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# Discovering the Archaeologists of Latvia 2012-14

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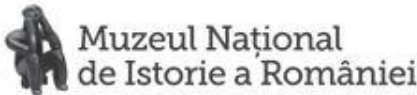
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Faculty of History and Philosophy of the University of Latvia

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Faculty of History and Philosophy



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# Introduction

The project “Discovering the Archaeologists of Europe 2014” is one of the largest projects ever carried out in European archaeology. It is supported by the Lifelong Learning programme of the European Commission and the lead partner of the project is York Archaeological Trust. The project has the ambitious aim of creating a comparative profile of European archaeology as a profession on the basis of comparable data from several states. The project involves participants from 21 country, mostly from the European Union but also outside its borders. A wide variety of archaeological institutions are working within the project, including universities, museums, heritage institutions, private organisations, professional associations and trade unions. The current project continues the research done on the archaeologist’s profession within the framework of the previous project, “Discovering the Archaeologists of Europe 2008”. More information and national reports of the project participants (as well as information about the previous project) may be found on the website: <http://www.discovering-archaeologists.eu/>



In Latvia, the project was implemented by the Faculty of History and Philosophy of the University of Latvia. The project team involved several staff members of the Faculty of History and Philosophy and the text of the national report was compiled by Andris Šnē, Armands Vijups and Mārtiņš Mintauris.

Latvia did not participate in the previous project, and thus there was no available comparative material, but questions about developments in archaeology during the recent

years were included in the questionnaire. It should be stressed that this is the first time a study has been undertaken on Latvian archaeologists in a sociological and anthropological perspective (because we are usually researching the archaeological past, not ourselves). There has not been any extensive discussion on what our profession of archaeologist is and how archaeologists' work and experience are constituted. Also, similar studies, while very much needed, have not been carried out in relation to Latvian historians in general. Thus, up to now there is very little experience of such self-reflective studies on the professionals working in historical disciplines in Latvia. At the same time it might be remarked that Latvian archaeologists are the only ones among Latvian historians who have recently published memoirs, also including life and research under the Soviet regime of occupation.<sup>1</sup>

The research on Latvian archaeologists is based on a survey of individuals who were asked to fill out a questionnaire. The questionnaire contains 40 questions (some with sub-questions or multiple choices), altogether covering eight pages. The questionnaire was designed in Latvian, but an English translation may be found at the end of the report (see Annex). There are questions about age, gender, disability, state of origin, character of employment and contract, position and duties, education, sources and amount of remuneration, membership, experience in archaeology, skills, vocational training, and about the meaning of archaeology and the archaeologist.

The archaeologists were approached in two ways: electronic mailing and personal communication. In order to reach the maximum possible number of respondents we used the mailing list of members of the professional organisation, the Latvian Association of Archaeologists. At the same time, several archaeologists were asked personally to fill out the questionnaire, and this appeared to be the most productive way.

Currently 29 questionnaires have been received, but unfortunately most responses were quite incomplete – only a few questionnaires had been filled out perfectly and completely. This is probably due to the length of the designed questionnaire and the number of questions, requiring around half an hour of intensive reasoning from the respondent.

In the questionnaire, the respondents were requested to provide information as it was on 1 December, 2013. Therefore the figures relating to remuneration are calculated in Latvian lats (LVL), not in euro (EUR), which became the official currency in Latvia this year.<sup>2</sup>

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<sup>1</sup> J. Graudonis. *Mana dzīve atmiņu gaismā: arheologa dzīvesstāsts*. Rīga, 2008.; Ē. Mugarēvičs. *Mana dzīve – no ganuzēna līdz akadēmīķim: vēsturnieka liecības par savu darbu, laikabiedriem un radniekiem*. Rīga, 2013.

<sup>2</sup> Official exchange rate 1 EUR = 0.702804 LVL (established by the Bank of Latvia in 2005).

## Historical background: the development of archaeological institutions in Latvia

The emergence of archaeology in Latvia took place in the 19<sup>th</sup> century. Already in the late 16<sup>th</sup> century the first descriptions and drawings of archaeological sites appeared, and it was in the 17<sup>th</sup> century that the Swedish heritage protection law was applied to the Livland Province on the eastern shore of the Baltic Sea. There are unclear indications that some archaeological excavation took place in the late 18<sup>th</sup> century, and brief information about some artefacts and collections was printed in the periodicals of that time. However, only in the 19<sup>th</sup> century, when the Eastern Baltic lands were under the Russian Empire, were organised research activities carried out. This was the century of various public societies, and some of them, for example, the *Kurländische Gesellschaft für Literatur und Kunst*, founded in 1815, and the *Gesellschaft für Geschichte und Altertumskunde zu Riga* (later renamed *Gesellschaft für Geschichte und Altertumskunde der Ostseeprovinzen Russlands*), founded in 1834, became deeply involved in archaeological prospecting and excavation. The members of these societies were Baltic German intellectuals and landowners. Thus, the beginnings of Latvian archaeology were based on German tradition and German-language publications. The influence of the Russian archaeological school appeared later and was not so significant.

State research institutions were founded in Latvia only after the proclamation of the independent Republic of Latvia (1918). Shortly afterwards the University of Latvia and the State Historical Museum were established, followed in 1923 by the Board of Monuments. All these institutions also included archaeological issues in their agenda. Thus, the Department of Archaeology was opened at the Faculty of Philology and Philosophy of the University of Latvia, and its small staff began to provide training in archaeology for the first time. Initially based on a German professorship, education and research in archaeology was taken over by Latvians in the 1920s. A national school of archaeology emerged during the interwar period. An explicit example of this archaeological tradition was the Institute of Latvian History, founded in 1936. It was intended to be the first research institution of the Academy of Sciences of Latvia, but for various reasons the academy was not established until the outbreak of the Second World War. Thus several state-funded institutions of national importance and character were established in the 1920s and 1930s, providing for all needs in terms of archaeological education, research (survey, excavation and publication), heritage protection, keeping of archaeological holdings and organising exhibitions.

The Second World War brought radical changes to the independent Baltic States. The Republic of Latvia was occupied by the Soviet Union in 1940 and remained under Soviet rule until 1991. These political changes were also reflected in archaeological research – not only at the ideological level, but also in terms of the organisational structure of archaeology. The Institute of History at the Academy of Sciences, with its Department of Archaeology (under various names, generally reflecting the ideological understanding of prehistory or material culture during the occupation period), emerged as the main research centre in the archaeology sector. In the Soviet period, the concentration of research and partly also of education within the institute was evident. Archaeological education was maintained at the university (although not concentrated in any one particular department), and gradually



regular students' seminar excavations were introduced. The role of museums was reduced, and regular surveys of the archaeological heritage restarted only in the 1970s. The major building projects, including several hydroelectric power stations on the country's main river, the Daugava, allowed large-scale excavations to be carried out, which in their turn led to a rapid increase in the volume of archaeological holdings in the museums and the institute. The institutions faced serious problems as to how to preserve all these collections, an issue still topical today. The results of the excavations were published randomly; several important publications also appeared in Russian. It should be noted that all archaeological activities of the Soviet period in Latvia were financed, commissioned and managed by state structures. Not many archaeologists arrived in Latvia from Soviet Russia, and thus for many students and researchers archaeology offered a fresh view of the past of the country and their own identity. It was in these decades that archaeology (while important also in the 1930s) became one of the most significant fields of Latvian history.

