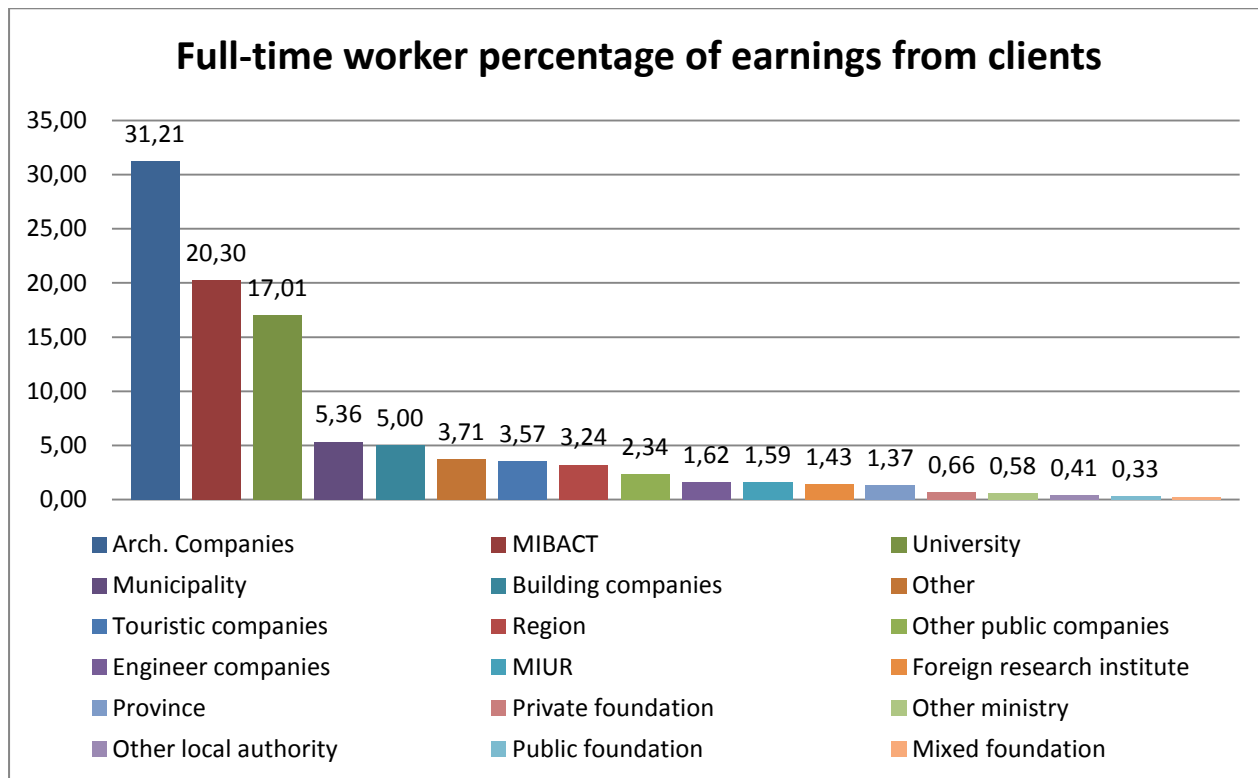


Figure 77 Full-time workers' earnings from different employers/clients.

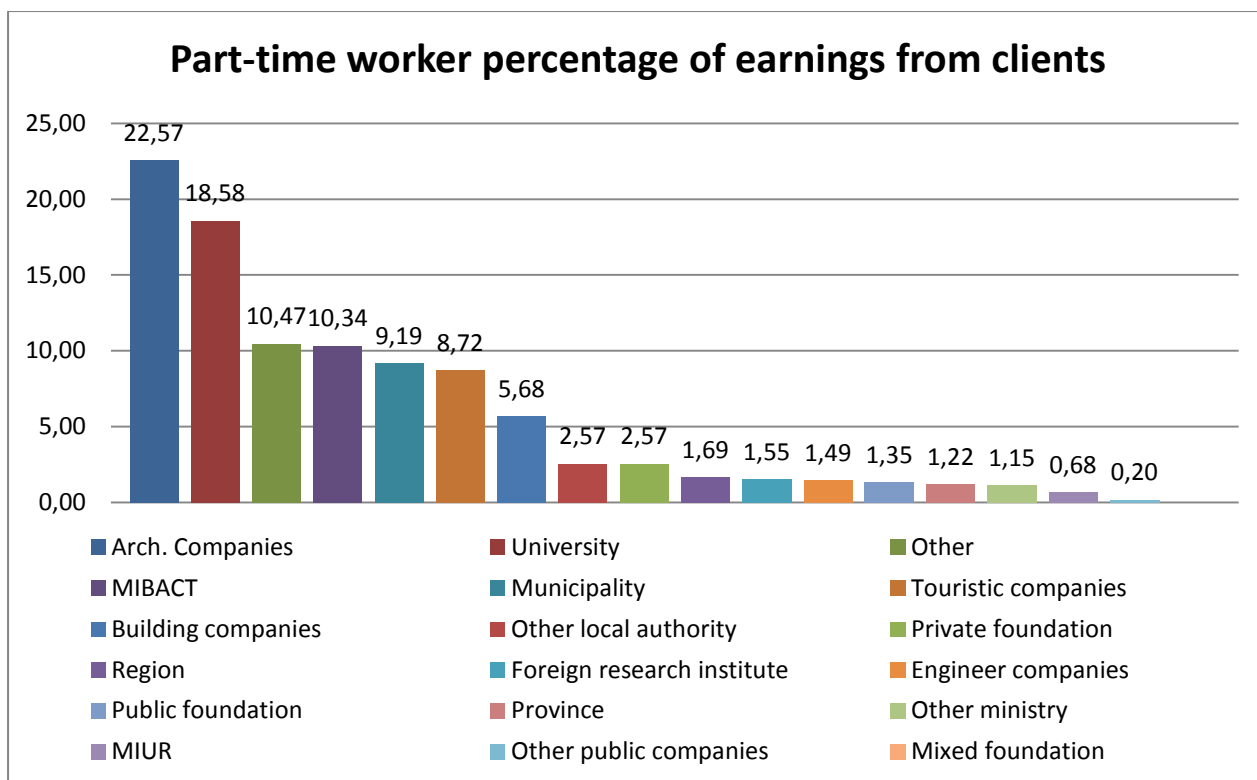


Figure 78 Part-time workers' earnings from different employers/clients.

These data have been broken down in two graphs, one for fulltime workers, the other for part-time workers: archaeological private organisations score the first place as employers, but in different rates in the two categories (31,21% in the first one, 22,57% in the second), a clear sign that the type of work these organisations require from their employees/collaborators is mostly fulltime.

The same can be said for the MiBACT (second main employer for fulltime workers, 20,3%, fourth for part-time workers, 10,34%). As far as a private organisations working in tourism are concerned, the data are inverted (8,72% part-time workers, 3,57% fulltime workers), and the same has to be said for local municipalities (respectively 5,36% and 9,19%). As it is to be expected, part-time workers also indicate a higher portion of their total earnings (10,47%) coming from non-archaeological activities compared to fulltime workers (3,71%).

When the question about earnings was asked, not as specifically, for previous years, 2010 and 2008, the results were very different:

Source of earnings (2008-2010)				
	2008		2010	
Source of earnings:	Archaeology	Other	Archaeology	Other
Average	73,28	26,72	71,4	28,6
Median	90	10	90	10
No earnings:	32		26	
Total responses :	373		448	

Table 35 Archaeologists' earning in 2008 and 2010.

Earnings from non-archaeological activities were on average, for those years, 70% of the total, with a grouping of values around 90% and 10% (meaning that archaeologists either earned more than 90% of their income from non-archaeological works or that they earned less than 10% from these). Workers who, in both categories, indicated no earnings from archaeology, have been excluded from this estimate.

The difference with data for 2012 is extremely marked. In 2012 only 10,47% of part-time workers and 3,71% of fulltime workers indicated “other” as source of their annual income. This vast variance is not explainable with a growth of the archaeological market in the past two years: it is possible, then, that when answering the generic question about their earnings in 2008 and 2010 the perception prevailed that some jobs (such as that of tourist guide) could not be considerate as truly archaeological in nature.

## Earnings by gender

Graph 77 show a strong variance in the income between women and men for all types of contracts:

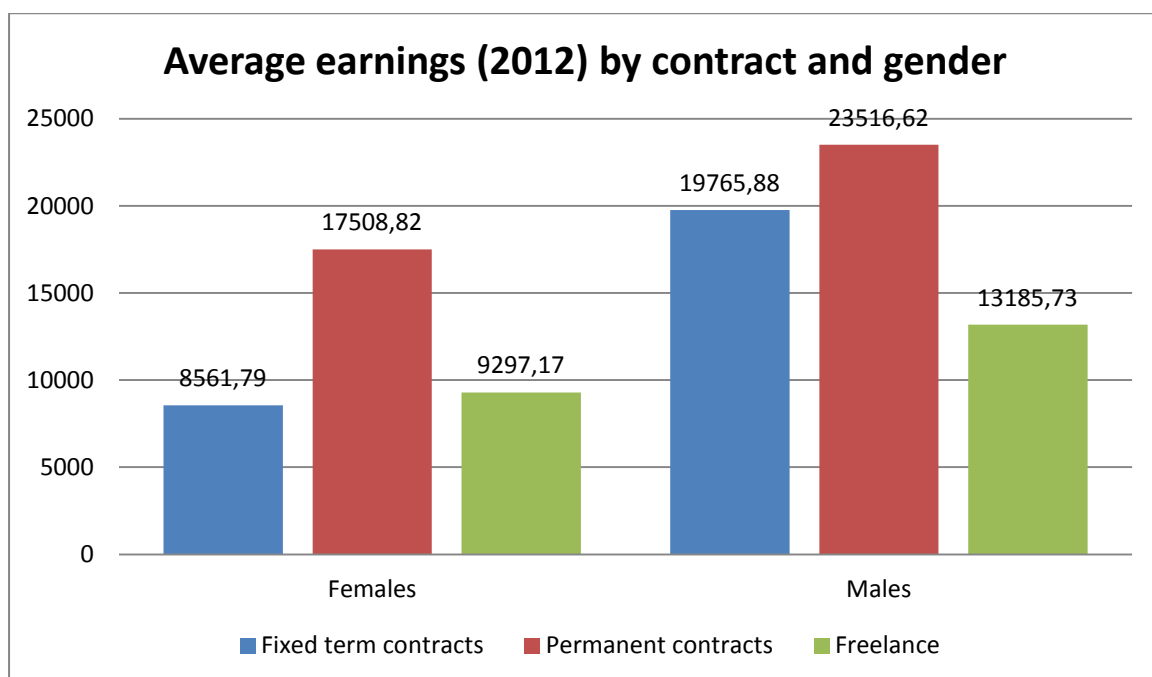


Figure 79 Average earnings (in Euros) by gender and types of contract.

The graph shows all the average annual salaries calculated thanks to the answers provided by both fulltime and part-time workers.

A table relating only data for fulltime workers, distributed by gender and type of contract was then elaborated:

2012 earnings by type of contracts and gender										
	Permanent contracts			Fixed term contracts			Freelance			Total
	Females	Males	Total	Females	Males	Total	Females	Males	Total	
Average	23107	27179	24906	12681	17172	14671	10714	17714	13071	16178
Minimum	1400	14470	1400	2500	600	600	0	0	0	0
Lowest 10%	2600	15000	15000	3180	3000	3108	800	1000	1700	3000
First quartile	19000	20000	19850	5000	3500	6000	3800	6500	4575	6000
Median	23000	27000	23000	11000	13500	12000	10000	14000	10000	15000
Third quartile	30000	30000	30000	22000	30000	20000	15000	22000	17000	22515
Highest 10%	36000	34000	33647	25000	37000	30000	22000	30000	33720	30000
Maximum	38000	70000	70000	40000	50000	50000	33000	120000	120000	120000
Total responses	24	19	43	29	18	47	65	33	98	188

Table 36 2012 salaries (in Euros, only fulltime workers) distribution by gender and type of contract.

The variance is quite apparent, especially for the highest ranges of salaries, which should be linked to job positions entailing more responsibility in different fields (from the median rate onward). On average the variance between the genders for permanent contract employees is about 15%, for fixed-term contract employees is about 26%, and for freelancers is about 39,5%.

It is clear that the more rights and benefits a type of contract guarantees, the more steady the balance between the salaries of female and male workers.

## VAT Numbers and rates

Freelance archaeologists (whom are variously identified as “freelance professionals” or “autonomous workers” or “external collaborators” where public local authorities are involved) do not have a binding rate-table they can use as a reference for their prices. Some rate-tables do exist, and they are used by some local Superintendencies (such as the so called “SAP1992”, 54-60) but they are not compulsory. Normally, the clients, be that public or private, are the ones that decide the rates according to the budget available at the moment or other criteria.

A few years ago some of the professional associations created two rate-tables to be used as a reference based on the type of job and the activities it entailed (CIA 2006 and ANA 20011). For the creation of the rate-table for freelancer archaeologists the Italian Confederation of Archaeologists (CIA) used as a reference the salaries agreed on in the National Collective Labour Agreement (CCNL) for employees of the construction sector with similar activities. It is hard to record the actual use of such references, both by public and private clients, because they are not compulsory and because in the market the lowest possible rate usually prevails.

To this day, surveys on the rates currently applied for freelancer archaeologists do not exist, bar a few data that can be extrapolated from regional surveys (Archeostats 2012).

