



Discovering the Archaeologists of Slovenia 2012-14

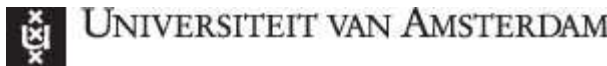
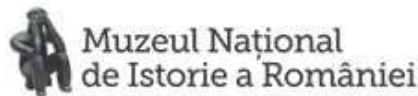
Tina Kompare, Irena Lazar, Vesna Pintarič Kocuvan

Inštitut za dediščino Sredozemlja, Znanstveno-raziskovalno središče Univerza na Primorskem

Published by University of Primorska 2014



All contents copyright © 2014 by University of Primorska and the authors.



ASSOCIAÇÃO PROFISSIONAL DE ARQUEÓLOGOS



Faculty of History and Philosophy



This work is licensed under the Creative Commons Attribution 3.0 Unported License. To view a copy of this license, visit <http://creativecommons.org/licenses/by/3.0/> or send a letter to Creative Commons, 444 Castro Street, Suite 900, Mountain View, California, 94041, USA.

Under the terms of this licence, **you are free:**

- **to Share** - to copy, distribute and transmit the work
- **to Remix** – to adapt the work
- to make commercial use of the work

Under the following conditions:

- **Attribution** — You must attribute the work in the manner specified by the author or licensor (but not in any way that suggests that they endorse you or your use of the work).

With the understanding that:

- **Waiver** — Any of the above conditions can be **waived** if you get permission from the copyright holders.
- **Public Domain** — Where the work or any of its elements is in the **public domain** under applicable law, that status is in no way affected by the licence.
- **Other Rights** — In no way are any of the following rights affected by the licence:
 - Your fair dealing or **fair use** rights, or other applicable copyright exceptions and limitations;
 - The authors' **moral** rights;
 - Rights other persons may have either in the work itself or in how the work is used, such as **publicity** or privacy rights.

Notice — For any reuse or distribution, you must make clear to others the licence terms of this work.

The publisher has used its best efforts in preparing this book, and the information provided herein is provided "as is." University of Primorska makes no representation or warranties with respect to the accuracy or completeness of the contents of this book and specifically disclaims any implied warranties of merchantability or fitness for any particular purpose and shall in no event be liable for any loss of profit or any other commercial damage, including but not limited to special, incidental, consequential, or other damages.

ISBN 978-961-6862-92-9

This project acted as the Slovenian 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.

CIP - Kataložni zapis o publikaciji
Narodna in univerzitetna knjižnica, Ljubljana

902-051(497.4)

KOMPARE, Tina

Discovering the archaeologists of Europe : discovering the archaeologists of Slovenia 2012 -14 / Tina Kompare, Irena Lazar, Vesna Pintarič Kocuvan ; [translation Gregor Pobežin, Vesna Pintarič Kocuvan]. - Koper : Univerza na Primorskem, Znanstveno-raziskovalno središče, Inštitut za dediščino Sredozemlja, Univerzitetna založba Annales, 2014. - (Annales Mediterranei)

ISBN 978-961-6862-92-9

1. Lazar, Irena, 1962- 2. Pintarič, Vesna, 1983-
275206144

Contents

INTRODUCTION	7
1 Partners	8
2 Aims of the project	9
2.1. Introduction and preliminary research	10
2.1.1. Who is an archaeologist?	11
2.1.2. Overview of the state of archaeological expert community: Slovenia	12
3 Research methodology of the DISCO Project	17
3.1. Core data	17
3.2. Questionnaire	17
3.3. List of organisations and the employment situation	18
3.4. Data collection	20
RESULTS	
4 Part One – Professional organisations	22
4.1. Organisational structure	22
4.2. Geographical location	23
4.3. Sources of financing and organisation activity	24
4.3.1. Financing	24
4.3.2. Organisation activity	24
4.4. Number of employees	25
4.4.1. Currently employed	
4.4.2. Changes in the number of employees during previous years	
4.5. Pay scales and trade unions	27
4.6. Number of employees in the past	29
4.7. Number of employees in the future	32
4.8. Education and vocational training	34
4.9. Specificity of acquired knowledge	36
4.10. Specific skills needs	38
5 Part Two – Personal questionnaire	44
5.1. Job title and employment type	44
5.2. Gender, age and nationality	45
5.2.1. Gender	
5.2.2. Age	
5.2.3. Nationality	
5.3. Disability status	47
5.4. Main activity	48
5.5. Personal income	49
5.5.1. Gross personal income	49
5.5.2. Bonuses	50
5.5.3. Stimulations	50
5.5.4. Number of working hours per week	51
5.6. Education level	52
5.7. Employment	53