The next significant period in the history of Latvia started with the wind of change in the Soviet Union in the late 1980s, culminating in the revival of the independent Republic of Latvia in 1991. The last decade of the 20<sup>th</sup> century was economically and socially a harsh time in Latvia; the state-based planning economy was replaced by a market economy, and the previous centres gradually lost their uniqueness and importance. Research decentralisation was among the key features of that period, as was the increased importance of heritage archaeology. The Institute of Latvian History is nowadays affiliated to the University of Latvia, its Department of Archaeology remaining the largest archaeological institution in Latvia.<sup>3</sup> A Department of Archaeology and Auxiliary Disciplines was established at the Faculty of History and Philosophy of the University of Latvia and is still the only educational archaeology department in Latvia, even conducting annual seminar excavations for the students.<sup>4</sup> Control over heritage issues and excavation licenses was taken over by the State Inspection of Heritage Protection, with its Department of Archaeology and History.<sup>5</sup> The National History Museum of Latvia plays the central role in the museum sector, with its permanent exposition and regularly organised exhibitions on archaeological topics; it currently holds the largest archaeological collection, also including the holdings of the institute.<sup>6</sup> At the municipal level a similar role is played by local museums, whose holdings in many cases include archaeological finds, although none of them are devoted entirely to archaeological themes. The first private company, "Architectural Research Group AIG Limited", was founded in 1991 in order to carry out both architectural and archaeological research and projects.<sup>7</sup> In 2011, a second, small private company "Archeo Limited" was established. Some years ago, in 2009, the professional organisation Latvian Association of Archaeologists was organised on the basis of a previous but less active organisation<sup>8</sup>.

The praxis and ideas of the Valetta Convention were quite smoothly introduced in Latvian archaeology, and rescue and commercial archaeology began their march of triumph in the archaeological system. The first decade of the present century saw the growing importance

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<sup>3</sup> <http://www.lvi.lv/en/archdept.htm> (accessed 15.08.2014.)

<sup>4</sup> <http://www.lu.lv/fakultates/vff/> (accessed 15.08.2014.)

<sup>5</sup> <http://mantojums.lv/index.php?cat=-1&lang=en> (accessed 15.08.2014.)

<sup>6</sup> <http://lnvm.lv/en/> (accessed 15.08.2014.)

<sup>7</sup> <http://www.aigsia.lv/>; go to <http://blog.aigsia.lv/> (accessed 15.08.2014.)

<sup>8</sup> <http://arheologubiedriba.lv/galvena-lapa/> (information in Latvian) (accessed 15.08.2014.)

of territorial planning in heritage protection and research, the increasing role of information technologies and social factors in archaeology as well as the rapid spread of the use of metal detectors. These challenges, not yet completely answered or recognised, were accompanied by a deep economic and financial crisis in Latvia, which started in 2008, and currently there is a very open but interesting and topical question: what kind of archaeology will the present decade bring? And probably, as one way to find the answer to this question, it is necessary to stop and attempt to take a self-reflective look at ourselves, at archaeologists and the archaeologist's profession. That is what the project "Discovering the Archaeologists of Europe 2014" is concerned with, so now we may turn to the questions raised by the project and look for the required information within Latvian archaeology.

## The number of archaeologists in Latvia

One of the main aims of the project is to estimate the number of archaeologists in different countries. Clearly, this very complicated issue depends first of all upon the definition and understanding of the term 'archaeologist'. It has already been said that there is no common and widely accepted definition of an archaeologist in Latvia.

In Latvia, the profession of archaeologist is recognised as a profession in state regulations. The archaeologist is included in the Classification of Professions (*Profesiju klasifikators*) maintained by the Ministry of Welfare of the Republic of Latvia, listed under the title "2632 Sociologists, anthropologists and chief specialists of related professions" (No. 263202 Archaeologist).<sup>9</sup> But at the same time the archaeologist's profession does not have its own, specific standard as a profession, and so the requirements and meaning of the profession are not defined.

The Latvian Council of Science in its List of research fields and sub-fields (*Latvijas Zinātnes padomes Zinātņu nozaru un apakšnozaru saraksts*; adopted on 16 November 1999, most recently amended 16 August 2012) includes archaeology among the sub-fields of the research field (or science) of "History".<sup>10</sup> Similarly, in its list of research fields (approved 30 December 2011) the University of Latvia considers archaeology as a sub-discipline of history.<sup>11</sup> But on the other hand, as will be shown below, there is no archaeological education in Latvia, and so those working in archaeology mainly hold degrees in history.

Also, Latvian heritage legislation deals on a very practical (we may say, fieldwork) level with what an archaeologist is. In this respect we may look to Cabinet of Ministers Regulation No. 474 "Regulations Regarding the Registration, Protection, Utilisation and Restoration of Cultural Monuments and the Granting of the Status of an Environment-Degrading Object" adopted 26 August 2003 (with the most recent amendments on 6 August 2011), paragraph 24 of which states: "Archaeological research work (archaeological excavation and archaeological surveillance work, as well as the investigation of archaeological objects if such investigation involves impact on the cultural monument) may only be undertaken by qualified specialists who have obtained higher education in the humanities, who have at least two years of experience in archaeological research work and who have received a permit from the inspection." The next paragraph clarifies the situation: "[p]ersons undertaking archaeological research work for the first time shall perform such work under the supervision of an experienced and qualified specialist."<sup>12</sup>

Latvian archaeologists have their own professional organisation, the Latvian Association of Archaeologists (*Latvijas Arheologu biedrība*), whose main aim is to support the development

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<sup>9</sup> See: [http://www.lm.gov.lv/text/80;http://www.lm.gov.lv/upload/darba\\_devejiem/profesijas\\_pec\\_alfab%C3%84%C2%93ta.pdf](http://www.lm.gov.lv/text/80;http://www.lm.gov.lv/upload/darba_devejiem/profesijas_pec_alfab%C3%84%C2%93ta.pdf) (accessed 15.03.2014.)

<sup>10</sup> [http://www.lzp.gov.lv/index.php?option=com\\_content&task=view&id=140&Itemid=88](http://www.lzp.gov.lv/index.php?option=com_content&task=view&id=140&Itemid=88) (accessed 15.03.2014.)

<sup>11</sup> [http://www.df.lu.lv/fileadmin/user\\_upload/lu\\_portal/projekti/df/dokumenti/Normativie\\_dokumenti/LU\\_Zinatnu\\_nozaru\\_un\\_apaksnozaru\\_saraksts\\_2011..pdf](http://www.df.lu.lv/fileadmin/user_upload/lu_portal/projekti/df/dokumenti/Normativie_dokumenti/LU_Zinatnu_nozaru_un_apaksnozaru_saraksts_2011..pdf) (accessed 18.03.2014.)

<sup>12</sup> See: <http://likumi.lv/doc.php?id=78458> (accessed 07.02.2014.)

of archaeology in Latvia. Thus, the term “archaeologist” is understood quite widely in this respect, while two terms, “archaeologists” (by that meaning professionals) and “archaeologists-interesents” (amateurs), are used in the statutes of the association.<sup>13</sup> But the dividing line between these two groups is not defined at all, as the association is open to everybody who supports its tasks and likes archaeology.

To sum up, several features may be distinguished that might be regarded as parameters for the definition of an archaeologist. It is very important to have practical experience and fieldwork skills in archaeology, while the educational background is defined quite broadly. The present-day economic organisation, based on market relations, does not necessarily require affiliation to some institution, and so there may be representatives of the profession working outside of large structures (as, for example, freelancers in archaeology). So, in order to define an archaeologist we may look at educational background, archaeological knowledge and skills, and institutional affiliation, but in essence and for the most part it is skills and experience (including also ethical aspects of research) that distinguish a professional archaeologist from an amateur.