However, the network set up by the professional associations operating in Italy showed that there is a large variance in the daily rates paid to archaeologists, from a maximum of 250 € + VAT to a minimum of 50 € + VAT.

As an example, using these rates to calculate a month salary we have:



Daily wage		Taxes			Monthly wage (22 working dd.)
		Social security	Withholding tax	VAT	
Maximum	250	Minimal income tax regime			3756,5
		-26,70%	- 5% substitute	---	
		Standard tax regime			2766,5
		-26,70%	- 23% (min.)	22% to give back every 3 months	
Minimum	50	Minimal income tax regime			751,3
		-26,70%	- 5% substitute	---	
		Standard tax regime			553,3
		-26,70%	- 23% (min.)	22% to give back every 3 months	

Table 37 Comparison between daily and monthly wages on tax regime basis.

Where: VAT = Value Added Tax; INPS = National Social Security Institute; IRPEF = Individual Income Tax. The calculation considers all the working days in a month (22).

The VAT (22% rate up to March, 3<sup>rd</sup> 2014) was not included in the calculation since VAT registration number holders usually list it in their bills but actually pay it to the State every three months. Those workers who instead chose the so called “minimum tax regime” do not pay any VAT, and the IRPEF tax rate is cut for them from 26% to 5% if their income does not exceed 30,000 € pre-tax *per annum*.

The majority of freelancer archaeologists state that they were unable to propose their own rates:

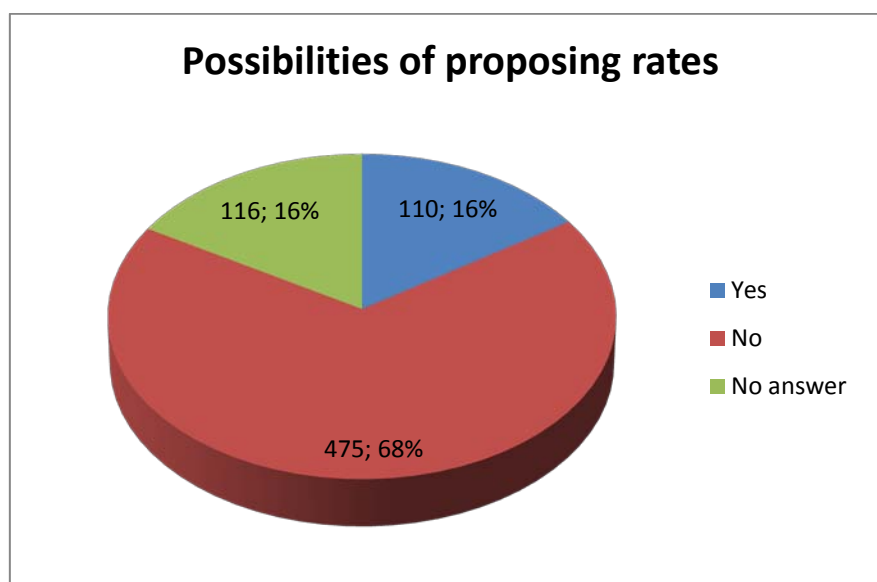


Figure 80 possibilities of proposing their own rates to the clients/employers.

For over 2/3 of the respondent archaeologists, in fact, their working rates had been imposed by their clients/employers, who, sometimes, even ask for unpaid work (see below, *Volunteers*), and one possible reason for this can be the aforementioned lack of an approved rate-table to use as reference.

In general, archaeologists have low bargaining power when it comes to their contracts and this is shown by the average salaries in the private sector (Table 18).

## Entrance in the labour market

When asked how they first entered the archaeological labour market, archaeologists answered as follow:

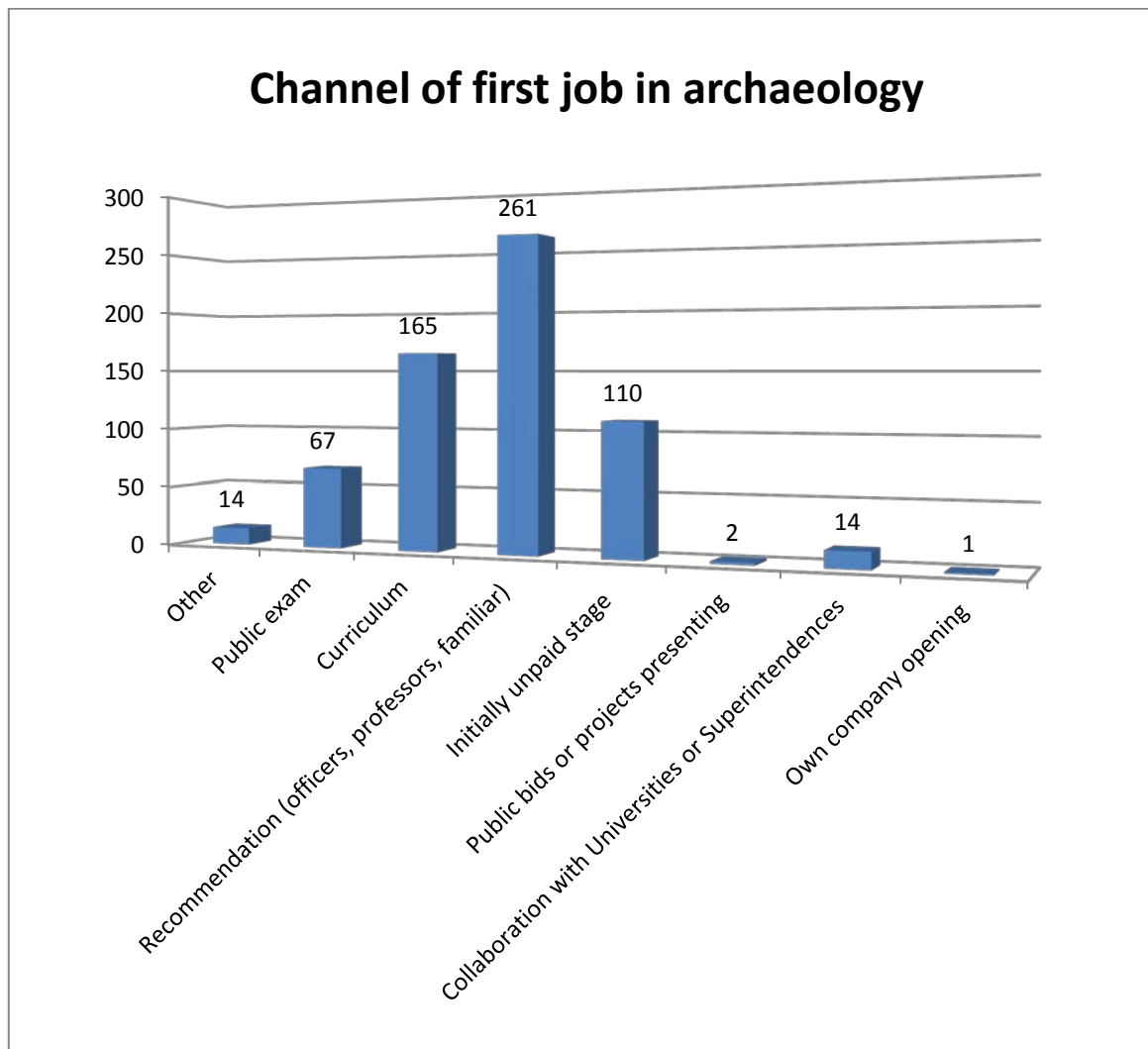


Figure 81 way in which they first entered the archaeological labour market.

The majority of respondents declared they first started working thanks to knowing a public officer, a university Professor or an acquaintance in the labour market (261 of 634 respondents); a second group started working after sending in their CVs (165), and a third group after an unpaid internship in an institution/organisation (110).

Only employees in public administration started working after passing a public competition exam.

It should be noted that the question was about how they first started working and not how they started working in their current position.

It seems, then, that the direct acquaintance is the common way of entering the archaeological labour market, for all categories of respondents.

We also asked private organisations how they hired their employees/collaborators:

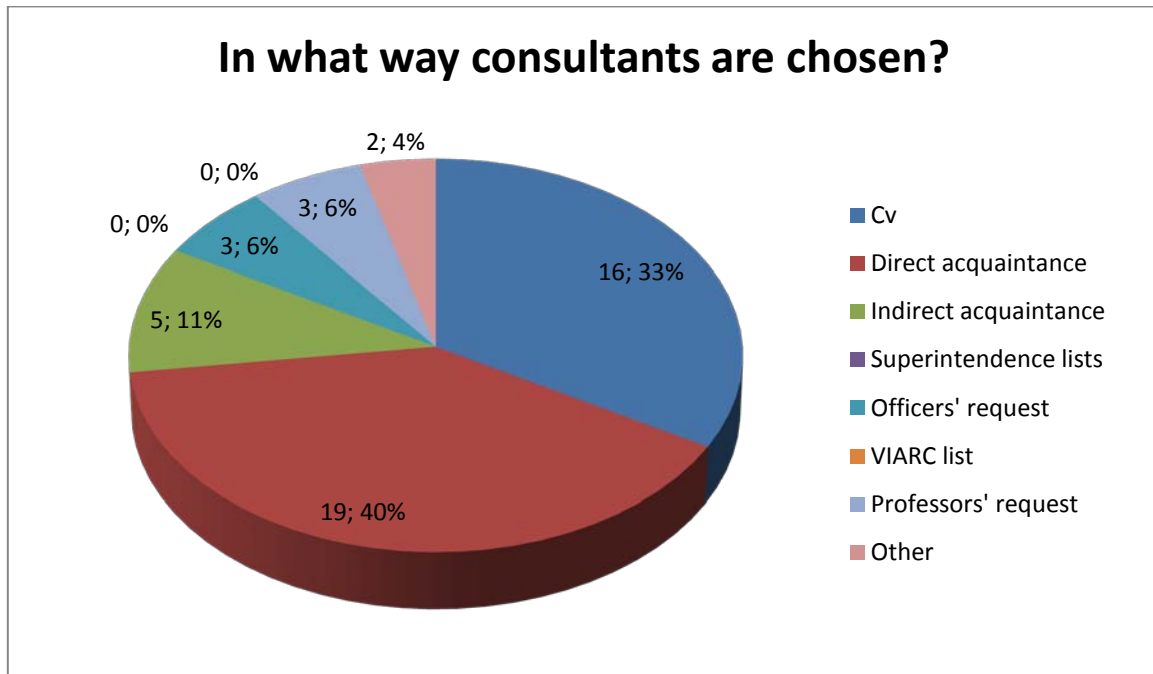


Figure 82 how private organisations hire their staff.

The graph shows that private organisations decided to hire 23% of their staff based on the recommendation of a trusted public officer; 36% were hired because of a direct relation with the private clients and 22% thanks to competitive bid calls.

11,1% were hired from lists drafted by local Superintendencies of trusted collaborators', and 8,9% thanks to the organisation members' inclusion on the list of archaeologists entitled to write VIArch's.

In the 1993 book *"The degree does not make the archaeologist"*, already mentioned in this report, the situation of the early 1990s is described. At the time professional archaeology, as in archaeological practice outside the traditional channel of the Ministry (in 1986 MiBACT had 609 collaborator archaeologists officially listed: cf. *"The degree does not make the archaeologist"*, 54), was becoming more and more common. Pages 54-60 talk about the working conditions of these "external collaborators" of local Superintendencies, describing salary conditions and types of applied contracts.

A large part of the text focuses on how collaborators were chosen. In 1993 it was the public officer who had been appointed to supervise on behalf of the local Superintendence. The officer also took care of the economical aspects of the job, which were then regulated using as references the aforementioned rate-tables, thus binding the payments to the quality of the work and the deliverance of the scientific recordings (an example is circular No. 7159 of May, 5<sup>th</sup> 1991, of the then-Archaeological Superintendence of Rome).

In those same years the custom for Superintendencies to directly indicate a trusted archaeologists for the job and handle all the economic part of the contract, was finally regulated by a series of official circulars which, *de facto*, excluded the possibility of doing so.

In reality, though, the custom to point out a trusted archaeologist remains, although no longer in an official fashion.

To this day, an effective way of regulating the direct selection of archaeologists or private organisations by a client does not exist, and this is an issue which impairs the correct development of the archaeological profession and its autonomy from the authorities that control and manage the preservation of archaeological heritage.

The situation of public administration employees works in a different way: as seen, the access to a job position, either with a permanent or a fixed-term contract, is decided through public competitions. These can either take into consideration both the applicant's qualifications and their results in a public examinations (as for the public competition to become employee of the Ministry in 2008) or only their qualifications (as is the case to become employees of the regional departments of cultural heritage in Sicily, an autonomous region with Special Statute).

The appointment of a job for collaborators outside of the public administration is ruled by Legislative Decree No. 165 of 2001 (section 7, subset. 6 and 6-*bis*) which entails, for activities requiring particular specialisation in the field, a public bidding competition call. This procedure is always applied by Public Schools for every teaching assignment to external experts, and by public institutions for assignments of jobs in the archaeological field.

For jobs worth less than 40,000 € Legislative Decree No. 163/2003, also known as "Public Contracts Code", requires the Project Manager to proceed with a direct call of the chosen assignees (section 125), according to autonomous choice criteria.

## **Maternity/paternity leave**

Paid maternity leave is provided by the State through the National Social Security Institute (INPS), as ruled by Legislative Decree No. 151 of March, 26<sup>th</sup> 2001 "Consolidation Act of the provisions on maternity's and paternity's safeguard and support".