5.7.1. Funding of posts	
5.7.2. Year of employment	
5.7.3. Duration of employment in the present post	
5.7.4. Entire period of employment	
5.7.5. Registration at the Employment Service	
5.8. Work and working conditions	55
5.8.1. Working in a job not related to archaeology	56
5.8.2. Work place and place of residence	56
5.8.3. Absence due to work commitments	57
5.8.4. Work abroad	57
5.8.5. Foreign languages spoken	59
5.8.6. What are your activities?	59
5.8.7. Shortcomings of your work	60
5.8.8. Work at home	61
5.9. Membership in foreign and national professional organisations	61
5.10. Work during studies	62
5.11. Job opportunities	63
5.12. Do you have children?	64
6 Summary	66
7 Literature	69
8 List of figures	71
9 List of tables	73

INTRODUCTION

The »Discovering the Archaeologists of Europe« project (DISCO in short) is the result of the cooperation of twenty one (21) partners from nineteen (19) states, the main coordinator being the York Archaeological Trust. The project began in October 2012, lasting two years until September 2014. The project was co-financed by the European Commission within the Leonardo da Vinci II programme.

The research is a continuation of the homonymous project that took course between 2006 and 2008 where the emphasis was laid on the international mobility of professional archaeologists and the obstacles they may encounter as well as the conditions or qualifications required for the work of professional archaeologists in different European countries. The Slovene part of the research took course under the leadership of the Faculty of Arts of the University of Ljubljana specifically under the surveillance of Prof Predrag Novaković.

The DISCO 2014 project performed by the University of Primorska (Koper) on behalf of Slovenia strives for the same main goal, i.e. to survey the labour market, while the immediate objectives are to identify the needs for specific knowledge in archaeology which will enable a more efficient work organisation and management planning, offering the individuals to better plan and upgrade their professional curricula, while offering the agents in professional education guidelines for further development. Parts of information rendered in the questionnaire are mandatory for all participant states since it will make international comparability possible. All information will offer an insight into the effects of the worldwide economic crisis which included Slovenia by the end of the 2006-2008 DISCO project.

1 Partners

1. York Archaeological Trust [Great Britain, leading partner]

2. Landward Research Ltd [Great Britain]
3. Internationales Österreichisches Archäologie Forum [Austria]
4. Agentschap Onroerend Erfgoed [Belgium]
5. Department of Antiquities [Cyprus]
6. Institute of Archaeology Academy of Science [Bohemia]
7. Universität Bonn [Germany]
8. Initiative for Heritage Conservancy [Greece]
9. Institute of Heritage Sciences (Incipit) [Spain]
10. Institute of Archaeologists of Ireland [Ireland]
11. Confederazione Italiana Archeologi [Italy]
12. Latvijas Universitate [Latvia]
13. MTU Arheopolis [Estonia]
14. Norwegian Association of Researchers [Norway]
15. Uniwersytet im. Adama Mickiewicza [Poland]
16. Associacao Profissional de Arqueologos [Portugal]
17. Muzeul National de Istorie a Romanie [Romania]
18. Univerza na Primorskem [Slovenia]
19. Comenius University in Bratislava [Slovakia]
20. European Association of Archaeologists
21. Cultural Heritage without Borders [Bosnia and Hercegovina]

The Slovene part of the project was managed and overseen by Prof Irena Lazar with the help of Vesna Pintarič Kocuvan and Tina Kompore, a BA in archaeology, who prepared and oversaw the bulk of fieldwork and data processing in which Tina Kompore and Katarina Šmid also participated. The report was drafted by Tina Kompore and Irena Lazar with the cooperation of Vesna Pintarič Kocuvan, Katarina Šmid and Gregor Pobežin.

Twenty national reports on archaeological activities in each of the participating states involved in the “Discovering the Archaeologists of Europe 2014 – DISCO 2014” project (present report being one of them) contribute to the transnational report in the survey of the whole project work (Aitchison, 2008)¹.

2 Aims of the project

¹ Aitchison, K. (2008). Discovering the Archaeologists of Europe: Transnational Report (available at <http://www.discovering-archaeologists.eu>).

The main project aim was to accurately recognize and understand the conditions, circumstances and possibilities for transnational employing of archaeologists as well as to shape transparent professional qualifications for archaeological work in Europe.