The project researchers attempted to avoid the identification of an archaeologist as someone who works in the field. It would be quite easy to establish the number of archaeologists working in Latvia on this basis, since the criterion of an archaeologist would be his/her fieldwork (excavations and surveys). There is a long-lasting tradition of biannual summarizing publication of short reports about fieldwork in Latvia, and if we looking at the two most recent publications (about fieldwork in 2008-2009 and 2010-2011) then we may obtain the following figures for field archaeologists:

in 2008-2009: 33 archaeologists directed excavations<sup>14</sup>;

in 2010-2011: 28 archaeologists directed excavations<sup>15</sup>.

However, as mentioned above, the project approached the archaeologist’s profession in its broadest sense. The survey conducted in the course of project implementation was open to everybody considering him-/herself an archaeologist (therefore the mailing list of members of the Association of Archaeologists was considered appropriate in order to reach as many individuals as possible). The number of received responses – 29 responses eventually – does not show Latvian archaeology as an entity, because not everybody took part in the survey. It might be suggested that this figure can be doubled in order to estimate the total number of archaeologists in Latvia – around 60 individuals, treating archaeology quite broad.

This figure is supported by the official figures given by employers in the various archaeological structures. So, for example, there are 15 archaeologists in the Department of Archaeology of the Institute of Latvian History, around same number of archaeologists work at the Latvian National History Museum, 5 archaeologists work at the Department of Archaeology and History of the State Inspection of Heritage Protection, 5 archaeologists work at the Museum of the History of Riga and Navigation, and 3 archaeologists work at the Faculty of History and Philosophy of the University of Latvia. There are three archaeologists working in some local museums (in Ventspils, Turaida and Bauska), three archaeologists in private structures, as well some retired but active archaeologists and some young archaeologists who actively participate in fieldwork. Of course, these figures do not include persons who also encounter the archaeological world in their work from time to time, for

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<sup>13</sup> <http://arheologubiedriba.files.wordpress.com/2010/07/lab-statuti.pdf> (accessed 15.02.2014.)

<sup>14</sup> Urtāns J., Virse I. L., eds. *Arheologu pētījumi Latvijā 2008-2009*. Rīga, 2010. 285 p.

<sup>15</sup> Urtāns J., Virse I. L., eds. *Arheologu pētījumi Latvijā 2010-2011*. Rīga, 2012. 255 p.

example, heritage inspectors in the regions, who are also required to look after archaeological sites or those keepers who, among other duties, take care of archaeological holdings in local museums.

The previous years represented a period of deep economic crisis in Latvia, which also affected archaeological research and reduced the amount of money circulating in archaeology (the reflection of which was a lower number of excavations generally, their small-scale character and sharp cuts in state-financed research projects). But despite this critical situation (which in some cases even caused the decrease of incomes to the level of the minimum wage or even lower for researchers), the number of institutions and their human resources have remained stable. It was only the private sector that saw the founding of a small company, SIA "Archeo" (Ltd), which has since become involved in the commercial activities of archaeology. As archaeology is neither among educational degrees nor positions in institutions (see below) it is impossible to track archaeologists (for example, students who have researched archaeological questions in their theses) among the unemployed. But it is estimated that there is a very low level of unemployment among the graduates of the Faculty of History and Philosophy of the University of Latvia. The situation in this respect differs from that in 1990s, when the economic situation was very dramatic, too, and several people left archaeology (although one individual returned to the profession more than decade later), while the most recent crisis did not affect archaeology in this way.

As the questions of the definition of an archaeologist have already appeared on the agenda in Latvia, the respondents were also asked to define what an archaeologist is according to their opinion. The most common answer was: a researcher working with the remains of material culture or using archaeological methods, or an individual with higher education working in archaeology, including the skills of directing excavations, interpreting the material and publishing the results; also, a pedant; a person interested in life in the past. However, some treated it in a legal sense, as a researcher who is eligible to conduct archaeological excavations. Thus, the majority of responses linked an archaeologist with an expert in a particular field possessing specific skills, while only a very few responses outlined the social character and public importance of archaeologists' work.

Archaeologists were also asked to give their forecast about the number of our profession in the future and to say whether the current number is sufficient for the needs of Latvian archaeology. Most respondents consider the current number as sufficient for the existing harsh conditions of scientific life, while nine respondents stated that it is not sufficient (one response even very correctly remarked that it is critically low for the contemporary needs and multidisciplinary character of archaeology). And 25 respondents (with a different opinion expressed in four questionnaires) agreed that it would not increase in the coming years due to the current situation in education and science. A cautiously optimistic forecast was, for example, that one young archaeologist would enter the profession per 3-5 years. Neither are institutions planning an increase in staff positions, and objective circumstances do not favour expansion of the profession. Thus the growth of the community of archaeologists is expected neither next year nor in three years time.

## Profile of Latvian archaeologists: age, gender, disability and origin

In order to establish the average characteristics of the Latvian archaeologist, namely to create a profile of the Latvian archaeologist in 2013, the questionnaire contained several questions about age, gender, disability and country of origin of individuals. These were actually the only questions answered by every respondent, and may thus be expected to give a clear picture of the community of Latvian archaeologists.

Thus, on the basis of received questionnaires, we may say that gender equality is very well represented in the profession (the respondents include 15 male and 14 female archaeologists). Concerning the age structure of the profession, there is a low number of middle-aged individuals (35-45 years old), but there is a promising younger generation (20-30 years old) that has entered the profession (see overview in Table 1 and Figures 1 and 2).

	female	male
under 21 years		
21-25 years	3	
26-30 years	3	1
31-35 years	1	2
36-40 years	1	
41-45 years	1	2
46-50 years		3
51-55 years	1	1
56-60 years	2	2
61-65 years	2	3
65-70 years		1
over 70 years		

Table 1. Age and gender structure of archaeologists in Latvia

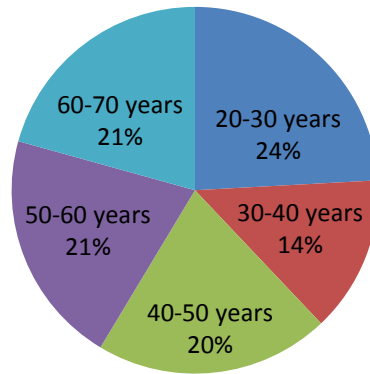


Figure 1. Age structure of archaeologists in Latvia

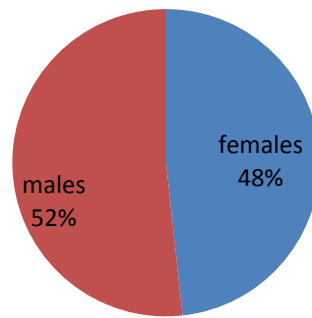


Figure 2. Gender structure of archaeologists in Latvia

Concerning the disability status of those working in archaeology, only one answer gives a positive reply, but this has not hindered the respondent from continuing to work in archaeology even now.

One and the same answer was given to the question about the country of origin of individuals working in archaeology – all respondents were born in Latvia and are Latvians. These data might be nearly true, but not perfect when attributed to the entire professional community. It is interesting to note that Latvian archaeologists come from various regions, cities and towns in Latvia, but today the clear centre of Latvian archaeology is Riga. Actually, it has no competition, because all the main institutions are situated here. The majority (12 of those who responded) were born in Riga (it should be taken into account that the number of inhabitants of the capital of Latvia constitutes almost half of the entire population of the country), while many indicated locations in the central region of Latvia (Vidzeme). Among other towns and villages were mentioned, for example, Cēsis, Limbaži, Ogre (mentioned twice), Sigulda, Jelgava, Liepāja, Kuldīga district and Bērzpils. A very vivid example is an archaeologist born in an exile Latvian family in Sydney, Australia who returned to Latvia in the 1990s.