The provisions are:

- 1) Advanced Maternity Benefit and Interdiction from work (for pregnant women only) for female employees;
- 2) Statutory Maternity Pay (for pregnant women only) for female employees. For autonomous female workers only if they possess adequate contribution requirements, and for 5/12 of the income of the previous year;
- 3) Paid daily time off for breastfeeding breaks (for both parents) for female and male employees;
- 4) Maternity and Paternity Leave (for both parents) for female and male employees;
- 5) Paid time off on case of illness of the child (for both parents) for female and male employees;
- 6) Family allowances (for both parents);
- 7) Dependent children tax credits.

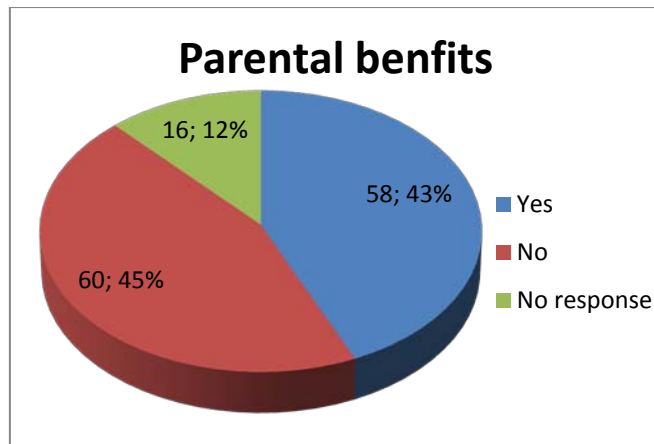


Figure 83 Total percentage of archaeologists with dependent children who accessed parental benefits.

The majority of archaeologists who are parents did not access the parental benefits provided by the State because they were not employees (either with a permanent or a fixed-term contract):

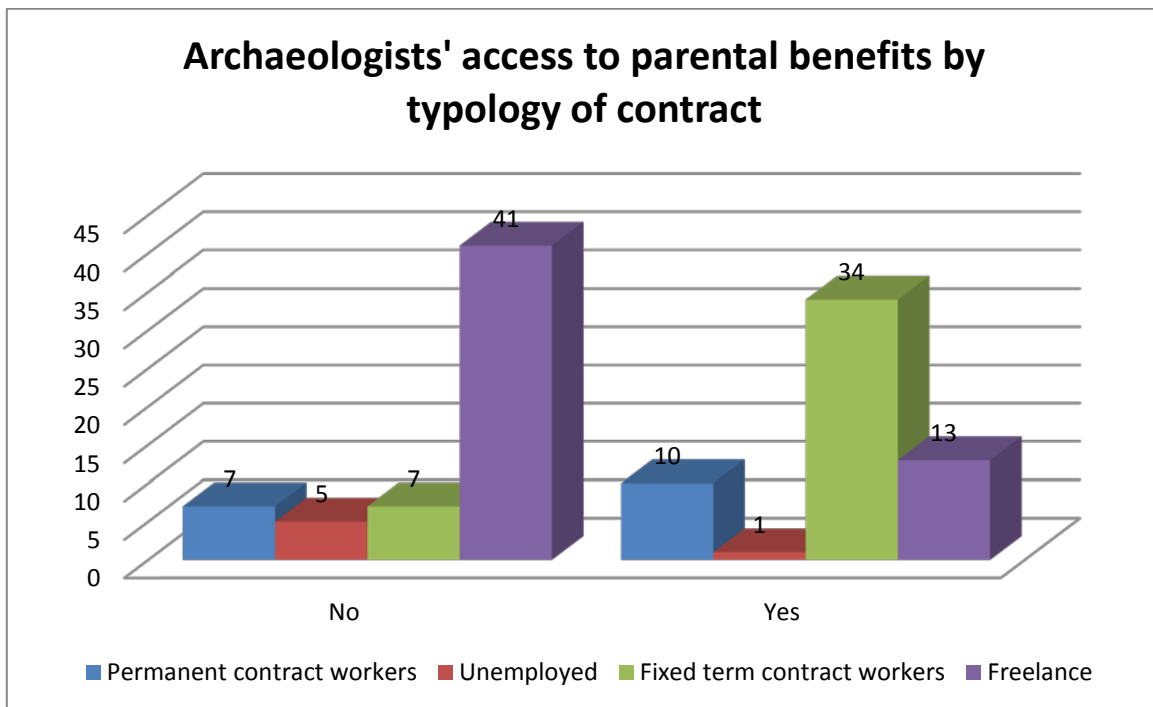


Figure 84 Total number of archaeologists with children who accessed parental benefits.

The two highest columns represent the freelancer workers who did not access any parental benefit (41) and the permanent contract employees who did (34).

Particularly, regarding point one “Advanced Maternity Benefit and Interdiction from work”, the aforementioned Legislative Decree No. 151, forbids to a pregnant worker to access any kind of construction site: a pregnant archaeologist who has been working on a construction site must give up the job, long before the benefits of point one apply, which means she

loses these benefits. In fact, if she continued to access the construction site, she would violate security rules and expose herself and her employer to penalties.

The relationship between the archaeological profession and parenting has never been subject to detailed studies, but tales from parents and shared experiences are available (like in the Facebook group “Archeomamme e Archeopapà” and in Zirone 2011).

## Workplace accidents

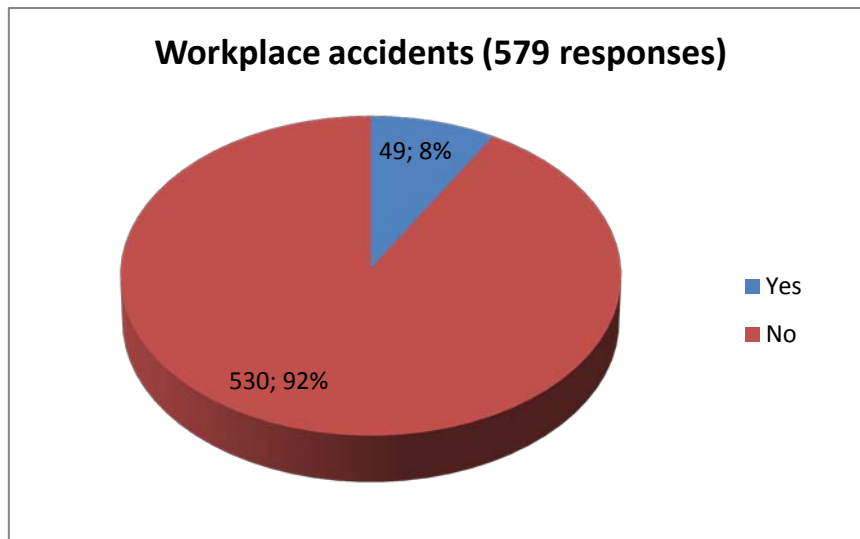


Figure 85 workplace accidents.

Of the 579 respondents to the question of whether they have ever had accidents in the workplace only 49 people (8%) answered in the positive:

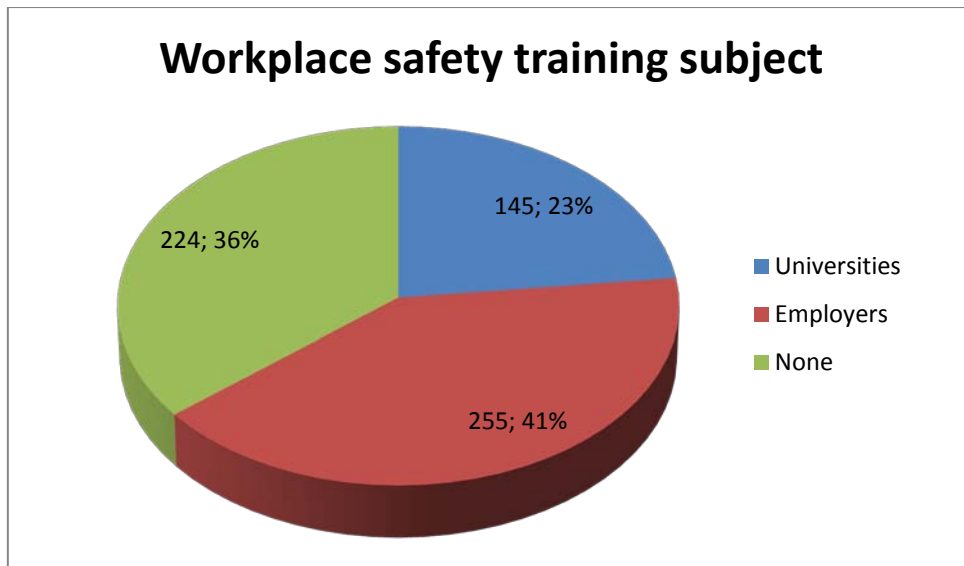
	Accident severity	
	Permanent inability	Difficulties to find a job
Yes	2	8
No	47	41

Table 38 Workplace accidents severity.

If we consider that the average length of activity as an archaeologist to date for Italian archaeologists is 11 years (see below), the rate for accidents during work is 0,72% per year, much lower than the national median (2,3-2,5%).

Of the 49 people who answered in the positive, only two stated that they suffered a permanent disability in consequence of their accident, but eight more declared that they have had some hurdle in finding a new job afterwards: it is apparent that these accidents did not have disabling consequences on the day-to-day life of these people, but they can be qualified as impediments to their normal archaeological activity, especially considering how important field work is in the profession.

We also asked archaeologists if they had received training on workplace safety and by whom:

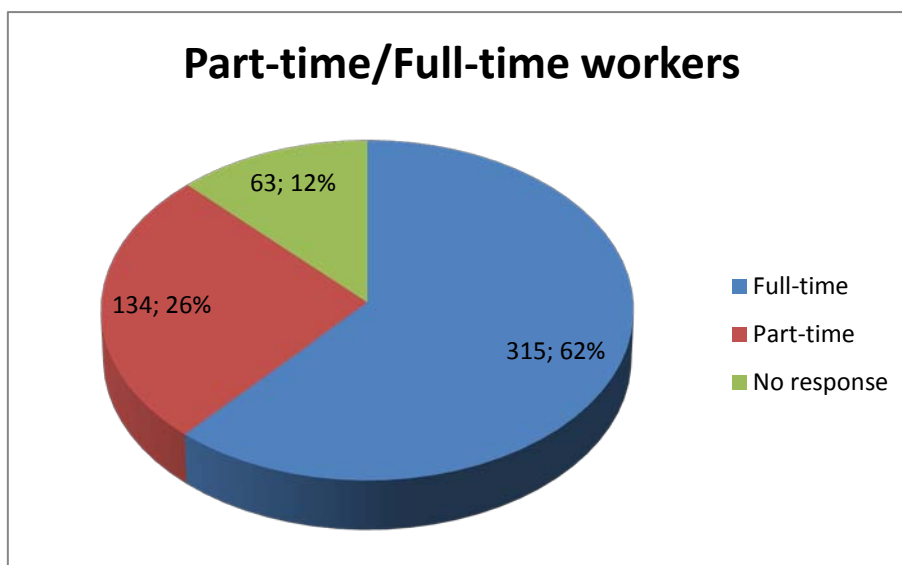


*Figure 86 Workplace safety training.*

The graph shows that Universities offered training on workplace safety for a little under a quarter of working archaeologists; 41% of them were trained in the subject by their employers instead, and 36% of workers had not received any training.

Given the nature of the profession, the gap in training can be rightly considered as the biggest contributor to a lack of knowledge, and yet it is only rarely fulfilled thanks to courses held on a regular basis by different professional associations (see also OSAL 2011).

### Full-time and part-time work



*Figure 87 Full-time and part-time work, all staff.*



Only 26% of respondents to this question are part-time workers. For the majority of our sample (62%) the archaeological profession is a fulltime job that occupies all of their working day.

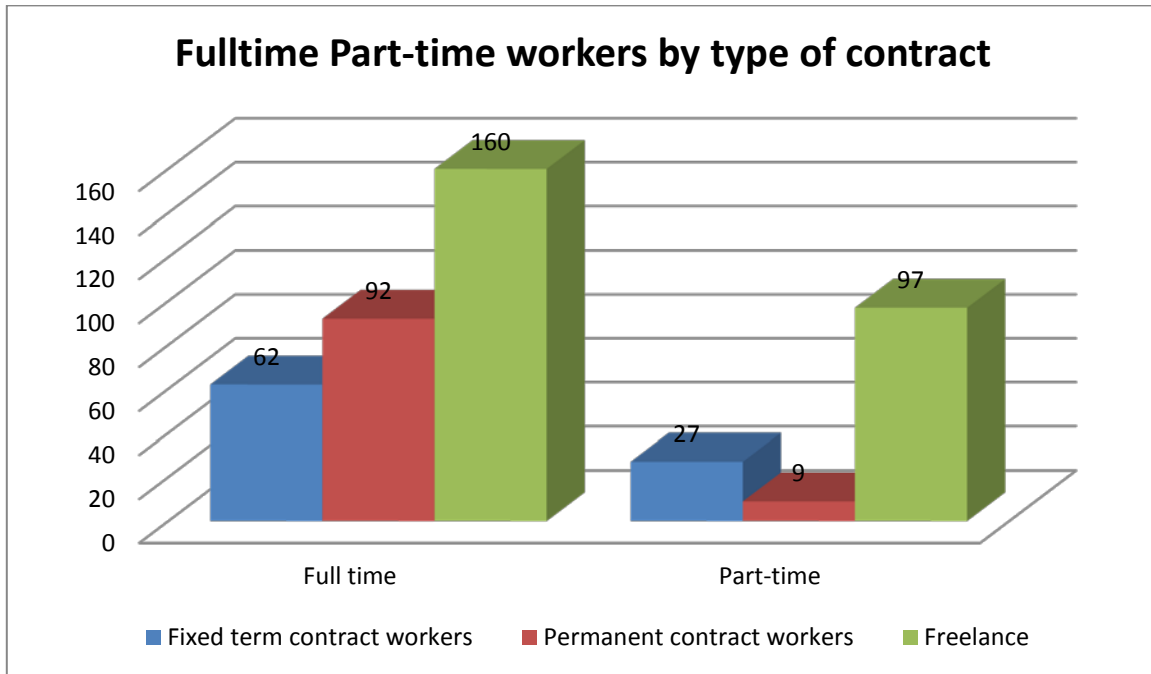


Figure 88 Fulltime and part-time work by type of contract.