The project had multiple aims on the European as well as on the national level:

- identifying the trends and information on the archaeological job market, including professional training and skills, as well as career promotion;
- identifying the needs for special skills;
- identifying the number of archaeologists working in particular countries;
- identifying the number of employers in the field of archaeology;
- acquisition of information that will help employers in the archaeological field plan their work and improve the efficiency of their organisational structure;
- identifying the obstacles impeding the entering into the archaeological profession and transnational mobility;
- support for providers of professional education and training with information on the employers' needs.

These aims were to be achieved by the identification, collection and mediation of information concerning archaeologists and archaeological employments in a European framework (information about the archaeological job market), in order to enable the employers, professional associations, the European Association of Archaeologists, professional service providers and other institutions to:

- develop expertise in professional experience and conditions to facilitate transnational labour mobility,
- define specific criteria and methodologies for determining training needs across Europe,
- more efficiently analyse and anticipate special skills shortages,
- more easily establish the comparativeness of professional experience in particular countries.

So far, this type of data has not existed for most European countries and were collected for the first time in the international framework of this project. Actual data on the number and qualifications of archaeologists working in this professional field in Slovenia has not been collected since the end of the 1980s. At the same time there is no information on specific needs appearing in archaeological work, especially in connection with the present advanced development of field archaeology in view of preventive and protective work

2.1. Introduction and preliminary research

With the invitation to participate in a European project on the archaeological profession in EU members, Slovenia has attempted a survey of active organisations from the archaeological field and their employees for the first time after more than two decades (Arheo 1, Arheo 8). Before the DISCO project, no attempt has been made in Slovenia to list all the archaeologists working in this professional field, except for a list of active archaeologists in Yugoslavia (and Slovenia), published in Arheo 1 (Seznam 1981), and a revised version of this list in Arheo 8 (Seznam 1989) as well as the one made in 1997.² This sort of information isn't even available in the acta of the Statistical Office of the Republic of Slovenia.

The Slovene part of the DISCO project was largely based on similar projects conducted in Great Britain (*Profiling the Profession: a survey of archaeological jobs in the UK; Archaeology Labour Market Intelligence: Profiling the Profession 2002-03*, other similar projects in the UK also quoted) and Ireland (*Profile of the Archaeological Profession and Educational Resources in Ireland*). Due to the possible comparison the final outcome of the research was additionally coordinated between the project partners.

The bulk of the data was collected via personal questionnaires, sent per mail and e-mail to registered public and private working organisations, active in the field of archaeology. The questionnaire was sectioned into three parts to best identify the structure and state of work in these organisations and their employees.

2.1.1. Who's an archaeologist?³

Despite the fact that there is no firm and stable rule to determine the use of the term "archaeologist" this generally applies to a person with at least a BA in the field of archaeology which means she or he finished a study course in the field of archaeology, archaeological heritage or equivalent contents under a different name (e.g. in Italy, USA etc.).

In Slovenia the term "archaeologist" applies specifically to professional competence achieved through proper academic studies. There are virtually no exceptions where a person with an education similar to (or even different from) archaeology achieved this title through experience alone.

The prerequisite for the title "archaeologist" is therefore more or less the adequate education (previously referred to as "graduate archaeologist" and later "university graduate archaeologist").

In the department of fieldwork the legislative is far more exact. The regulations on the procedure for issuing an excavation permit (Ur.l. RS 113/2000; invalid since 1.3.2008, in use until 1.3.2009) state that only a university graduate in archaeology with no less than five years of experience as an expert co-worker in archaeological excavations can conduct

² Seznam 1981 = Arheo 1 (1981), 57 - 58s; Seznam 1989 = Arheo 8 (1989), 54 - 56s.

³ Data about the history and development of archaeology in Slovenia are mainly summarized from the report of the Disco 2008 (Pintarič, Novaković 2008).

archaeological research; an individual conducting underwater field research also has to have a valid diving license.

Request for authorization for archaeological research can be submitted by a legal or natural person; the proposal is then discussed by a five-member commission, appointed upon proposal by the competent minister (Minister of Culture) for a period of five years, consisting of renowned archaeologists, experts in various archaeological periods and in the protection and preservation of archaeological movable and immovable heritage. Based on a favourable opinion the minister issues a license. The commission also appoints one or more supervisors selected from university graduate archaeologists with no less than ten years of experience in archaeological research.