On the other hand, there are no archaeologists from abroad involved in archaeological institutions in Latvia. Colleagues from abroad have participated in number of different research activities, including also fieldworks led by Latvian archaeologists (for example, in Zvejnieki and Rīņņukalns Cemeteries, Mežīte and Drusku Hillforts). But none of the institutions have ever employed a foreign archaeologist, which might be explained at least partly in terms of the closed character of the research community in Latvia and the strict rules of language policy in Latvia, requiring a good level of knowledge of Latvian as the official language (also, for example, all excavation documentation must be submitted in Latvian, which creates an objective obstacle for foreigners to enter Latvian archaeology).



## Employment and salary in archaeology

In Latvia, there are two fields of archaeology with a higher number of employees – research institutions and museums. Ten of the respondents indicated that they are working in a scientific research institution, 8 in a museum, 4 in heritage institutions, 3 in higher educational establishments (university), 2 in private enterprises and one respondent represents another (unidentified) field of activity (see Figure 3 for the numbers of archaeologists per institution and the ratio of respondents from different institutions).

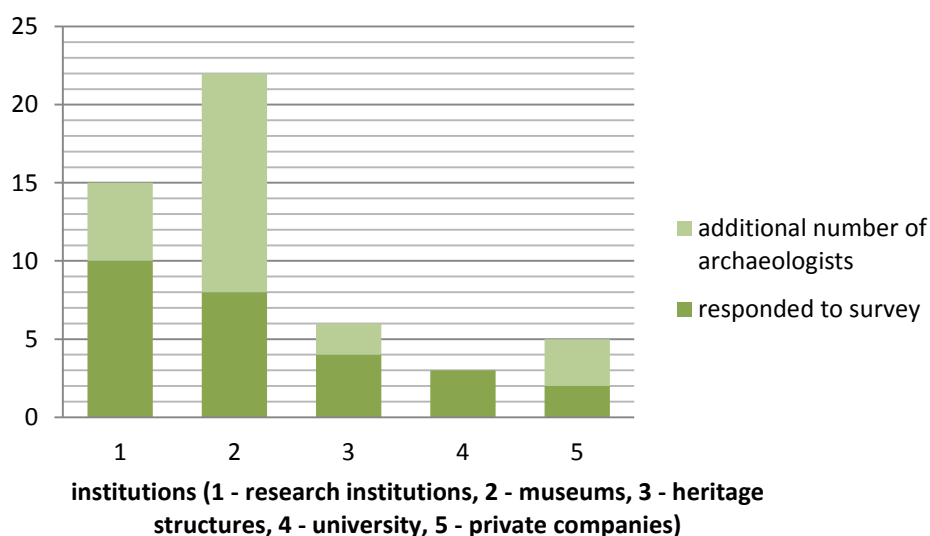


Figure 3. The number of archaeologists and ratio of respondents per institution

Almost all respondents acknowledged that their institution has state budget funding (22 responses), but a similar number of responses (eleven) also indicated financing on the basis either of national projects or projects financed by the European Union. At the same time, most respondents did not consider project financing as the basis of their salary. Municipal funding was not included in the questionnaire, as it enters the archaeological sector only through particular locally oriented archaeological projects; also, it is the main and often the only financial source for local museums.

Most archaeologists are employed permanently (indicated in 25 responses) while two are employed on the basis of a long-term (more than one year) job contract and three respondents replied that they are self-employed persons, although in fact two of them are working as freelancers in archaeological activities (for the ratios of employment forms see Figure 4).

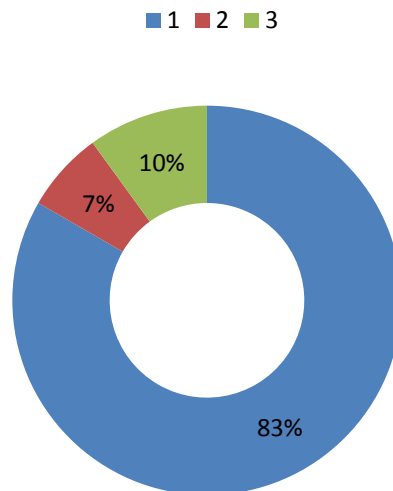


Figure 4. Employment of archaeologists (1 – permanent employment; 2 – long-term contract; 3 – self-employed)

The dominant section of responses showed that archaeologists are full-time employees (i.e., 8 working hours per day or cumulative 40 working hours per week). Only one response was from a part-time employee who was working between 20 and 30 hours per week.

These responses correlate very well with the answers to the other question about work experience and future prospects. Most archaeologists are working in the same institution where they worked 3 years ago (16 responses) and even 5 years ago (12 responses). None of the archaeologists has any intention of changing jobs after one or three years and they hope to continue their employment in the same institution.

On the basis of replies from 28 respondents, it is possible to trace limited growth of the profession during the last 5 years, since 2008: in 2013: +1 archaeologist; in 2012: +3 archaeologists; in 2010: +4 archaeologists. But these changes mostly occurred because university graduates had entered the archaeological fieldwork, rather than due to an increase in job positions. Also, at the same time several archaeologists have retired from their positions, which is not reflected in the results of the questionnaire survey. Thus, it is hard to determine the ratio of increase. Solely on the basis of the questionnaire survey it might be presented as a small increase within the limits of some percentage points (while the general vector is declining anyway): 2012-2013: 3.6 %; 2010-2012: 10.7 %; 2008-2010: 14.3 %. If we take as a basis for calculations the estimated number of archaeologists (60), then the figures are much lower but closer to reality: 2012-2013: +1.7 %; 2010-2012: +5 %; 2008-2010: +6.7 % (the last increase is a reflection of active excavation development before the economic crisis).

The employees acknowledge that their employers provide all necessary social guarantees declared in the social and labour legislation, such as sickness benefit, paid annual leave, maternity or paternity leave, leave for studies and examinations etc. This almost unanimously expressed view originates from the strong social and labour legislation in Latvia as well as the fact that most archaeologists are working in institutions founded and funded by the state. At the same time, the social significance and role of trade unions is very

low in Latvia. Thus, archaeologists are not inclined towards participation in trade unions – eleven of the respondents are trade union members, and ten responded they are not members.

But we are particularly eager to participate in professional organisations: only 4 respondents are not members of any professional organisation. Most of the responses identified the Latvian Association of Archaeologists (18), but only two respondents indicated that they are members of the European Association of Archaeologists (EAA).

Almost all respondents replied positively that their institutions have a development strategy or future vision (with the exception of the self-employed person), but only half of the replies indicated that the individuals fully agree with the proposed aims of these documents. This might be treated as a subjective and personal view, but usually such documents are not easily comprehensible, and may be superficially written, based on assumptions rather than realistic opportunities.

In institutions working in the field of archaeology, archaeological activity is one of a number of scientific, educational, commercial etc. tasks, thus the titles of the positions within the institutions usually do not include the words ‘archaeology’ or ‘archaeologist’. Position titles reflect the administrative rather than scientific position, which can be explained by the dominant situation of state institutions in the fields of archaeology and the established state nomenclature. Thus, for example, among the individuals working in archaeology there are five heads of departments, one deputy head of a department, four keepers of museum holdings, researchers, senior researchers (*vadošais pētnieks*), specialists and senior specialists (*galvenais speciālists*), a research assistant, archivists, two professors, one associate professor and one assistant professor. Currently these archaeologists also include the heads of the National History Museum of Latvia, the Institute of Latvian History and the Faculty of History and Philosophy of the University of Latvia. Therefore, it is not surprising that only two respondents indicated that they work as freelance archaeologists, and two others are leaders of private companies.