Part-time work is only present in the categories of freelancer workers and fixed-time contracts employees: it is possible that freelancers interpreted “part-time work” as an expression indicating the lack of continuous work in the archaeological sector and thus the necessity to work other jobs to earn a reasonable amount of money (see, for example, the income categories as indicated in the First ANA Census, ANA 2006).

So it might not be a coincidence that the percentage of people who answered this question matches rather closely the percentage of people who stated they had earned part of their income in 2008 and 2010 from other works (see Table 21).

## Unemployment

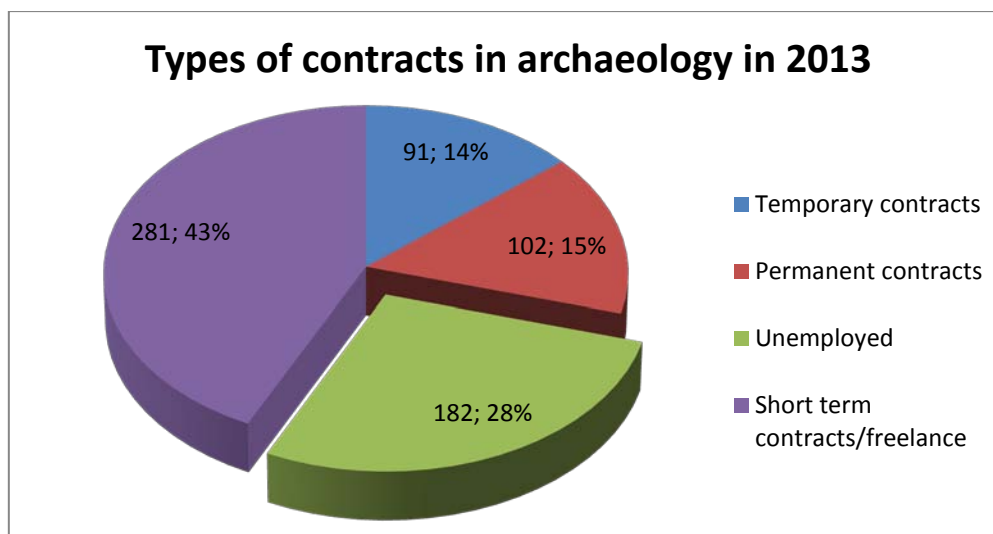


Figure 89 Working conditions at the time of the survey (November 2012-March 2013) with unemployment rate.

28% of the respondents (see above, Types of contracts) state they are at the moment unemployed or looking for a job.

Unemployed				
Anno	2013	2012	2010	2008
Percentage	28,00%	28,70%	21,00%	22,00%
Unemployed number	194	118	72	71
Total responses	695	412	336	318

Table 39 Unemployed by years (2008-2013).

Between 2010 and 2012 unemployment seems to have grown by +6%, but this rate needs to be read carefully: it is possible that the unemployment rates indicated for these years were similar to those of the following years, and that the people who were unemployed at the time have since then left the profession, so they did not respond to the questionnaire.

Even so, in 2012 and 2013 unemployment affected over one quarter of all archaeologists.

Alongside the reduction of the labour market since the beginning of the current economic crisis (between 2008 and 2013 the national unemployment rate went from 6,7% to 12,2%, ISTAT dataset), the data regarding the different types of contracts usually applied in archaeology (only 16% of all archaeologists have a permanent contract) gives a clear image of the state of the profession in Italy.

After job termination, fixed-time employees can request unemployment benefits (Social Insurance for Employment, ASpl) provided by INPS.

Private organisations' employees, with either a permanent or a fixed-term contract, can also be used by their employers for other kinds of jobs prior to the end of their contract or, if the hire was only limited to one specific task with a clear temporal end, be dismissed.

## Years of activity as an archaeologists to date and desertion of the profession

Table 24 shows the total years of activity as an archaeologist as stated by the respondents:

Years of activity			
	Men	Women	Total
<b>Average</b>	12	10	11
<b>Minimum</b>	0	0	1
<b>Lowest 10%</b>	2	1	2
<b>I Quartile</b>	4	4	4
<b>Median</b>	10	8	8
<b>III Quartile</b>	18,5	13	15
<b>Hoghest 10%</b>	26,8	24	25
<b>Maximum</b>	55	43	55

*Table 40 Years of activity as an archaeologists to date.*

25% of the Italian archaeologists working in 2013 had been in the profession for less than four years: on average, 12 years for male archaeologists and 10 years for females. The median (half of them had been working for less time, half for more) confirmed these data with a rate of about 8-10 years.

Another 25% was made by the archaeologists who had been working for the longest time. In this category the gender balance was more skewed: men had been working for at least 18 years, while women for 13 years. The subcategory of those who stated to have been working for 11-13 years (which is close to the median of all respondents) were aged on average 37 years, the same average age of all the respondents. This seems to be the moment in their life in which many female archaeologists decide to leave the profession (*cf.* Chapter 2).

The comparison with the data gathered by the First ANA Census in 2005 (ANA 2006) is interesting. According to this, 51% of the respondents were born between 1974 and 1978 and over 55% stated they had been working for no more than three years at the time. Moreover, our data need to be considered alongside that of the university enrolment explosion that characterized the Italian universities between the second half of the 1990s and the first half of the 2000s (Vanzetti 2013). As it turns out, a good number of all the archaeologists currently working in Italy belong to the generation born around the middle years of the 1970s, and it is probable that they are the same people who, in 2004-2005, stated they had been working for no more than three years, the same people who in the current survey, 9 years later, stated that they have been working for 10-13 years.

It is perhaps not a case that the need to set up the first professional association came from those same people, who attended university between 1992 and 2003, and who were the first to work on extended excavations connected to construction works for large national

infrastructures (such as High-Speed Trains, TAV; the subway lines in Rome and Naples, the digs of the Roman Imperial Fora in Rome). Setting up professional associations was for them an attempt to define their own profession (*cf.* below) and to try and regulate a system that, with the boom in university enrolment for degrees in archaeology and the entrance of new social classes in the profession, was no longer able to function according to old dynamics.

## Unions and professional associations

Archaeologists can be members of unions, confederate or autonomous, present in Italy at the moment. Joining a union is open and voluntary for all workers; it is necessary to choose the reference section within the union, based on one's contractual situation.

Freelance archaeologists, who are not bound by any form of contracts, can refer to the "Atypical workers" or "Temporary employees" (in Italian "precari", meaning something like "non-soundly employed") sections that are present in every union.

Professional associations have existed in Italy since 2004: the first ones were Assotecnici (National Association of Specialists for the Preservation of the Cultural and Environmental Heritage and Landscape), assembling all specialists working for the MiBACT, Ancost (National Association of Specialised Operators for Cultural Heritage), which gathered all Superintendencies' "external collaborators", and FederPIBC (Federation of Italian Professionals for Cultural Heritage), which mainly operated in Campania. Only the former still exists.

The first try to gather all Italian archaeologists was attempted in the 1960s with the formation of the Society of Italian Archaeologists, set up by academic Professors (Pallottino 1962), which was short lived but also gave origin to the long lasting specialised magazine "Archaeological Dialogues" (1967-1992).

Archaeologists working in Universities are associated in Councils by fields of study.

In 2004 the Confederation of Italian Archaeologists was set up (Leoni Magliaro 2011), founded with the intention of gathering all archaeologists working in Italy with no concern for their working and contractual situation, starting actions aimed at the recognition, protection and promotion of the professional figure of the archaeologist, and for the development of an ontological code for the profession.

Aside from CIA, the ANA (National Association of Archaeologists, since 2005); CNAP (National Confederation of Professional Archaeologists, since 2011); FAP (Federation of Professional Archaeologists, since 2011) also operate in Italy.

Joining one of the professional associations is voluntary and open, and it is not conditioned by the worker's contractual situation. The joining of CIA is tied to practice within the archaeological profession, and to the university education achieved.

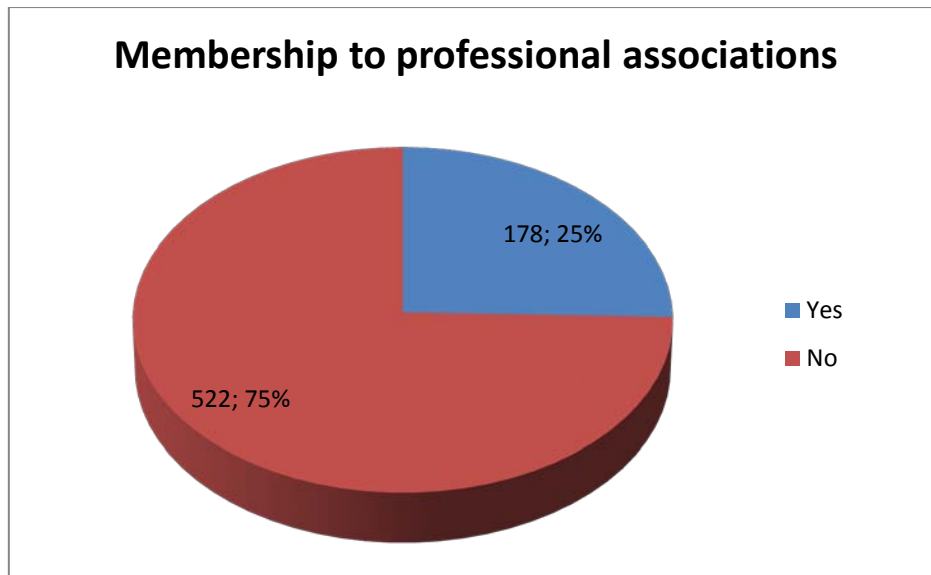


Figure 90 Membership to professional associations of archaeologists.

75% (522 of 695) of respondent archaeologists are not members of any professional associations. Seventeen of them declare their intention to join one in the near future.

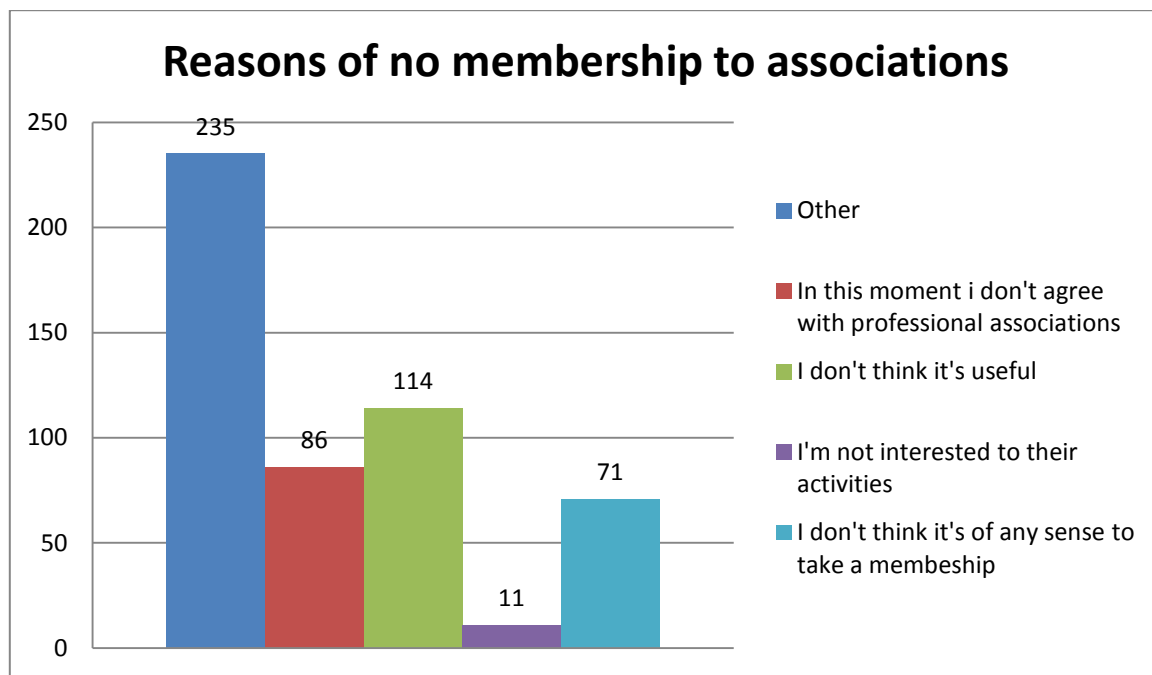


Figure 91 Reasons why 74,58% of the respondents did not join any professional association.