The regulations – the only thing that specifically addresses archaeological qualifications – therefore determine the required level of education and professional qualifications of the head of archaeological research; however, they do not define the competences of his or her team. It follows that it is up to the leader to determine whom he or she wants to have on the team – and what their educations should be. Usually the archaeological team consists of graduate archaeological researchers and archaeology students of the final year with some research experience. These are usually referred to as “technicians”; the term is loose and has established itself in the last decade during archaeological excavations on highways when financial construction called for the adjustment of the structure of the research teams so that they would fit the organisational structure of the construction teams on the building sites. Labour (i.e. unskilled) workers in archaeological research are usually students (archaeology or other fields), high-school students and other workers.

With the new legislation (the *Law on the Protection of Cultural Heritage*; Ur. I. RS 16/2008) the rules for issuing permits for archaeological research also changed; to conduct professional work in the field of cultural heritage protection one needs to obtain secondary or higher education, and a completed internship exam in order to obtain the professional title of archaeologist-conservator. Individuals that haven't acquired their professional title may conduct this kind of work exclusively under the supervision of persons with a suitable professional title.

The requirements for obtaining professional qualifications in the public service in the field of cultural heritage protection are: university degree or postgraduate (2nd degree) degree of the Bologna study, adequate experience and professional competence as well a passed professional exam. The minister prescribes the types of titles, the apprenticeship program for obtained qualifications, requirements for training, work experience and assessment of professional competences as well as the manner of conducting the examinations to obtain the professional title. He or she also specifies the method of listing the qualified providers, the manner of proving the professional competences and the manner of drafting a list of qualified contractors who could perform specialized protection activities, such as:

- conducting research and preliminary research (including archaeological research),
- conducting conservation and restoration works,
- conducting construction and finishing works on heritage,
- transport of movable heritage,
- preparation of conservation plans,

- preparation of management plans,
- preparation of project documentation for interventions in heritage,
- preparation of environmental reports or reports on Environmental Impact from the standpoint of heritage,
- preparation of expert opinions and appraisals,
- implementation of programs of development and training, storing and
- presenting the collections of moveable heritage.

2.1.2. Overview of the state of archaeological expert community in Slovenia⁴

Slovene national school of archaeology begins after 1918, when first national institutions in the archaeological field were established in Slovenia: the National Museum, the University, the state monument protection service. Prior to this year the organization of archaeology in Slovenia fell under the Austrian institutional network with its key institutions in Vienna and a network of provincial museums and heritage offices (Provincial Museum in Ljubljana, Graz, Klagenfurt, City Museum in Trieste, provincial conservation offices in Ljubljana, Trieste, Graz); local museums that operated in the archaeological field at the time, were quite exceptional in 1918.

Institutionalisation of archaeology in museums and in the field of monument conservation as well as in the universities took place in the second half of the 19th century in Austria. Apart from the monument service (the Kiasser&Koenig central commission for the protection of arts and historical monuments) which had been established in 1850, other institutions (museums and universities) actually existed decades before that, however, they only started to include archaeology in their curricula in the late 19th century.⁵

The most important role in the organisation of archaeology in Carniola (and indeed in the entire area of Slovenia after 1918) was carried out by the Regional Museum in Ljubljana which had been established in 1821, however, its archaeological activities only began in the mid- 1870s when Karel (Dragotin) Dežman, the then headmaster of the museum, conducted two major excavations in the Ljubljana marshes. A good decade later, by 1888, Dežman managed to assemble an outstanding archaeological opus and assert the Regional Museum in Ljubljana as a model regional institution in the Austro-Hungarian state: he edited the museum collection and published a guide according to the highest standard, he divided the Iron Age materials into the Hallstatt and the La Tène groups only a few years after the La Tène site had been excavated, he successfully lobbied for a new museum building (the most

⁴ For a more detailed survey of history of archaeology in Slovenia and individual institutions, see: Gabrovec (1971), Kastelic et al. (1987), Slapšak and Novakovič (1996), Pleterski (1997), Novakovič: (2001a), Novakovič (2002), Novakovič, Lovenjak and Budja (2004).