<b>Activity</b>	<b>Value</b>
Archaeological excavations	1-10
Archaeological survey	1-4
Research on archaeological material	1-9
Work on publications	5-9
Maintenance of archaeological holdings	2-10
Research and maintenance of archive material	2-10
Heritage protection and management	1-10
Conservation of archaeological artefacts	1-4
Administrative duties	4-10
Project leadership	1-2
Work in education and leadership of educational programs	1-10
Popularisation of archaeology	2-7

Table 2. Evaluation of the significance of the work duties of archaeologists

There is no information about vacancies in archaeological institutions, and no question of them being hard to fill; rather there is a shortage of vacancies in the institutions and it is quite difficult for young people who have recently graduated from university or are still continuing their studies to find a job position. Several students in the later years of study are currently working regularly in archaeological fieldwork and on a project basis but without a permanent job contract.

The duties of archaeologists vary very much depending on the institution they work for. The respondents were asked to evaluate their duties in a one-year perspective on a scale of 1 – 10 (where 1 means – it is not included in my duties, 10 – it is the most important and significant working activity). The results, reflecting a wide range of responses, are summarised in Table 2, while the mean values of the significance of particular duties are calculated in Table 3. Both tables are based on the information from 19 responses.

<b>Activity</b>	<b>Mean value</b>
Archaeological excavations	4
Archaeological survey	3.5
Research on archaeological material	6.44
Work on the publications	6.06
Maintenance of archaeological holdings	3.63
Research and maintenance of archive material	5.06
Heritage protection and management	3.25
Conservation of archaeological artefacts	1.81
Administrative duties	4.88
Project leadership	4.06
Work in education and leadership of educational programs	2.38
Popularisation of archaeology	4.81

Table 3. Mean values of the importance of the working duties

In the contemporary world, where every activity is accompanied by enormous bureaucracy, it is quite common that administration has an important and permanent role among the duties. Research on archaeological material and (related to this) work on publications alongside the rise of heritage issues and collections also have an important role, while archaeological excavations and particularly surveys are undertaken only by a small number of archaeologists.

It is interesting to note that despite well-developed IT facilities in Latvia none of the respondents consider it possible to manage their working duties entirely from a remote location (distance work). Ten replies indicated that it would be possible to do this partly while five rejected the possibility of the idea of distance work as such.

Asked to characterise the positive (strong, bright) and negative (weak) sides of their work, archaeologists often remark on the high ratio of administrative work (already mentioned as an increasing part of work) among the negative aspects. Also, the low salary, irregular incomes, limited opportunities for project development, weak infrastructure for research

and ignorant attitude on the part of the state and the public were mentioned as having negative effects on archaeologists. Everybody who replied to this question expressed concerns about the finances in some form or another. The dynamic, flexible and creative character of the work, combination of intellectual and physical activities in the work, rich archaeological sources, the wide spectrum of issues under discussion or research, interaction and communication with representatives of different fields are positive characteristics of work in archaeology. In general, people are doing what they like and therefore are doing this despite financial shortages (on salaries, see below).

Although quite stable employment practice in the archaeological sector can be outlined, the responses also reflected a variety of other jobs taken by current archaeologists at some or other time. Altogether 15 responses mentioned job activities not related to archaeology. The answers included employment as, for example, schoolteacher, project assistant, administrative assistant, librarian, loader, in historical heritage research, as architectural technician, interpreter, sales clerk, worker in museum, customer service, employee in building work or the printing industry.

Surprisingly, quite many responses were provided in relation to the questions about the salary. In Latvia, salaries are calculated as including taxes, although the ratio of different taxes may differ in individual situations (for example, those with lower incomes pay lower social taxes). As concerns the salaries received last year, the responses are summed up in Table 4.

Salary	Number of archaeologists
up to 200 lats	-
200 to 400 lats	15
more than 400 lats	9

Table 4. Archaeologists' salaries in 2013

A more complicated picture emerges in relation to the salaries in 2010 and 2008, as is seen in Table 5.

Salary	Number of archaeologists	
	2010	2008
up to 200 lats	5	4
200 to 400 lats	6	7
more than 400 lats	9	6
did not work	1	2

Table 5. Archaeologists' salaries in 2008 and 2010

Opinion about the role of education in the amount of the salary is divided almost equally: eleven respondents indicated that education influenced their salary while ten did not find any connection between their education and the amount of the salary. In the administrative structures, the particular education is not of primary value. Thus, officials receive a salary according to their administrative position not, for example, skills or academic degree.

The salaries of Latvian archaeologists are quite diverse, but we cannot expect to find archaeologists among the top-paid professions. On the other hand, despite the economic and social circumstances, archaeologists' salaries have been growing slowly in the last five years (see Table 6).

	<b>2013</b>	<b>2010</b>	<b>2008</b>
up to 200 LVL/month	-	5 (23.8%)	4 (21.1%)
200 to 400 LVL/month	15 (62.5%)	6 (28.6%)	7 (36.8%)
more than 400 LVL/month	9 (37.5%)	9 (42.8%)	6 (31.6%)
did not work	-	1 (4.8%)	2 (10.5%)
sample size	24	21	19

Table 6. Archaeologists' salaries in Latvia from 2008 to 2013

It is hard to ascertain the average salary from the questionnaires because the collected data shows the situation in between the indicated limits of salary (with a step of 200 lats). In order to get at least an impression of the average monthly salary, we summed up the numbers of archaeologists as if they were earning the medium values of the indicated salary. This gives an average salary per month in 2013 of 375 LVL (533.58 EUR), and this figure sounds quite reasonable. Thus, the average salary per annum in 2013 was 4500 LVL (6402.92 EUR).

The minimum monthly salary in Latvia as laid down in the legislation is currently 320 euros.<sup>16</sup> According to the data of the Central Statistical Bureau of Latvia, the last year saw the expected growth of average salaries, and thus the average gross salary in Latvia at the end of 2013 reached 518 lats (or 737 euros). The average salary per month in Latvia in 2013 was 715 EUR<sup>17</sup> (8580 EUR per annum), while, for example, in governmental/state funded structures the average salary was 833 EUR/month<sup>18</sup> (9996 EUR per year). This is an important comparison, as the dominant section of Latvian archaeologists are working in state-funded institutions. Thus, the incomes of archaeologists are higher in comparison with the minimum wage, but do not reach the level of the average salary in Latvia. Probably a closer situation for comparison might be found in the education sector: there the average salary per month was 423 lats in 2013, while at the same time employees in the financial and insurance sector earned more than 1000 lats per month.<sup>19</sup>

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<sup>16</sup> See: <http://www.lm.gov.lv/text/2525> (accessed 15.07.2014.)

<sup>17</sup>

[http://data.csb.gov.lv/pxweb/lv/Sociala/Sociala\\_lkgad%C4%93jie%20statistikas%20dati\\_Darba%20samaksa/DS0020\\_euro.px/table/tableViewLayout1/?rxid=09cbdccf-2334-4466-bdf7-0051bad1decd](http://data.csb.gov.lv/pxweb/lv/Sociala/Sociala_lkgad%C4%93jie%20statistikas%20dati_Darba%20samaksa/DS0020_euro.px/table/tableViewLayout1/?rxid=09cbdccf-2334-4466-bdf7-0051bad1decd) (accessed 10.08.2014.)

<sup>18</sup> Ibid.