Archaeologists who are not registered to any association were asked to indicate the reasons: most of the respondents (46%) provided free answers in the “other” category, while, among the suggested answers, the most chosen reply was that they did not see said associations as useful (21,7%). 16,4% of the respondents do not agree with the associations’ actions, while 13,5% think membership is irrelevant for them. A small

percentage (2%) do not consider the associations' actions useful. In the "other" category free-text space respondents indicated reasons such as lack of time, lack of occasions of contact with the associations, disappointment with past events, the high number of professional associations in Italy, lack of a common front between the existing associations, that they did not know of their existence, the fact that they were, even temporarily, working in a field other than archaeology, their being employees of the MiBACT or part of the University staff, which was considered as conflicting with joining a professional association, seen, in one case, as an alternative to the Union (cf. Appendix 1).

## Workplace lawsuits

We asked archaeologists whether they ever started a work-related legal action:

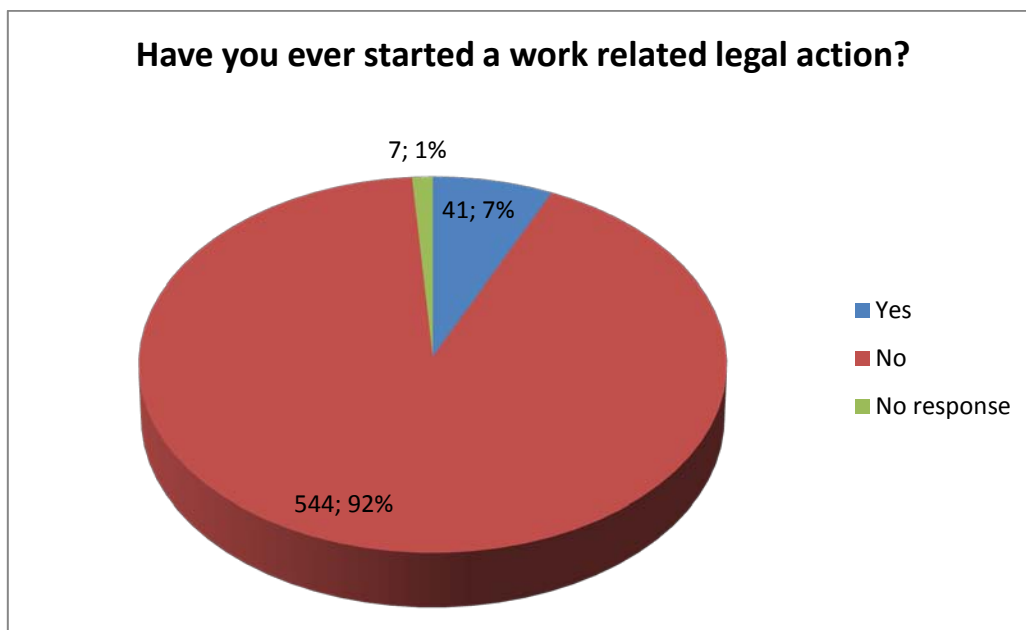


Figure 92 work-related legal actions brought by archaeologists.

Only 7% of the respondents declared that they had, even though the image thus far given in this report of the archaeological profession in Italy outlines many outstanding issues.

We asked what outcome these lawsuits had and whether they would do it again:

Work related legal action ending	
Positive for worker	20
Positive for employers	9
Waiting for verdict	1
No ending	11

Willingness to repeat experience	
Yes	25
No	15
No response	1

Table 41 outcome of the lawsuits had and archaeologists willingness to suit again.

As shown in Table 37 half of the lawsuits brought by archaeologists ended in their favour, 9 are still proceeding, only one ended against the archaeologist. Eleven did not end at all.

The majority of the respondents said they would do it again (25 of 40), including the one whose action was defeated in court and four of the eleven that did not have an end. Five of the twenty people who won their lawsuits would not do it again.

**D.Z.**

# Chapter 6: Training

## Introduction

Training has long been a subject of considerable concern and discussion for the archaeological profession.

Education is up to Universities with first and second level degrees (so called “3+2”, Bachelor’s Degree, three years plus Master’s Degree, two years; previous to 1999, instead, a Degree was four years long), followed by two years of School of Specialisation (three years before the last Ministerial Reform in 2002), and/or a three year PhD.

I and II level Post-Graduate Master’s Courses can be also attended, on specific subjects, such as cultural heritage marketing, new technologies, relations with other professions involved in the preservation and promotion of the archaeological and artistic heritage, and preventive archaeology.

Preventive archaeology is governed by Law No. 109/2005 (later included in sections 95 and 96 of the Legislative Decree 163/2006, “Public Contracts Code”) and it represents the only field of work that has specific qualifications requirements: in fact only people who hold a School of Specialisation or Doctoral qualification in Archaeology are admitted to draft, write and confirm the so called “Archaeological Impact Evaluation”, VIArch.

In general, however, at the time that data for this study have been collected (November 2013 – March 2014) there were no particular requirements in order to work as an archaeologist, but many decade of good practice have helped identify the figure of the archaeologist as a specialist who holds at least a Bachelor’s degree in archaeology. More often, an archaeologist is considered to be someone who was awarded a Master’s Degree in archaeology (or, with the old university system, pre-1999, a four years degree in “Literature” or “Cultural Heritage”).

At the moment of the last revision of the text (August 31st 2014), Law 110/2014 has been approved on June 25th 2014 (“Introduzione dell’articolo 9-bis del codice di cui al decreto legislativo 22 gennaio 2004 n. 42, in materia di professionisti competenti ad eseguire interventi sui beni culturali”), before known as PdL C.362 in the Chamber of Deputies and as S. 1240 in the Senate, inserting in the “Italian Heritage and Landscape Code” the Cultural Heritage professions, archaeologists included. The aim of the Law is to create non-binding lists to which professionals can sign up. Their enrolment will be controlled by a dedicated set of rules which are to be expected within six months starting from the passing of the Law.

It is not clear what these rules will entail, and with which criteria workers will be able to sign up to the list, which, in any case, will not be binding for practicing the profession.

Historically speaking, there seem to have been two different points of view regarding the training deemed necessary to access the profession: on one hand, Universities would want to push for a higher education, so that only archaeologists holding a School of Specialisation or Doctoral qualification could be considered as such; on the other hand professional archaeologists and private organisations, whom in the day-to-day practice are more used to evaluating the archaeologist’s training from their working experience, would ask for less selective and more inclusive criteria.



It was this conflict of positions that lead, towards the end of the 1990s, to the rejection of at least two different Bills for the set up of a Professional Bar for archaeologists (see the discussion about this in *LA LAUREA* 1993, starting in p. 92).

With the passing of Law No. 4/2013, which, for the first time in Italy, gives recognition to those professions not ruled by any Bars, the subject of the value of practical skills and continuous training as opposed to the idea of a concluded training which permanently qualifies for the job (as is typical of professions regulated by Bars: if I have a degree in Architecture, and I pass the mandatory exam, then I'll be an architect for all my life) finally found space also in our country. Currently, archaeologists certified by professional associations need to demonstrate that they work in the sector and that they take care of their own continuous training by attending specific courses, seminars or conventions.

## Continuous professional training

Many archaeologists show an interest in continuing their training once they are out of university.

Continuous training can be offered through two main channels: universities, in the form of I and II level Post-Graduate Master Courses, and non-university entities, particularly private organisations that provide their staff with training courses, and organisations that work in professional education.

## University courses

Among the many forms of Post-Graduate training offered by universities, there are the I and II level Post-Graduate Master Courses. The first level course can be accessed by Bachelor's Degree holders, while admission to the second one is only open to second level graduates (or these possessing a Master's Degree according to the old university system, pre-1999).

These courses usually have the duration of one academic year and require a final thesis, almost always to be developed through internships within companies working in the field. In some cases, the final internship became a first step into the labour market: of the 201 archaeologists who stated they attended a Post-Graduate Master Course (29% of the respondents), 19% (38) said they first started working with an unpaid internship, while among those who declared they never attended one, the percentage is 15,3%.

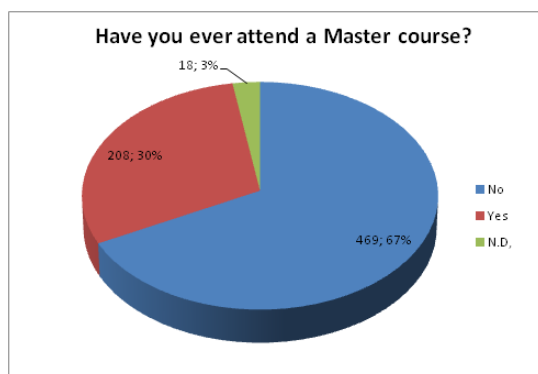


Figure 93 Place of attending.

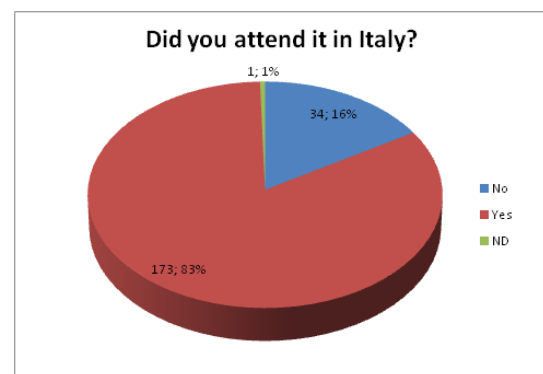


Figure 94 Attending of Master courses.

It needs to be noted, however, that since the Schools of Specialisation reorganisation in 2002, their programs also include internships within the local Superintendencies.

For the academic year 2013-2014, the Almalaurea website lists 20 universities offering a I level Post-Graduate Master Course in Cultural Heritage, mostly focusing on marketing strategies, fruition and promotion. It also lists 8 II level Post-Graduate Master Courses, focusing on marketing strategies and promotion, but also on preventive archaeology and GIS for urban development planning.

## Non university courses

All public organisations provide training for their staff, to better some professional aspects. They particularly offer training on workplace safety, first aid, computer literacy, and “professional updating” on specific aspects of the job.

A number of private organisations also provide their associates, employees and sometimes collaborators with training:

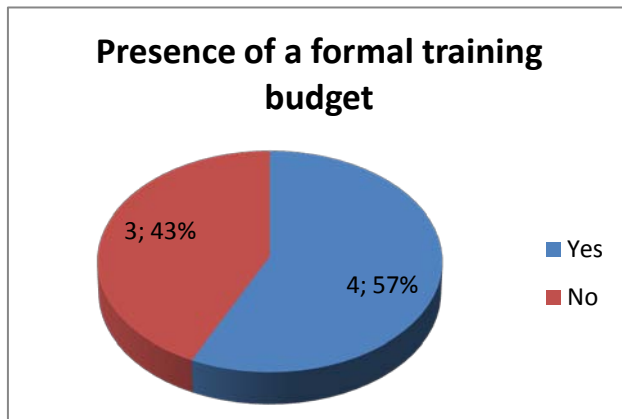


Figure 96 Presence of a formal training plan.

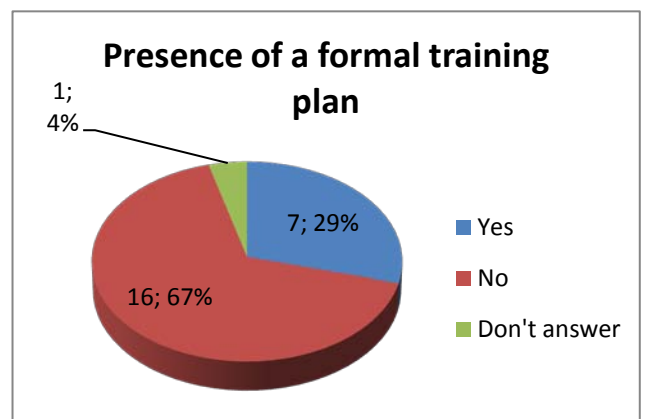


Figure 95 Presence of a formal training budget.

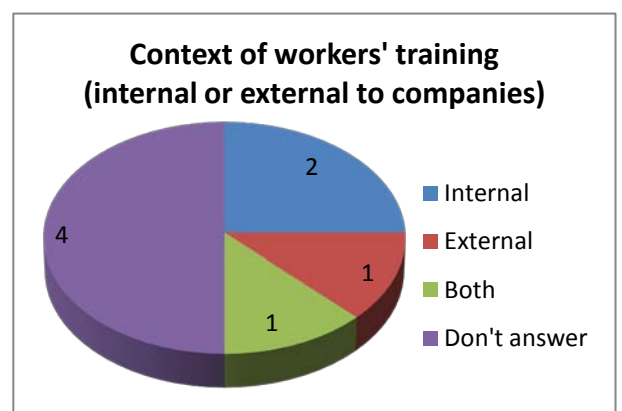


Figure 98 Identification of workers' training needs

Figure 97 h

Of the 23 respondent private organisations, seven stated that they had a training program, and only four of them that they have part of their budget dedicated to it.

The seven organisations that said they have training programs either provide them inside the company or through outsourcing: four of them use both methods; two organisations provide training internally; one turns to external contractors; one did not respond.

All organisations (23) stated that they encourage the continuous professional development of their staff.