⁵ Steyermark regional museum in Graz (1811), Carniolian regional museum in Ljubljana (1821), Carinthian regional museum in Klagenfurt (1844), City museum of Trieste (Museo Tergestino di antichità; 1843). The next period of museum founding followed in the second half of the 19th and the early 20th century: Celje (1882), Ptuj (1893), Maribor (1909), Koper (1911).

expensive public building in Carniola at the time) and was recognized as a member of the important international scientific associations.⁶

The end of the Austro-Hungarian state brought about radical political change; Slovenia (as part of the newly formed Kingdom of Serbs, Croats and Slovenes – the so-called Kingdom of Yugoslavia after 1929) managed to unite the major part of the central and eastern parts of the Slovenian ethnic territory of the former Austrian provinces. In this new state a number of Slovenian national institutions began to emerge; in the archaeological department the central role was taken over by the former Regional Museum of Carniola, which was renamed as the National Museum in 1921. The University of Ljubljana was founded (1919), where the teaching of archaeology was planned from the very outset, but due to the lack of adequate teachers it only launched to a limited extent in the academic year 1923/24.

Apart from the National Museum and the University of Ljubljana, the monument protection service was also reorganized. It also addressed the issues of archaeological heritage; however, due to a variety of reasons, mostly inadequate legislation and lack of human resources, it was much less active.

Despite the generally well designed institutional organization, the archaeological activities in the Kingdom of Yugoslavia took a considerable slump compared to the previous (Austrian) period. The National Museum operated without a professional archaeologist until the end of the twenties; the monuments service had to operate without a single professional archaeologist throughout the interwar period, and the University of Ljubljana experienced considerable staff changes and departures of archaeology experts. In addition to this, university professors of archaeology did not actively participate in archaeological research in Slovenia until the second half of the 1930's. The most obvious problem experienced by the Slovene archaeology was certainly the lack of adequately educated professionals. Only three or four archaeologists were active in Slovenia at the time, some of which were only indirectly or *ad hoc* related to domestic institutions (e.g., Walter Schmid from the museum in Graz, Mihovil Abramić before he left to the Archaeological Museum in Split).

After World War II, when Primorska and Istria were reunited with Yugoslavia (the territory of which were under Italy during the interwar period), Slovenia merged most of its ethnic territory in the west. The new regime began a radical overhaul of the entire Yugoslav society in the context of which there was also a revitalization and reorganization of the archaeological profession. The problems in archaeology were particularly acute in Slovenia, since all the archaeologists active in the period before 1945 left the country and all the Italian archaeological institutions in the Primorje region and Istria ceased to operate or were cut off from their central institutions in Italy.

Realising the great importance of archaeology, especially for national history and development of national scientific schools, the officials of the University of Ljubljana appointed several archaeological experts (Josip Klemenc, Joseph Korošec, France Stare and Jaroslav Šašel, somewhat later Tatjana Bregant) during the period between 1945 and 1955, which ensured a strong basis for systematic teaching of archaeology from the Neolithic to

⁶ K. Dežman is the key person in establishing the scientific archaeology in Carniola – as well as in Slovenia. More on K. Dežman in Slapšak and Novakovič (1996), Novakovič (2001b).

the early Middle Ages. It should be noted that prior to the World War II the ancient history and classical archaeology were two capital subjects at the university; at the same time a professor of Palaeolithic Studies was appointed at the Department of Geology (Srečko Brodar), while Božo Škerlj began teaching physical anthropology, since it was Škerlj who intensively cooperated with the archaeologists in the first years after the war. In the interest of basic research (the main project was to produce an archaeological map of Slovenia) the Archaeological Commission (later the Institute of Archaeology) was established at the Slovenian Academy of Sciences and Arts. The National Museum, too, has gained personnel in the archaeological field; its first post-war principal (Jože Kastelic) has managed to assemble a relatively strong archaeological team (Stane Gabrovec, later Vinko Šribar and Vida Stare) considering the conditions in Slovenia.

The reform of the monuments' protection service was somewhat more complex, and long-lasting. In the first post-war decade it only had one single central office for the entire country, and only later began its regionalization by establishing regional units. In 1945 the "Institute for the Protection and Scientific Study of Cultural Monuments and Natural Landmarks" was thus established; its first task was to prepare the documentation on monument materials that were transported abroad during the war and to calculate the compensation for the monuments destroyed during the war. Major organizational changes took place after 1957, when the Institute for Protection of Monuments of the PRS began to organize a network of inter-municipal and regional institutions: Maribor (1959), Celje, Kranj and Nova Gorica (1961), Ljubljana (1964), Piran (1969) and Novo mesto (1981). The key persons in the development of archaeological monuments services at this early stage were Iva Mikl Curk, Peter Petru and Marijan Slabe. Throughout this time this service was under the Ministry of Culture (as is still the case today); only in the last few years the administrative part was separated from the professional archaeological activities. The latter is now organized as a body within the Ministry of Culture while the administrative part came under the Directorate of Cultural Heritage.⁷

The organizational structure of the archaeological profession, as it was conceived by the seventies, was mainly preserved until today; the ensuing reforms did not significantly change this structure. One of the important characteristics of the period to the end of the 60's was the undeveloped specialization (or less pronounced division) of labour between archaeological institutions. Museums thus often carried out the fieldwork research (including protective), curators were often professors at the University in Ljubljana, and literally all archaeological institutions and individuals were involved in the project "Archaeological Map of Slovenia", coordinated by the Institute of Archaeology (the greater part of the project was completed in mid-sixties and the map was finally published in 1975).