<sup>19</sup> <http://www.csb.gov.lv/notikumi/videja-darba-samaksa-aug-atbilstosi-prognozēm-39487.html>; in English - <http://www.csb.gov.lv/en/notikumi/28022014-average-wages-and-salaries-are-rising-accordingly-forecasts-39488.html> (accessed 15.07.2014.)

## Education and qualification of archaeologists

There is no study programme for archaeological education in Latvia, and thus archaeology forms part of studies in history. Although there are three universities and colleges offering programmes in history in Latvia, courses in archaeology read by professionals are offered only at the Faculty of History and Philosophy of the University of Latvia. The University of Latvia is also the only establishment that may award a doctoral degree for a PhD thesis on an archaeological theme. This also means that, even if their interest is in archaeology, students undertake their studies in programmes of history and receive either a BA or an MA in history. The same applies to doctoral (PhD) studies, where, after fulfilment of requirements a doctoral degree in history is awarded (although the sub-field of the science is indicated in the diploma, too).

In Latvia, the status of postdoctoral researcher is not yet established, but the responsible ministry is currently working on the introduction of the postdoctoral position. The highest research qualification is the doctoral degree, while academic and research positions may vary according to the specific of institution (as described above). During the 1990s, when the transfer from the previous Soviet double degree system (which included the Candidate of Sciences and Doctor of Sciences) to the single degree system (Doctor) took place, habilitation was introduced, but is not active nowadays. All archaeologists have achieved the nostrification of their degrees, thus currently there are researchers who hold the title *Dr. habil.*, a title not possible for those who have received their degree in the last decade.

The numbers of students in the Faculty of History and Philosophy who are researching archaeological themes is quite variable from year to year. Thus, for example, 10 bachelor's theses and four master's theses were defended in 2008, whereas two years later there were 7 BA theses and 5 MA theses. Last year (2013) reflected not only a decline in the number of students in general but also sharp fall in the numbers of defended theses on archaeological topics – two bachelor's theses and three master's theses were defended. And unfortunately it appears that in the coming years such numbers will be a reality, and there will be 2-3 students per study year who will develop research and skills in archaeology.

It may be noted (also in relation to vocational training) that students acquire only basic archaeological knowledge within their academic studies, in addition to which they may also get their first fieldwork experience in the seminar excavations that are conducted every summer. But students generally obtain more sophisticated practical experience and develop skills needed particularly for archaeological field and documentary work within the framework of research projects, affiliated with one or other archaeological institution.

There are a high number of individuals working in archaeology who have received a doctoral degree (Dr. hist.). This answer was indicated by 17 respondents. 11 respondents answered that they currently hold a master's degree and one has a bachelor's degree in history (see Figure 5).

The respondents had obtained their highest qualification in very different years (although this part of the question was answered quite seldom), for example, the years of the last decade were mentioned in nine replies, the 1990s in five and earlier than 1991 in six answers.

Almost all degrees (BA, MA or Dr) of those working in archaeology have been obtained at the University of Latvia. 27 respondents answered that they had obtained their highest qualification in Latvia, and only two in the EU (see Figure 6). It may be noted that the number of archaeologists who have received a doctoral degree since 1991 is quite low in general. In addition to the nostrification that took place in 1990s, there are about 15 new doctors who have defended their thesis in archaeology during the recent period of more than 20 years. But currently there are only two doctoral students who are working on an archaeological thesis. The few exceptions known in current Latvian archaeology include: one master's degree and one doctoral degree in arts (Dr. art.) from the Latvian Academy of Arts, a doctoral degree in biology from the University of Latvia for research on dendrochronology, an MA in archaeology at Durham University, obtained couple of years ago, and a PhD in archaeology at Oulu University (Finland). There is a special situation regarding four doctoral degrees (including the candidate of sciences degree) obtained during the Soviet occupation period at Russian universities (in St Petersburg, then Leningrad, or Moscow) which were nostrified in the 1990s.

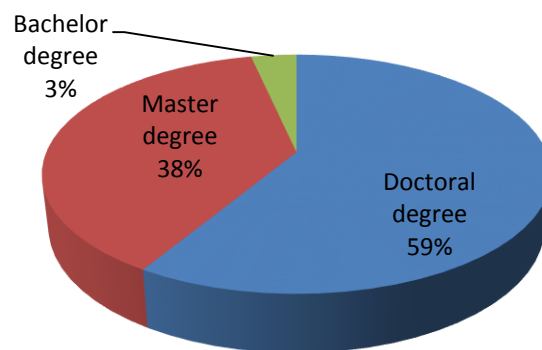


Figure 5. The highest qualifications of archaeologists in Latvia (on the basis of 29 responses)

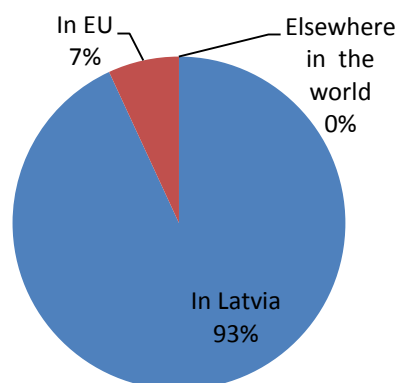


Figure 6. The countries where the highest qualifications were obtained (on the basis of 29 responses)



It is possible to trace differences among institutions in relation to the ratio of holders of doctoral degrees per institution. The highest number and highest ratio of archaeologists with a doctoral degree are working in research and educational institutions (for example, at the Institute of Latvian History there are 11 archaeologists with a doctoral degree out of 15 employed in the Department of Archaeology, and in the Faculty of History and Philosophy all three archaeologists have a doctoral degree). Archaeologists with a master's or bachelor's degree are mostly represented among those involved in museum archaeological activities and private structures.

The research activities of archaeologists are generally directed towards some particular research field, topic or chronological period, although archaeological field experience, as a rule, covers a wide chronological and territorial spectrum. Geographical limitations may be identified in the research organised by the local museums, which covers a particular region. Currently active research is proceeding on later prehistoric and medieval archaeology, but there is an urgent need for more archaeologists studying the Stone Age and especially the Bronze and Early Iron Age. More active work is needed on archaeological evidence from the Modern Era and recent periods of history. For example, the rich heritage of military remains from both World Wars, which had a strong impact on Latvia, is nowadays disappearing very quickly.

As was remarked at the beginning of this report, professional skills represent one of the criteria for distinguishing the profession of archaeologists. Archaeologists have faced challenges in the form of several important technological innovations and methodologies in the last decades, which currently form an integral part of archaeological practice. Therefore the respondents were asked to evaluate their skills in different fields (on a scale from 1 to 10, where 1 – do not have such skills, and 10 – excellent skills) and define the usefulness of these skills in their work (also on a scale from 1 to 10, where 1 – have not been useful, and 10 – very useful). The replies on the basis of 19 responses are summarised in Table 7.

It is traditionally important for Latvian archaeologists to know how to work in the field, and so experience and the usefulness of skills relating to archaeological excavation and survey are highly appreciated. At the same time, paradoxically GIS, geophysical research methods and material science have received a much lower evaluation (but with a higher mean value of usefulness). Project management and IT skills have fully entered archaeological practice, but most of archaeologists recognise the need for mastering these skills at a higher level than currently. This attitude is expressed also towards knowledge of normative acts and physical anthropology (or bioarchaeology).

The respondents were also asked to rate the importance and usefulness of the obtained education in their work on a scale from 1 to 5 (1 – unimportant, 5 – very important). 14 respondents marked the higher rates (4 and 5), while seven indicated the medium value of education (3). So, generally the received education, despite the fact that the study programmes in Latvian universities do not include much archaeology, have received positive feedback.