Finally, we asked archaeologists whether they had received training from the organisations that had employed them and on which subjects:

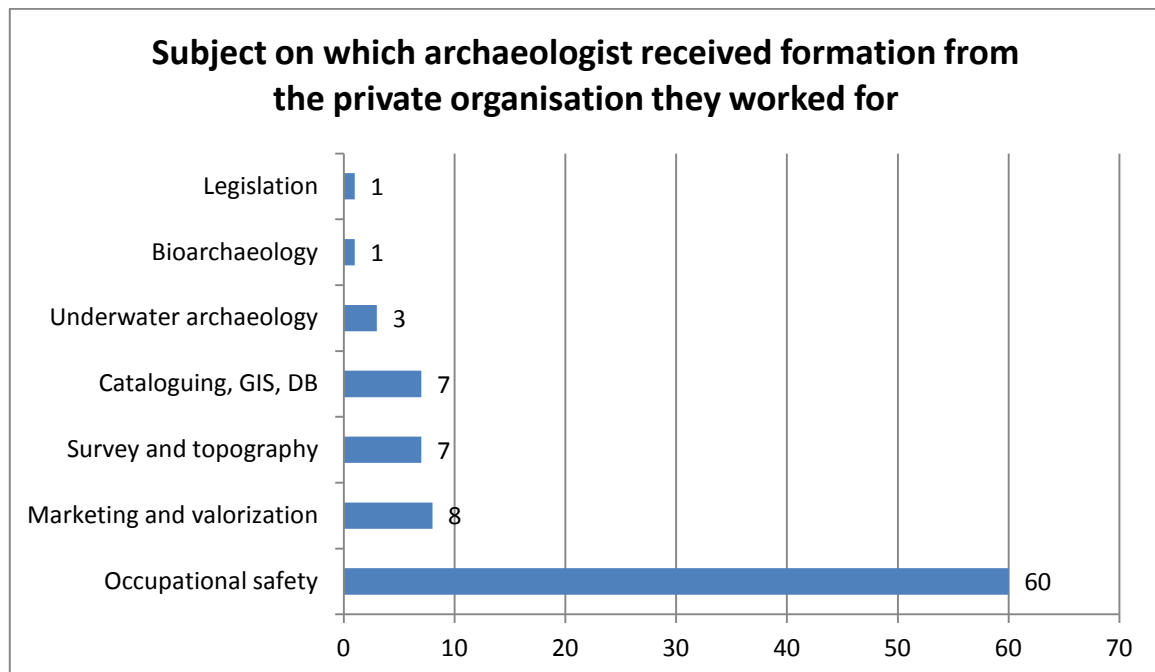


Figure 99 Subjects of training provided by employers to archaeologists.

13% of the respondents to the questions (677) said they attended at least one course within the organisation they worked for: the majority of them (60 of 87) received training on workplace safety, while lower percentages attended courses on marketing and promotion (8), topography and graphic documentation (7), cataloguing and GIS (7), underwater archaeology (3), bio-archaeology (1), cultural heritage laws (1).

## Skill Gaps

We asked archaeologists which gaps they see in their own training:

92% of them (628 of 677 respondents to the question) think their training is lacking.

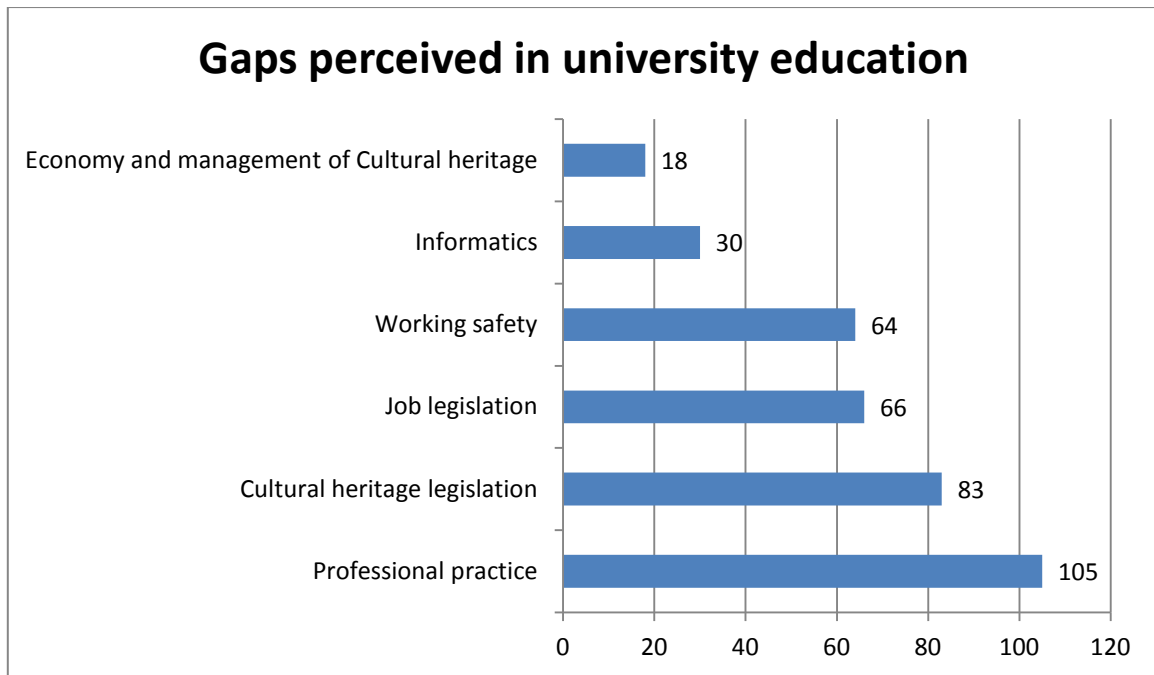


Figure 100 Gaps identified in their university education by professional archaeologists.

366 of them indicated the field in which they think their skills are short: 28% (105) believe the most important element in the profession is practical experience. Universities did not fully prepare them for the job and university digs generally have timetables and structures which are completely different from what happens in a construction site; moreover, many complain lack of skills in graphic recording and in all post-excavation activities (particularly in their familiarity and knowledge of archaeological materials).

The second field in which archaeologists think they lack training is cultural heritage legislation (83 answers), followed by their knowledge of workers' rights (66), of safety on construction sites (64), which, as seen, is the main subject archaeologists working for private organisations have been trained on by their employers.

The lack of knowledge of informatics applied to cultural heritage follows, which is a growing sector among the proposed services offered by archaeological companies, and all that relates to the management and marketing of cultural heritage.

Finally, archaeologists were asked whether they would favour attending training courses in the future at their own expense: only 36% answered in the positive, while 62% said they would not.

**A.P.**

## Appendix 1 Professional associations

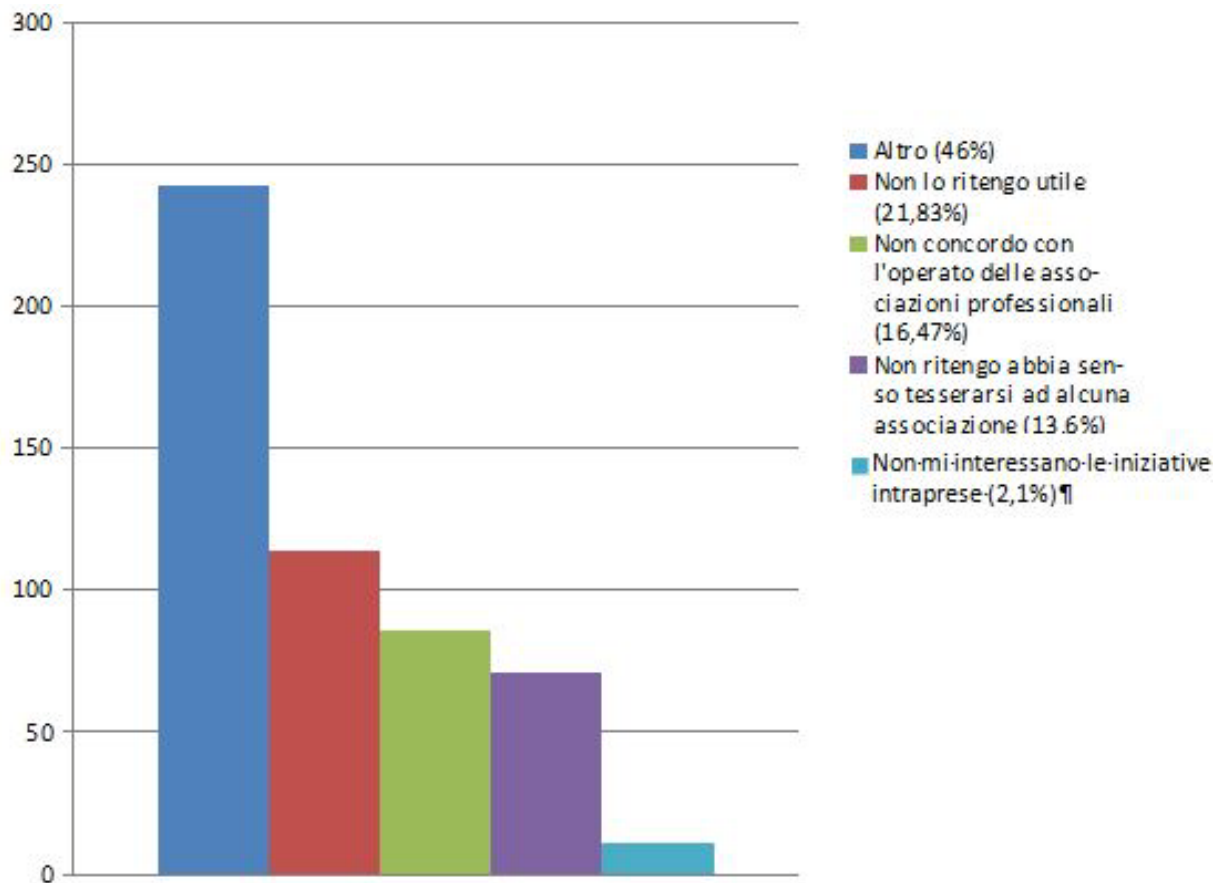


Figure 101 Reasons why they did not join an association (74,58% of the respondents).

75% (522 of 695) of respondent archaeologists stated they were not, at the moment of the survey, members of any professional association.

Among the reasons behind this decision and aside from the four answers listed in the questionnaire, 46% of the respondents (242) indicated "other".

176 of 242 specified the reason within the free text "further comments" feature.

There are different reasons, which were organized as follow:

- Disappointment/diffidence/disillusion toward the associations' work: 38 answers;
- Lack of occasions and possibilities to sign up: 37 answers;
- Disinformation/lack of knowledge that professional associations even existed: 25 answers;
- Intention to sign up/renew their membership in the near future: 23 answers;
- Lack of time to dedicate to association activities: 15 answers;
- Are unemployed (students) / left the profession: 15 answers;
- Incompatibility between the membership and their position as employees: 11 answers;

- Economic difficulties in paying for the membership: 5 answers;
- Too many associations without a common front and clear aims: 2 answers.

Five answers were completely off topic.

The answers for “incompatibility” is a clear sign that a section of archaeologists who work as public employees misunderstand the role of professional associations and think that they are only aimed at workers with certain types of contracts; the respondents also consider them to have goals which are typical of the workers’ unions, and do not see them as associations made up by individuals who have their education, training, field of work and research, ethical and deontological issues in common. In one case the answer was that the professional association as an institution is thought to be an alternative to the Union.

**D.Z.**

## Appendix 2 Spouses and cohabittees

275 of the 695 archaeologists answered they were married or cohabited; 399 are single; 24 are separated/divorced; 2 are widowed.

It was asked to specify the profession of the spouse or cohabitee.

76 answered they were married/cohabited with another archaeologist, and archaeologists is the most common profession for the respondents' partners.

198 indicated another profession for their partner, listed below:

Agricultural engineer 1	Estate agent 1
Architect 5	Farm hand 2
Armed forces 2; Carabinieri officer 1	Geologist 1
Art director 1	Government employee 1
Art Historian 2	Graphic designer 1
Artisan 3	Hotel keeper 1
Bank employee 2	INPS employee 1
Barman 1	Insurance adjuster 1
Biologist 2	Journalist 1; Editor-in-chief 1
Book industry 1	Lawyer 4
Book keeper 1	Librarian 11
Computer technician 8 (consultant; programmer; system analyst)	Martial arts teacher 1
Cultural manager 1; Sales manager 1;	Master physicist 1
Doctor 4 (dentist)	Merchant 2
Electrician 1	Musician 3 (director and owner of a music school)
Elevator operator 1	Naturalist specialises in acoustics 1
Engineer 41; (electrical engineer; computer engineer)	Occasional collaborator employee in an engineering firm 1
Entrepreneur 1; Farm entrepreneur 1	Petrol station attendant 1

Postman 1	Student 3 (of archaeology)
Psychoanalyst 1	Surveyor 2
Psychologist 2	Teacher: 12 (nursery school)
R&D Findus 1	Temporary employee 1
Researcher 2 (biochemist)	Topographer 1
Restorer 1	Translator 1
Retiree 2 (ex teacher)	Unemployed 2
SAIPEM employee1	Warehouseman 1
Sales representative 1	Worker in education 1
Seafaring consultant 1	Workman 6 (generic, metalworker)
Set designer 1	
Stage director 1	

**D.Z.**



## Appendix 3 Social campaign

Following images have been utilized for the social campaign of Italian DISCO project.

They have been diffused through every CIA channel, on the association website ([www.archeologi-italiani.it](http://www.archeologi-italiani.it)), on the italian project one ([www.discovering-archaeologists.it](http://www.discovering-archaeologists.it)), on the Facebook pages of the association through every event linked to data collection, through Twitter channel of the association. They helped, moreover, to multiply in a few months web contacts of the association through every above listed channel and to collect hundreds of responses to questionnaires.