By the end of the seventies the system of the organization of archaeological activities was or more less set. Two main institutional networks were established – the museum part with the National Museum as a central institution and a network of regional museums (including

⁷ The public institute for the protection of cultural heritage in Slovenia comprises 8 units: OE Ljubljana, OE Maribor, OE Celje, OE Novo mesto, OE Nova Gorica, OE Piran, OE Kranj and the Restoration centre. The tasks of the institute are mainly managing the general register of the monuments and the state they're in, and scientific studying of physical and legal protection within the legal frame on the protection and preservation of moveable and immoveable monuments.

municipal and urban) and the monument protection part with its central office and regional offices for the protection of natural and cultural heritage. Educational and research activities were the domain of the University of Ljubljana and the Institute of Archaeology. At the end of the eighties, some eighty archaeologists were employed there by archaeological institutions; this certainly indicates an extremely successful development of science and its implementation in the society over three decades.

During socialism, with the exception of the first few years after the war, the entire museum and monument protection organization was funded exclusively from the state (not federal) funds. The university studies, too, were fully funded from national (republic) funds, including the post-graduate studies which only became partially self-paid towards the end of the eighties; the same was with all research activity at the University of Ljubljana and the Slovenian Academy of Sciences and Arts. Part of the activities of museums and monument protection service was further financed from municipal funds; only gradually a system was introduced whereby the protective archaeological work was financed investors, however, these were again almost exclusively public companies.

After the independence of Slovenia in 1991 and the abolition of the socialist regime there were no extensive changes in the organisational structure of the archaeological service. Perhaps the most obvious change was the occurrence of individual private companies and persons that perform archaeological service, almost exclusively in the field of monument preservation sector. Not counting the private sector, the only two institutions to have been established *de nouveau* after 1991 were the Institute for the Mediterranean Heritage (Scientific and Research Centre of the University of Primorska, est. 2003) and the Department of Archaeology and Heritage at the Faculty of Humanities at the same University (2008).

After 1991 new forms of financing were relatively quickly introduced. Systemic financing from the budget gradually gave way to project or programme financing; founding subjects of institutions such as museums were redefined which led to diminished direct financing from the state budget. Particularly the monument preservation service was since largely financed from projects which are required by law to be financed by investors.

An important trigger of the evolvement of the archaeological services market, new forms of business and technological development was the national program of motorway construction in Slovenia, which began in 1994 and was the largest infrastructural priority in the ensuing 15 years. Timely construction of over 300 km long motorway network on two main axes (NW–SE and NE–SW) was planned, crossing all major Slovenian regions. Due to the high-priority nature of this project, its intensive implementation and understandable expectations that such an extensive and invasive construction activity could greatly endanger the known and yet undiscovered archaeological heritage, the need for proper organization of the archaeological profession occurred in order to adequately respond to such a formidable challenge.

At the Institute for Protection of Cultural Heritage a special group was established, the so-called “Group for Archaeology on highways of Slovenia” (SAAS) which was charged with the main negotiating and coordinating role in relation to investors and with planning the

preventive and protective archaeological research. SAAS was able to connect archaeologists from the regional units of the Institute and experts from other archaeological institutions; together they developed the programme and methods of work. In 1994 the so-called preventive phase of works was successfully implemented for the first time, which enabled an appropriate basis for the planning and implementation of archaeological excavations in endangered sites.

The SAAS program followed the very dynamic timeline of the construction of highways, creating a great demand for archaeological research in the context of prevention and protection of archaeology in a very short time. The demand for archaeological experts needed to manage and work on such large archaeological projects was such that even a shortage of skilled labour occasionally occurred in the years between 2000 and 2004, which was solved with the help of archaeologists and students from neighbouring countries, especially Croatia. In addition to these some colleagues from Slovakia, Austria, Serbia and Italy were also engaged on a smaller scale on some of the projects.