<b>Archaeological skills</b>	<b>Evaluation of skills</b>	<b>Usefulness of skills</b>
conducting archaeological excavations	7.47	7.21
survey of archaeological heritage	6.84	6.95
preparation of projects	5.58	5.63
leading projects	5.05	5.05

skills of administrative management	5.26	5.53
marketing	4.68	5.26
principles of protection and management of archaeological sites	5.05	3.95
restoration and reconstruction of archaeological sites	3.37	2.95
graphical recording of archaeological resources	5.26	5.89
conservation and restoration of artefacts	2.21	2.53
preparation and implementation of educational programmes	3.21	2.95
material science	2.89	3.32
knowledge of normative acts	4.68	6.16
GIS	3.95	4.53
geophysical research methods	2.84	3.74
image processing software	6.05	6.32
spreadsheet software (for example, Microsoft Excel)	6.89	6.74
database software (for example, Microsoft Access)	4.53	4.95
desktop publishing (for example, Microsoft Publisher)	2.37	2.53
physical anthropology	3.00	4.00

Table 7. Mean values of the possession and usefulness of archaeological skills in archaeological work

The questionnaire included several questions about engagement and work experience. But engagement in archaeology does not cover equally the last decades – six respondents have up to 10 years long experience in archaeology, four respondents have up to 20 years of experience and seven respondents are working in archaeology for more than 20 years. Most of the respondents had already personally directed archaeological excavations; only six respondents had not yet done so. A proportion of the respondents (9) had participated in excavations abroad, for example, in Estonia, Lithuania, Sweden, Finland, Germany, France, the United Kingdom, Spain and the Czech Republic. But none of the Latvian archaeologists have ever led excavations abroad.

The questions relating to the skills of Latvian archaeologists also included a question about the linguistic skills of Latvian archaeologists (see Table 8). The responses to this question are not surprising, as the largest part of archaeologists have mastered the present-day *lingua franca*, English, at some level. The language skills of Latvian archaeologists, namely good knowledge of Russian and rather wide interest in German and use of this language, can probably be explained in terms of historical circumstances. On the other hand, knowledge of neighbouring languages, including Lithuanian, seems to be quite low and is based mainly either on reading practice or everyday communication.

Language	very good	good	medium	weak
English	6	5	11	4
German	1	4	5	8
French		1	1	1
Russian	3	17	5	
other: Swedish			2	3
other: Latin			2	1

other: Spanish			1	
other: Finnish				1
other: Yiddish		1		
other: Lithuanian			1	2

Table 8. Language skills of Latvian archaeologists

It is not an easy task to explain why vocational training is not popular in Latvia, at least among historians and archaeologists. This tendency is clearly reflected in responses to the questions about the possibilities for vocational training and interest in such training. The majority (16) of replies stated that employers/institutions had not offered any further education, and only three could indicate that their employer had offered or provided possibilities for additional training or studies. And it appears that two respondents also included doctoral studies in vocational training. The only explanation here relates to the financial situation of the archaeological institutions, which, as mentioned several times above, are mostly state budget institutions that have not been able to afford such activities, especially during the recent years of economic crisis. But these same public institutions are those which must provide (and are ready to do so) all prescribed social guarantees mentioned earlier in this report.

Almost all respondents (with three exceptions) would be interested in vocational education and training, but at the same time only a minority of respondents (7) would be prepared to cover the expenses of further education themselves. The possible directions of vocational education vary greatly (see Table 9), but it is very clear that archaeologists feel the need for training and education in topical but often challenging areas, for example, different computer-based skills, interdisciplinary fields where archaeology meets natural sciences, foreign languages and project management. But it is evident that there is a surprisingly low interest in humanities, including particular fields and branches of history (an exception in this regard being medieval history, which can be explained in terms of the rich medieval and early modern archaeological heritage along the Baltic Rim). Thus, it appears that archaeologists recognise the value of both information technologies and exact sciences, and these are fields of knowledge that are generally not included in study programmes. Also, management issues are now on the agenda, due to the current need for developing projects in order to improve the financing of research activities.

Vocational training	Number having an interest	Vocational training	Number having an interest
foundation of enterprises	2	military history	0
preparation of expositions / exhibitions	7	ancient history	1
IT	6	European prehistory	2
marketing	1	medieval history	5
tourism management	1	modern and contemporary history	1
personnel management	1	mineralogy	2

project management	8	osteology	3
restoration	5	administrative laws	1
archaeobotany	6	numismatics	1
archaeometry	1	physical anthropology	4
archaeozoology	6	<sup>14</sup> C dating	7
dendrochronology	3	isotope analysis	3
heritage management	5	archive studies	1
geology	3	data processing programmes	12
geodesy	4	desktop publishing	4
geography	0	virtual reconstructions	7
German language	5	sociology	2
English language	3	philosophy	0
Swedish language	3	cultural anthropology	7
other languages	3	ethnography	2
conservation	3	folklore	2

Table 9. Interests in terms of vocational training among Latvian archaeologists

## Conclusions and future prospects

The archaeological system in Latvia is very stable, and this seems to be one of the conclusions of the survey and the project in Latvia. Latvian archaeology is almost entirely based on state and public institutions, with a small ratio of private enterprise. Private structures are very active, nowadays dominant in rescue excavations, but with less influence on research and the public. The years of economic crisis brought a reduction in salaries, but the scope of archaeological institutions and their activities have remained as before. There are several indications that in the near future the archaeology of Latvia will follow a more interdisciplinary and diverse path of research, including new research topics, approaches and methods.

The stability of archaeology has its roots mainly in the long-lasting experience of workers in this field. It is gender-equal, and with quite even representation of different age groups (with very few exceptions). It is hard, of course, to predict how things will develop in future, but for most archaeologists there are neither great expectations nor a sense of big threats. The problem is financing of the system, as it is used to survive on state and public finances, and a project approach to research (and also to salaries) is coming very slowly. That, by the way, relates also to history in general, and archaeologists are probably among the more active section of historians in terms of searching for their own funding and developing projects.

Another problem highlighted by the responses to the questionnaires relates to the relationships between archaeologists, the state and society. Several respondents remarked that the deeply academic nature of archaeology, rooted in the culture-historical tradition of archaeology, sometimes builds a wall between archaeologist and society (as one archaeologist remarked, there is an urgent need for dialogue). Archaeologists acknowledge that society expects practically applicable (for example, in tourism) and comprehensible, while also fascinating results from archaeology. And it is possible to obtain such results without losing high scientific standards and research quality; it is rather a question of the presentation of the research results. Several respondents remarked that the public is looking for sensations (the usual question from the public being: have you found gold?) and that that the public is not able to evaluate either archaeological work or the contribution of archaeological research to the study of the past and the preservation of material culture. It appears that attention should be focussed more towards the public/communities for developing educational praxis and increasing the involvement of the public in archaeological activities. Material culture has the advantage of the possibility of developing a very individual, emotional, even personal story about an artefact or a site, which can lead to new ties between the past, the researcher and society.

Archaeology in Latvia is not affected by migration, it has very strong roots in national tradition and works quite explicitly within a national framework. There is no reason to suggest that there could occur large-scale migration of archaeologists to and from Latvia due to the language issues and work availability here in Latvia. But at the same time, in order to survive there is a need for diversifying archaeological services (for example, turning more attention to public education and formation of community archaeology as well as to cooperation with the natural sciences).