The images are all by Davide Arnesano, that we want to congratulate with for the fantastic work.





join the  
**DISCO party**  
#letsdisco

rispondi al questionario su  
**WWW.DISCOVERING-ARCHAEOLOGISTS.IT**

cia

ARE YOU  
READY FOR  
DISCO?

#LETSDISCO

rispondi al questionario su  
**WWW.DISCOVERING-ARCHAEOLOGISTS.IT**

cia

PARTECIPA! PARTECIPA! PARTECIPA! PARTECIPA! PARTECIPA! PARTECIPA! PARTECIPA! PARTECIPA!

#LETSDISCO #LETSDISCO #LETSDISCO

rispondi al questionario su  
**WWW.DISCOVERING-ARCHAEOLOGISTS.IT**

cia

★ DISCO! L'UNICA SOLA VERA RIVOLUZIONE! ★

#LETSDISCO

rispondi al questionario su  
**WWW.DISCOVERING-ARCHAEOLOGISTS.IT**

cia

## Appendix 4 Questionnaires

### Mandate mail

Gentile Collega,

ti chiediamo 2 minuti di tempo per presentarti il **DISCO**.

La [Confederazione Italiana Archeologi](#) (CIA) sta svolgendo in questo periodo una ricerca sulle condizioni professionali degli archeologi che operano in Italia, nell'ambito del progetto [Discovering the Archaeologists of Europe](#) (DISCO).

DISCO, è un progetto europeo a cui partecipano 22 Stati nazionali rappresentati da Associazioni e istituzioni nazionali. La CIA è l'unico rappresentante italiano.

Il progetto DISCO prevede un periodo di raccolta dati, la loro analisi e infine la pubblicazione degli stessi, sia a livello nazionale che europeo, secondo le licenze Creative Commons, cui tutto il progetto è ispirato. Parte di questi risultati sono già consultabili sul [sito italiano di DISCO](#) ([www.discovering-archaeologists.it](http://www.discovering-archaeologists.it)) nella sezione dedicata ai media e si riferiscono alle prime 200 risposte pervenute.

In questo momento ci troviamo nella **prima fase di DISCO**, la raccolta dei dati, e abbiamo tempo fino al 31 Gennaio 2014 per riuscire ad avere un quadro esaustivo della nostra situazione nazionale.

**Partecipare** e aiutarci a raccogliere i dati è semplicissimo: basta andare sul sito DISCO, in alto cliccare su [questionario](#) e registrarsi con nome, cognome e mail.

Il questionario è completamente anonimo, ma questi dati servono al sistema per evitare doppioni e per consentire l'invio della mail contenente il link da seguire. Bastano 10 minuti per compilare il questionario, ma se volessi interrompere e riprendere in seguito è possibile salvare i risultati e terminare successivamente, riutilizzando lo stesso link inviato per il tuo primo accesso.

Qualora dopo la registrazione non dovessi ricevere la mail dall'indirizzo [segreteria@archeologi-italiani.it](mailto:segreteria@archeologi-italiani.it) non esitare a contattarci al medesimo indirizzo o a [confitalarcheologi@gmail.com](mailto:confitalarcheologi@gmail.com), provvederemo noi ad inviarti il link corretto.

Nel caso in cui fossi socio o amministratore di una società/cooperativa archeologica non esitare a compilare **anche** il [questionario dedicato alle società archeologiche](#), presente nella stessa pagina: si tratta infatti del **primo questionario in Italia** finalizzato alla raccolta di informazioni **sulle società di archeologia** che operano sul nostro territorio, un'occasione irripetibile per tracciare un identikit dell'imprenditoria nella nostra professione.

Ti ricordiamo che anche per le società il questionario è completamente anonimo.

Nell'augurarti un buon 2014 ti invitiamo dunque a rispondere al questionario e a diffonderlo tra i colleghi archeologi.

Se hai già ricevuto informazioni sul questionario tramite il nostro sito o i nostri canali social (Facebook, Twitter, LinkedIn) non ti rimane che proporlo ai tuoi colleghi!

**Let's DISCO!**

**DISCO Italia:** <http://discovering-archaeologists.it/>

**Discovering the Archaeologists of Europe:** <http://www.discovering-archaeologists.eu/>

**FACEBOOK:** <https://www.facebook.com/events/646530728725004/?fref=ts>

**TWITTER:** [#letsdisco](https://twitter.com/letsdisco)

**MAIL:** [segreteria@archeologi-italiani.it](mailto:segreteria@archeologi-italiani.it) o [confitalarcheologi@gmail.com](mailto:confitalarcheologi@gmail.com)



**Benvenuto nel questionario Discovering the Archaeologists of Europe 2014! Ringraziandola per il tempo che dedicherà a questo progetto, prima di iniziare la compilazione, intendiamo rassicurarLa che i dati inseriti saranno anonimi e verranno utilizzati solo a fini statistici legati allo svolgimento del progetto, non saranno ceduti a terzi e saranno trattati secondo quanto indicato nella legge n. 675 del 31 dicembre 1996 sul rispetto della privacy. Grazie per la collaborazione! Alessandro Pintucci Presidente Confederazione Italiana Archeologi**

## Section A: Anagrafica

**A1. Età (in anni)**

--	--	--	--	--	--	--	--	--	--	--	--	--	--

**A2. Nazionalità**

- Italiana
- di stato membro della UE
- europeo fuori della UE
- extracomunitario

**A3. Genere**

- Female
- Male

**A4. Stato civile**

- Nubile/Celibe  ► Skip to 5
- Convivente  ► Skip to 5
- Sposato  ► Skip to 5
- Separato/Divorziato  ► Skip to 5
- Vedovo  ► Skip to 5





**A10. Regione di residenza**

- Abruzzo
- Basilicata
- Calabria
- Campania
- Emilia-Romagna
- Friuli-Venezia Giulia
- Lazio
- Liguria
- Lombardia
- Marche
- Molise
- Piemonte
- Puglia
- Sardegna
- Sicilia
- Toscana
- Trentino-Alto Adige
- Umbria
- Valle d'Aosta
- Veneto
- Estero

**A11. Comune di residenza**

- Capitale
- Comune sopra 1.000.000 di abitanti
- Comune sopra i 15.000 abitanti
- Comune sotto i 15.000

**A12. È iscritto a una associazione professionale?**

- Yes
- No







**B6. Quanti?**

--	--	--	--	--	--	--	--	--	--

**B7. Li ha frequentati in Italia?**

Yes

No

**B8. Come giudica la sua conoscenza delle lingue straniere, scritte e parlate, in una scala da 1 a 5?**

*1 rappresenta una conoscenza bassa, 5 molto alta.*

1

2

3

4

5

**B9. Come giudica la sua formazione dal punto di vista della spendibilità sul lavoro, in una scala da 1 a 5?**

*1 rappresenta un giudizio negativo, 5 molto positivo.*

1

2

3

4

5

**B10. In base alla sua esperienza, ritiene che alcune competenze necessarie nell'esercizio della professione siano tuttora assenti nella formazione accademica degli archeologi?**

Yes

No







## Section C: Status professionale - 2013

Condizione professionale dell'anno 2013

**C1. Attraverso quale canale ha iniziato la sua attività lavorativa?**

Concorso pubblico

Invio curriculum

Stage inizialmente non retribuito

Segnalazione (funzionari, professori, conoscenti)

Other

Please specify

--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

**C2. Attualmente Lei è:**

*La sua attuale condizione lavorativa.*

Dipendente a tempo indeterminato  **Skip to 5a**

Dipendente a tempo determinato  **Skip to 5a**

Non dipendente / Libero professionista  **Skip to 5a**

Disoccupato  **Skip to 5a**

**C3. Se è occupato, come lavora?**

Part-time

Full time

**C4. Se è occupato, dove lavora?**

In un ufficio

In uno scavo

In vari musei/aree archeologiche

In vari scavi

In un museo/area archeologica

Other

Please specify

--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

**C5. Se lavora prevalentemente in un luogo fisso esso si trova:**

Nel Comune di residenza  **Skip to 6**

In un altro comune







**C11. Che mansione o ruolo ha nella società?**

Socio/Proprietario

Dipendente

Consulente esterno/collaboratore

Other

Please specify

Form for specifying details

**C12. Se NON è Dipendente come svolge la Sua professione? (si possono indicare più risposte)**

Con partita IVA

Con ritenuta d'acconto

Con contratti a progetto

Other

Please specify

Form for specifying details

**Section D: Status professionale - 2012**

Condizione professionale dell'anno 2012

**D1. Durante l'anno passato Lei è stato**

Dipendente a tempo indeterminato

Dipendente a tempo determinato

Non dipendente/Libero professionista

Disoccupato

**D2. Come lavorava?**

Part-time

Full-time

**D3. Dove lavorava?**

In un ufficio

In uno scavo fisso

In vari scavi

In un museo/area archeologica

In vari musei/aree archeologiche









**D10. Indicandolo in percentuali di massima, con quali soggetti lavorava in prevalenza?**

MiBAC	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
MIUR	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Altro Ministero	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Regione	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Provincia	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Comune	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Altro ente territoriale (comunità montana, ecc.)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Università	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Istituto di ricerca straniero	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Fondazione pubblica	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Fondazione privata	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Fondazione mista	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Società archeologica	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Società che si occupa di turismo o didattica museale	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Ditta edile	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Studio di ingegneria o architettura	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Altra società pubblica	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Altro	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

**Section E: Status professionale - 2010**

Condizione professionale dell'anno 2010

**E1. 3 anni fa Lei è stato/a**

- Dipendente a tempo indeterminato
- Dipendente a tempo determinato
- Non dipendente/Libero professionista
- Disoccupato



**E2. Se occupato/a provi a indicare in percentuale quanto ha influito sul suo reddito l'attività di archeologo. (es. archeologia 80, altro 20)**

Archeologo

Altro

## Section F: Status professionale - 2008

Condizione professionale dell'anno 2008

**F1. 5 anni fa Lei è stato/a**

Dipendente a tempo indeterminato

Dipendente a tempo determinato

Non dipendente/Libero professionista

Disoccupato

**F2. Se occupato/a provi a indicare in percentuale quanto ha influito sul suo reddito l'attività di archeologo/a. (es. archeologia 80, altro 20)**

Archeologo/a

Altro

## Section G: Status professionale - Condizioni economiche

**G1. Se possibile indicare il reddito lordo proveniente dal lavoro archeologico**

Dell'ultimo anno fiscale

Di 3 anni fa (stima)

Di 5 anni fa (stima)

**G2. Il reddito proveniente dall'attività archeologica Le ha permesso di raggiungere l'indipendenza economica?**

Yes

No

**G3. Ha generalmente la possibilità di proporre la Sue tariffe per gli incarichi professionali in archeologia?**

Yes

No



**G4. Riceve regolarmente il suo compenso/salario?**

Yes

No

**G5. Con quale ritardo riceve il suo compenso/salario?**

1 mese

2 mesi

3 mesi

tra 4 e 6 mesi

tra 7 mesi e 1 anno

oltre 1 anno

**G6. Ha mai intentato cause contro condizioni contrattuali/retributive?**

Yes

No

**G7. Come ne giudica l'esito?**

Positivo per lei

Positivo per la controparte

Senza esito

In attesa di giudizio

**G8. Alla luce dei risultati ottenuti, lo rifarebbe?**

Yes

No

**G9. Le possibilità lavorative sono mutate dopo la nascita dei figli?**

Sì

No  ► Skip to 7

Non ho figli  ► Skip to 7

**G10. In che modo?**

In meglio

In peggio

Invariate



**G11. Ha avuto la possibilità di avvalersi delle tutele statali a sostegno della maternità/paternità?**

Sì

No

Non ho figli

**G12. Ha mai ricevuto richieste di prestazioni di lavoro non retribuite nel settore archeologico?**

Yes

No

**G13. Le hanno mai offerto un contratto a tempo determinato/indeterminato (quindi non contratti a progetto o di collaborazione e simili) ?**

*Indica se ti è mai stato offerto, da qualche società o ente, un contratto da dipendente.*

Yes

No

**G14. Se sì di che tipo?**

*Indica il tipo di contratto a tempo determinato/indeterminato che ti è stato offerto.*

Contratto nazionale dell'edilizia

Contratto nazionale degli studi professionali

Contratto nazionale di Federculture

Other

Please specify

--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

**G15. Il suo titolo di studio le permetterebbe di lavorare anche in ambiti diversi dall'archeologia?**

Yes

No

**G16. Ha avuto esperienze di lavoro all'estero in qualità di archeologo (non missioni italiane all'estero, ma lavoro retribuito sul posto)?**