These circumstances quickly led to the formation of private archaeological companies and many self-employed individuals who can effectively to adapt to market conditions (mobility, flexibility in their organization, and recruitment of personnel for short project periods of time ...); in the ensuing years these assumed a large share of the archaeological services market. The emergence of private archaeological organizations (more permanent and ad hoc groups) has proved to be crucial in the timely planning and execution of archaeological research in highways because the existing public institutions could not carry out such large quantities of work in such a short time.

A valid legal basis for the organization of a public archaeological and heritage service in Slovenia was provided in the act on the Protection of Cultural Heritage from 1999; however, March 1st 2008 a new law on the protection of cultural heritage was passed, which introduced important changes in the archaeological field, particularly a clearer separation of administrative and specialist services. Slovenia is a signatory to many international treaties on the protection of cultural heritage, including the *Convention on the Protection of Cultural Property in the Event of Armed Conflict* (The Hague Convention), the *UNESCO Convention on the Protection of the World Cultural and Natural Heritage*, the *Convention on the Architectural Heritage of Europe* (Granada Convention) and the *European Convention on the Protection of the Archaeological Heritage* (Malta Convention). It has also ratified the *European Landscape Convention*.

3 Research methodology of the DISCO Project

Based on an agreement at the first meeting of national partners united in the DISCO project the research project was planned to include a number of joint questions, which will enable comparative research of the data collected between all participant countries. Aside from these, each national partner had the possibility to add additional and altered existing questions to gain specific insight into the archaeological job market in their own country.

3.1. Core data

- Who is an archaeologist? The definition should be as wide as possible, but adapted to the national situation. Education should not be the lead criterion. On principle, everyone who works with archaeological information and other archaeological materials was included in the study.
- How many people are employed in archaeology?
- Age and gender of those employed in archaeology.
- Disability status of those employed in archaeology.
- Which countries do the people employed in archaeology come from (nationality of those employed in archaeology)?
- Are these people employed full time or part time for an indefinite or definite period of time?
- The changes to the number of archaeologists: one, three and five years ago and after one and three years.
- Education and other professional qualifications of those working in archaeology. In what country was the education gained and from which professional field?
- Professional training needs and specific skills shortages in view of archaeological work.
- Personal income and payments for archaeological work.

3.2. Questionnaire

To help facilitate the filling in of the questionnaire and because of the specificity of the questions, the questionnaire was divided into two parts. The first part includes questions concerning the professional organisation and its structure and should therefore be completed only by the employer or authorized individual, who has access to such information. The second part was intended for individuals and should therefore be completed by each employee by themselves.

All questionnaires were anonymous and categorised only by a reference marker (code of the organisation) that used as a marker for a specific organisation, but not its employees. In the final analysis these reference markers were the basis for categorising organisations according to their field of work, yet the individual organisations are not visible from the analysis.

3.3. List of organisations and the employment situation

The list of organisations included in the study was compiled on the basis of accessible information about professional organisations working in the field of archaeology. Internet sources were especially helpful when attempting to put together a draft of all employed archaeologists and other experts, working in this field in Slovenia. More easily available were the informations about public organisations - museums, institutes and unites of the Institute for the protection of cultural heritage of Slovenia, which had easily accessible information about employees also on their internet sites.

Information about private professional organisations and self-employed that are largely involved in archaeological field work within preventative and rescue activities in the last few years, were harder to compile. The list of privately owned organisations and self-employed is the state present in May 2013, when the organisations database was collected for the purpose of sending out the questionnaires.

The organisations were categorised according to thier leading role or aim: privately owned companies, self-employed, museums, public service for the protection of cultural heritage, educational facilities, research facilities and other forms (especially, individuals without a certain category).

Privately owned organisations and the self-employed

In view of the completed list of organisations, 68 privately owned companies and self-employed were registered, of which 4 were excluded from the study because of inadequate information or doubts about the nature of their work.

All privately owned organisations can essentially be classified as “micro” companies (0 - 9 employees) that employ additional experts or unqualified (auxiliary) work force for a specified time or through student offices on most projects (employing also over 50 people on major projects).

In 64 privately owned organisations and self-employed we have recorded a total of 103 employed (66 men and 37 women), a number which is inadequate in our opinion, as it does not include all employed for a specified time and a considerable number of university and high school students working in these organisations through student offices. The work or students (through student offices) in Slovenia is an exception in the European standard and takes up a fair share or the work load in the field of archaeological research. According to our estimate, at least 70 students work in this field a year (for at least 3 months) and represent an additional 40 to 50 % of the active work force.