Professional development currently depends on the interests, abilities, finances and opportunities of individuals. New skills will be needed in order to meet new needs dictated by both scientific achievements and public demands. A topical need is narrow but deep specialisation in particular topics (like ceramics, minerals, bones) – this is recognised by archaeologists, but it is not clear how to manage the process. It seems to be true that in future archaeology will rely more and more on the exact sciences (in the broadest sense including medical and earth sciences), thus interdisciplinary approaches are inescapable. We believe that public archaeology and archaeology based on exact studies are the fields that will dominate the future of archaeology, and thus it is up to us, archaeologists, to meet the challenges of the next decades.

## Annex: Questionnaire template

“Discovering the Archaeologists of Europe 2014”:  
project questionnaire for Latvia

The Faculty of History and Philosophy of the University of Latvia joined the international project “Discovering the Archaeologists of Europe 2014” last year. The main aim of this research project is to collect comparative data about the archaeologist’s profession in 20 European states. It may be noted that such a project about the profession of archaeologist or historian is being carried out for the first time in Latvia. The lead partner of the project is York Archaeological Trust (see <http://www.yorkarchaeology.co.uk>), and more detailed information about tasks and expected results of the project may be found on the project website: <http://www.discovering-archaeologists.eu>.

In order to provide information about the situation of the archaeologist’s profession in Latvia for the above-mentioned project, please fill the following questionnaire. It may take around 20 minutes to complete the questionnaire. Please provide information for 1 December 2013 when answering the questions! And also, please give answers to the all questions!

The project representatives emphasise that all the information obtained in the course of the project will be used for research purposes only within the project framework and scientific activities (such as conferences and publications) in summarised format without any indication of particular individuals.

In case of any questions or uncertainties please contact Andris Šnē, Dean of the Faculty of History and Philosophy of the University of Latvia (e-mail: [Andris.Sne@lu.lv](mailto:Andris.Sne@lu.lv), mobile phone: +371- 29118295).

1. Please mark the appropriate box indicating your gender and age:

	female	male
under 21		
21-25		
26-30		
31-35		
36-40		
41-45		
46-50		
51-55		
56-60		
61-65		
65-70		
over 70		

2. Where were you born, and what is your nationality?

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3. Have you ever had disability status?

yes

no

4. Are you currently working

permanently	
on the basis of a short-term job agreement (up to 1 year)	
on the basis of a long-term job agreement (longer than 1 year)	
self-employed	
as a business person	

5. Are you working

full-time (40 hours per week)	
part-time	

If you are a part-time worker please indicate the amount of your work load or working hours  
(per week or per month)

---

6. Is the institution you represent mostly dealing with

scientific research	
museum activities	
heritage activities	
higher education	
other issues	

7. What is your highest degree (academic or research)? When did you obtain it and at  
which institution of higher education?

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8. How would you evaluate the importance and usefulness of the obtained education for your work? (please rate from 1 to 5, where 1 – unimportant, 5 – very important):

1	2	3	4	5

9. What is the title of your job position?

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10. What are your job duties (please, mark them in an annual perspective on a scale from 1 to 10, where 1 – it does not constitute part of your duties, and 10 – it is the most important and significant working activity):

Archaeological excavation	
Archaeological survey	
Research on archaeological material	
Work on the publications	
Maintenance of archaeological holdings	
Research and maintenance of archive material	
Heritage protection and management	
Conservation of archaeological artefacts	
Administrative duties	
Project leadership	
Work in education and leadership of educational programs	
Popularisation of archaeology	

11. Were you working at the same institution

1 year ago

yes

no

3 years ago

yes

no

5 years ago

yes

no

If you have worked in another institution, then what was your field of work and status?

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12. Do you have an intention of changing your job after one year

yes  no

after 3 years

yes  no

13. Have you ever worked in a job not related to archaeology?

yes  no

If yes, then what kind of job was it:

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14. What do you consider the positive aspects of your job:

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the negative aspects of your job:

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15. Would it be possible to do your work from a distance (with the help of IT)

entirely	
partly	
impossible	

16. What are the financial sources of your institution:

state budget funding	
national (Latvian) projects	
EU projects	

17. Are resources from project funding included in your salary?

yes  no

18. Has your place of employment offered you the opportunity of further vocational training? If yes, then in which fields?

yes  no

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19. What is your salary / monthly income?

up to 200 lats	
200 to 400 lats	
more than 400 lats	

20. What was your salary / monthly income in 2010?

up to 200 lats	
200 to 400 lats	
more than 400 lats	

21. What was your salary / monthly income in 2008?

up to 200 lats	
200 to 400 lats	
more than 400 lats	

22. Has the education you have obtained (including further education, vocational training) influenced your salary?

yes  no

23. Does your place of employment provide the social guarantees prescribed by legislative documents (sickness benefit, annual leave, leave for studies/examinations etc)?

yes  no

24. Are you a member of a trade union?

yes  no

25. Are you a member of a professional organisation?

yes  no

If yes, then list them:

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26. Does your institution have a development plan for the future (vision, strategy etc.)?

yes  no

If yes, then have you become acquainted with it and

support the aims set out	
support the aims partly	
do not understand the need for such documents	

27. When did you direct excavation for the first time?

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28. How long have you been working in archaeology?

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29. What are your skills (rate on a scale from 1 to 10, where 1 – you do not have such skills, and 10 – excellent skills) and how useful they are in your work (on a scale from 1 to 10, where 1 – have not been useful, and 10 – very useful):

	Evaluation of skills	Usefulness of skills
conducting archaeological excavations		
survey of archaeological heritage		
preparation of projects		
leading projects		
skills of administrative management		
marketing		
principles of protection and management of archaeological sites		
restoration and reconstruction of archaeological sites		
graphical recording of archaeological resources		
conservation and restoration of artefacts		
preparation and implementation of educational programs		
material science		
knowledge of normative acts		
GIS		
geophysical research methods		

image processing software		
spreadsheet software (for example, Microsoft Excel)		
database software (for example, Microsoft Access)		
desktop publishing (for example, Microsoft Publisher)		
physical anthropology		

30. What is your knowledge of foreign languages:

	very good	good	medium	weak
English				
German				
French				
Russian				
other (please indicate which):				
other (please indicate which):				

31. Have you ever made use of possibilities of further vocational training?

yes  no

If yes, then please indicate the fields or specialist subjects:

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32. Are you interested in taking the courses of further vocational training?

yes  no

33. If yes, then are you prepared to pay for these courses yourself?

yes  no

34. Would you be interested in obtaining knowledge, skills or education in the following fields (please mark the fields of your possible interest):

establishing businesses		military history	
preparation of expositions/exhibitions		ancient history	
IT		European prehistory	
marketing		medieval history	
tourism management		modern and contemporary history	
personal management		mineralogy	
project management		osteology	

restoration		administrative laws	
archaeobotany		numismatics	
archaeometry		physical anthropology	
archaeozoology		<sup>14</sup> C dating	
dendrochronology		isotope analysis	
heritage management		archive studies	
geology		data processing programmes	
geodesy		desktop publishing	
geography		virtual reconstructions	
foreign languages (specify which)		cultural anthropology	
conservation		ethnography	
sociology		folklore	
philosophy			

35. Have you ever participated in excavations abroad?

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36. Have you ever directed excavations abroad?

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37. What do you consider the public expects from archaeology? Does it conform to your understanding of the tasks of archaeology?

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38. How would you define an archaeologist?

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39. Is the number of archaeologists in Latvia sufficient and will it increase or decrease in the coming years?

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40. Any other comments:

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**Thank you very much for your time and effort**

If you would like to receive information about the project results (national report and transnational report), please, write your contact e-mail:

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