Yes

No

**G17. Con quale frequenza?**

Regolare/continuativa

Periodica

Occasionale/sporadica



**G18. Se oggi avesse una possibilità di lavoro all'estero la coglierebbe?**

Sì

No

Forse

## **Section H: Sicurezza sul lavoro e disabilità**

**H1. Ha mai ricevuto dai datori di lavoro o dall'università nozioni di sicurezza sul lavoro?**

Università

Datore di lavoro

Nessuno dei due

**H2. Ha mai avuto incidenti sul lavoro?**

Yes

No

**H3. Quegli incidenti Le hanno comportato una invalidità permanente?**

Yes

No

**H4. Quegli incidenti o quell'invalidità Le hanno creato problemi nel lavoro o a cercare lavoro?**

Yes

No

**H5. Ha disabilità fisiche?**

Yes

No

**H6. Che percentuale di disabilità ha?**

--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

**H7. Ha mai avuto problemi nel cercare lavoro in archeologia?**

Yes

No



## Section I: Opzioni e prospettive

**I1. In generale può dirsi soddisfatto della Sua condizione professionale di archeologo?**

Yes

No

**I2. Prevede a breve termine di provare a cambiare lavoro e abbandonare l'archeologia?**

Sì

No

Forse

**I3. Qualora avesse la possibilità di cambiare lavoro, affronterebbe la cosa di buon grado o con grande sacrificio?**

Se il lavoro è buono non è un problema

Se il lavoro è buono sarei portato a cambiare ma con sacrificio

Qualunque lavoro va bene

Sono costretto a cambiare ma non vorrei

**I4. Ritiene che i provvedimenti da parte del Governo e delle Istituzioni italiane negli ultimi anni siano stati sufficienti per la Cultura e l'archeologia?**

*Inserire un valore tra 1 e 5, in cui 1 è assolutamente insufficiente e 5 molto convincenti*

1

2

3

4

5

**I5. A suo avviso, nei prossimi 3 anni lavoreranno più o meno archeologi rispetto ad oggi?**

Di più

Di meno

Uguale



**I6. Come giudica il Suo futuro nell'archeologia?**

*Inserire valori da 1 a 5, in cui 1 è pessimo e 5 molto buono*

1

2

3

4

5





**Benvenuto nel questionario Discovering the Archaeologists of Europe 2014! Ringraziandola per il tempo che dedicherà a questo progetto, prima di iniziare la compilazione, intendiamo rassicurarLa che i dati inseriti saranno anonimi e verranno utilizzati solo a fini statistici legati allo svolgimento del progetto, non saranno ceduti a terzi e saranno trattati secondo quanto indicato nella legge n. 675 del 31 dicembre 1996 sul rispetto della privacy. Grazie per la collaborazione! Alessandro Pintucci Presidente Confederazione Italiana Archeologi**

## **Section A: Struttura societaria**

**A1. Quando è stata fondata la società**

*Se non si ricorda precisamente la data inserire il 1 gennaio e l'anno.*

**A2. Tipo di società**

coop.

s.c.a.r.l.

s.n.c.

s.a.s.

s.r.l.

a.p.a.

Impresa individuale

Other

Please specify





**A11. N° soci 5 anni fa (2008)**

Totale

--	--	--	--	--	--	--	--	--	--

di cui archeologi

--	--	--	--	--	--	--	--	--	--

**A12. All'interno della società sono presenti disabili nell'organico**

Yes

No

**A13. Che ruolo ricoprono?**

Gestionale

Tecnico

Amministrativo

Operativo



**A14. Indicare la regione prevalente di intervento**

*Indicare le regioni dove si lavora prevalentemente*

- Abruzzo
- Basilicata
- Calabria
- Campania
- Emilia-Romagna
- Friuli-Venezia-Giulia
- Lazio
- Liguria
- Lombardia
- Marche
- Molise
- Piemonte
- Puglia
- Sardegna
- Sicilia
- Toscana
- Trentino
- Alto Adige
- Umbria
- Valle d'Aosta
- Veneto



## Section B: Istruzione

### B1. Indicare quanti tra i soci sono

Dottorati	<input type="text"/>
Specializzati	<input type="text"/>
Laureati quinquennali	<input type="text"/>
Laureati quadriennali	<input type="text"/>
Laureati triennali	<input type="text"/>
Non sono laureati	<input type="text"/>

### B2. Indicare quanti tra i dipendenti sono

Dottorati	<input type="text"/>
Specializzati	<input type="text"/>
Laureati quinquennali	<input type="text"/>
Laureati quadriennali	<input type="text"/>
Laureati triennali	<input type="text"/>
Non sono laureati	<input type="text"/>

### B3. Indicare quanti tra i collaboratori sono

Dottorati	<input type="text"/>
Specializzati	<input type="text"/>
Laureati quinquennali	<input type="text"/>
Laureati quadriennali	<input type="text"/>
Laureati triennali	<input type="text"/>
Non sono laureati	<input type="text"/>

### B4. Indicare se è presente all'interno della società un Direttore Tecnico

Yes

No



**B5. Quale tipo di istruzione ha maturato?**


**Section C: Fatturato e investimenti**

**C1. Fatturato annuo**

*Indicare il range entro il quale si colloca il fatturato annuo della società (2013)*

- 0-30.000 euro
- 30.000-50.000 euro
- 50.000-100.000 euro
- 100.000-500.000 euro
- 500.000-1000.000 euro
- oltre 1000.000 di euro

**C2. Attività da cui deriva il fatturato annuo**

*Nei seguenti campi si prega di voler esprimere in percentuale le attività da cui deriva il fatturato totale.*

Totale per scavi	<input type="text"/>
Totale per assistenza in corso d'opera	<input type="text"/>
Totale per archeologia preventiva	<input type="text"/>
Totale per scavi di ricerca	<input type="text"/>
Totale per schedature/catalogazioni	<input type="text"/>
Totale per altro (attività didattica/visite guidate/ecc.)	<input type="text"/>



**C3. Fatturato dell'anno scorso (2012)**

*Indicare il range entro il quale si colloca il fatturato annuo della società (2012)*

- 0-30.000 euro
- 30.000-50.000 euro
- 50.000-100.000 euro
- 100.000-500.000 euro
- 500.000-1000.000 euro
- oltre 1000.000 di euro

**C4. Attività da cui è derivato il fatturato nel 2012**

*Nei seguenti campi si prega di voler esprimere la percentuale di massima dell'incidenza delle attività sul fatturato annuo del 2012.*

Totale per scavi	<input type="text"/>
Totale per assistenza in corso d'opera	<input type="text"/>
Totale per archeologia preventiva	<input type="text"/>
Totale per scavi di ricerca	<input type="text"/>
Totale per schedature/catalogazioni	<input type="text"/>
Totale per altro (attività didattica/visite guidate/ecc.)	<input type="text"/>

**C5. Fatturato di tre anni fa (2010)**

*Indicare il range entro il quale si colloca il fatturato annuo della società (2010)*

- 0-30.000 euro
- 30.000-50.000 euro
- 50.000-100.000 euro
- 100.000-500.000 euro
- 500.000-1000.000 euro
- oltre 1000.000 di euro



**C6. Attività da cui è derivato il fatturato annuo del 2010**

*Nei seguenti campi si prega di voler esprimere la percentuale di massima dell'incidenza delle attività sul fatturato annuo del 2010.*

Totale per scavi	<input type="text"/>
Totale per assistenza in corso d'opera	<input type="text"/>
Totale per archeologia preventiva	<input type="text"/>
Totale per scavi di ricerca	<input type="text"/>
Totale per schedature/catalogazioni	<input type="text"/>
Totale per altro (attività didattica/visite guidate/ecc.)	<input type="text"/>

**C7. Fatturato di cinque anni fa (2008)**

*Indicare il range entro il quale si colloca il fatturato annuo della società (2008)*

0-30.000 euro	<input type="checkbox"/>
30.000-50.000 euro	<input type="checkbox"/>
50.000-100.000 euro	<input type="checkbox"/>
100.000-500.000 euro	<input type="checkbox"/>
500.000-1000.000 euro	<input type="checkbox"/>
oltre 1000.000 di euro	<input type="checkbox"/>

**C8. Attività da cui è derivato il fatturato annuo del 2008**

*Nei seguenti campi si prega di voler esprimere la percentuale di massima dell'incidenza delle attività sul fatturato annuo del 2008.*

Totale per scavi	<input type="text"/>
Totale per assistenza in corso d'opera	<input type="text"/>
Totale per archeologia preventiva	<input type="text"/>
Totale per scavi di ricerca	<input type="text"/>
Totale per schedature/catalogazioni	<input type="text"/>
Totale per altro (attività didattica/visite guidate/ecc.)	<input type="text"/>

**C9. Investimenti annui in struttura**

*in % sul fatturato*

<input type="text"/>
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**C10. Indicare in quale tipo di strutture si è investito (es. magazzino, laboratorio, ecc.)**

**C11. Investimenti annui in materiali**

*in % sul fatturato*

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**C12. Indicare in quale tipo di materiali si è investito (libri, attrezzatura da cantiere, ecc.)**

**C13. Investimenti annui in attrezzature**

--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

**C14. Indicare in quale tipo di attrezzature si è investito (GPS, stazione totale, plotter, ecc.)**

**C15. Avete in programma assunzioni per il prossimo anno?**

Yes

No

**C16. Quanti archeologi ritenete lavoreranno il prossimo anno?**

Più di adesso

Lo stesso numero di quest'anno

Meno di adesso





### D3. Corpo dei lavori

*Indicare la percentuale in cui vengono ripartiti i lavori tra interni alla società ed esterni*

Soci/Dipendenti

--	--	--	--	--	--	--	--	--	--	--

Collaboratori/Consulenti

--	--	--	--	--	--	--	--	--	--	--

### D4. Quali tipologie di servizi vengono richiesti dai committenti?

Scavo

Rilievo

Restauro

Musealizzazione

Fornitura operai

Movimento terra

Visite guidate

Archeologia sperimentale

Didattica nei musei

Web-GIS

Ricostruzioni 3D

VIARCH

Other

Please specify

--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

### D5. Durata media dei cantieri

01 - 07 giorni

08 - 15 giorni

15 - 30 giorni

01 - 02 mesi

03 - 04 mesi

05 - 06 mesi

07 - 12 mesi

+ di 12 mesi



**D6. Ha notato una flessione nel lavoro durante il corso dell'anno solare?**

Yes

No

**D7. A Suo giudizio, quali sono le difficoltà maggiori che incontra una società archeologica che opera in Italia?**

*Le opzioni presentano valori da 1 (poco o nulla) a 5 (molto)*

	1	2	3	4	5
Eccessiva burocrazia	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Alti costi del lavoro	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tassazione eccessiva	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mancanza di tempi certi per i pagamenti	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mancanza di reale concorrenza tra società	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mancanza di regole che premiano la struttura di impresa	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mancanza di regole certe sui contratti da applicare	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Concorrenza sleale tra società (mancanza di solidarietà tra imprese)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Richieste eccessive da parte dei collaboratori/dipendenti	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mancanza di standard sulla documentazione da produrre per il Mibact	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Eccessivo legame al settore edile e scarsa diversificazione degli ambiti di intervento	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## Section E: Committenza e pagamenti

**E1. Specificare la tipologia delle committenze**

*Nei seguenti campi, si prega di esprimere il dato percentuale relativo all'introito proveniente dalle diverse tipologie di committenze*

MiBAC	<input type="text"/>
Enti pubblici	<input type="text"/>
Fondazioni	<input type="text"/>
Società private	<input type="text"/>
Altro (specificare)	<input type="text"/>



**E2. Indicare, in percentuale, in che modo si ottengono i lavori**

Gare d'appalto

--	--	--	--	--	--	--	--	--	--	--

Lista VIARC

--	--	--	--	--	--	--	--	--	--	--

Liste di Soprintendenza

--	--	--	--	--	--	--	--	--	--	--

Affidamento diretto da parte del Funzionario

--	--	--	--	--	--	--	--	--	--	--

Rapporto con i privati

--	--	--	--	--	--	--	--	--	--	--

**E3. Numero medio annuale di committenti privati**

--	--	--	--	--	--	--	--	--	--	--

**E4. Tempistica media del pagamento del privato**

0 - 90 gg

91 - 150 gg

151 - 365 gg

+ 365 gg

**E5. Numero medio annuale di committenti pubblici**

--	--	--	--	--	--	--	--	--	--	--

**E6. Tempistica media del pagamento del pubblico**

0 - 90 gg

91 - 150 gg

151 - 365 gg

+ 365 gg





**F4. Che tempistica di pagamento adottate**

0 - 30 gg

31 - 60 gg

61 - 90 gg

91 - 120 gg

+ 120 gg

Quando paga la committenza

**F5. La vostra società identifica le necessità formative dei dipendenti?**

Yes

No

**F6. Avete un piano formativo formale?**

Yes

No

**F7. Svolgete internamente o esternamente la formazione dei vostri dipendenti?**

Internamente

Esternamente

Entrambe

**F8. Avete stanziato un budget per tale piano formativo?**

Yes

No

**F9. Incoraggiate lo sviluppo professionale dei vostri dipendenti?**

Yes

No

**F10. Che tipo di contratto applicate ai vostri dipendenti?**

CCNL Edilizia

CCNL Studi Associati

Contratti a Progetto

Semplici lettere di incarico

Altro CCNL









**G6. In che modo?**

A percentuale

A giornata

A corpo

Con contratto ad hoc

**G7. Eseguite lavoro di lavaggio dei materiali?**

Yes

No

**G8. Chi lo finanzia?**

Committente

Soprintendenza

Fondazioni

Ente locale

Associazione

Non è retribuito

**G9. Studio dei materiali?**

Yes

No

**G10. Chi lo finanzia?**

Committente

Soprintendenza

Fondazioni

Ente locale

Associazione

Non è retribuito

**G11. Catalogazione?**

Yes

No



**G12. Chi la finanzia?**

- Committente
- Soprintendenza
- Fondazioni
- Ente locale
- Associazione
- Non è retribuito

**G13. Prevedete la pubblicazione dei vostri interventi?**

- Yes
- No

**G14. Chi la finanzia?**

- Committente
- Soprintendenza
- Fondazioni
- Ente locale
- Associazione
- Non è retribuito