Museums

18 museums were recorded within the national network of museums that employ at least one archaeologist or keep archaeological material in thier depots. We have recorded 54 employees in these museums (19 men and 35 women).

Public service for the protection of cultural heritage

The public service for the protection of cultural heritage, under the competency of the Ministry of Culture, employs archaeologists and other experts dealing with archaeological material in two institutions: a smaller part is employed within the Ministry itself (Cultural heritage directorate, Culture and media inspectorate of the RS) whereas the larger part is employed in the Institute for the protection of cultural heritage (in its regional units). The Institute for the protection of cultural heritage as a centrally managed organisation has 46 people (18 men and 28 women) employed at the regional units or the joint services of the Institute.

Educational and research facilities

Educational and research activities cannot be clearly separated, since university teaching staff as well as institute researchers work in both fields.

At the moment two universities are active in the field of archaeology teaching: the University of Ljubljana (Department for archaeology at the Faculty of Arts)⁸ and University of Primorska (Department for archaeology and heritage at the Faculty of Humanities). These two universities are the only ones where one can obtain proper archaeology training on all study levels. Certain archaeological contents are available at the University of Nova Gorica within the frame of the graduate study programme of cultural history with lecturers from the Science and Research Centre of the Slovenian Academy of Sciences and Arts (ZRC SAZU).⁹

Since its foundation in 1947, the Archaeology Institute of the ZRC SAZU has been the central and foremost research institution in the field of archaeology, employing 25 archaeologists and other 'infrastructural personnel', required for its functioning. Within the ZRC SAZU the Institute for Anthropological and Spatial studies has also been active since 2004 (1994–2004 as the Spatial-information Centre), employing 2 archaeologists from the very outset and also cooperating with other of its experts in domestic and international archaeological projects. Most of the archaeologists in all mentioned institutions cooperate with universities in the field of education as well.

In 2003 the Scientific and Research Centre of the University of Primorska (UP ZRS) founded the Institute for Mediterranean Heritage whose main field of interest is archaeology; today it employs 16 experts, whereas in 2008 the Faculty of Humanities founded the Dept. for archaeology and heritage employing 6 archaeologists.¹⁰

The sum total of people engaged in the education and research fields is 54 persons (20 men, 37 women), employed in different positions and holding different status.

⁸ Novaković 2009.

⁹ Pleterski 1997.

¹⁰ Lazar 2013.

We have thus recorded 113 work organisations (101 if the Institute for the Protection of Cultural Heritage is considered as one single institution) with the total of 257 employees (127 men, 130 women) by the March of 2013.

We have also recorded two individuals who occasionally deal with archaeology despite the fact that their employing institutions are not primarily linked with archaeological field. To shed some more light on the issue, let us mention the fact that the Slovene Archaeological Society (a non-government organisation that joins all professional archaeologists, students and persons of interest) reported the sum total of 190 members in their final report from 2007.

3.4. Data collection

The questionnaires were sent through the mail to the addresses of the listed organisation in May 2013 with a return date due July 30th 2013. After this date telephone call and personal visits to organisations were conducted to assure as frequent a response as possible. In spite of this the response was humble and the national partner managed to collect responses from 28 professional organisations (25 % of all organisations included in the survey) by the end of December 2013, when data collection was officialy drawn to a close. At the same time 28 responses to the second part of the questionnaire - the job profiles - were collected, as well as 64 responses to the third part of the questionnaire with the questions about individuals working in the archaeological field (25 % of all archaeologists recorded in the database).

According to their main line of work, in which the organisations were categorised, the responses were fairly equable:

	Privately owned companies and self-employed	Museums	Institute for the protection of cultural heritage	Educational and research organisations	Other
Number of responses	14	6	5	3	0
Number of organisations in database	68	18	9	4	4
Response percentage	21 %	33 %	56 %	75 %	0 %

Table 1 – the number and percentage of filled-out questionnaires according to types of organisations.

The reasons for this relatively low response are not clear. While first contacting the organisations where the questionnaires had been sent (addressed to the employer or the director of the institution) it turned out that the questionnaire never made its way to those responsible or the employed archaeologists. We tried to remedy this situation by contacting the organisations that had not responded to the questionnaire anew, but the second response was again very modest and very slightly remedied the overall picture. In general one can say that despite the small sample, the arrangement of the responses within the set categories enables a good overview of the different spheres of archaeological work. Some larger public institutions declined to collaborate in the research.

Compared to other preliminary research from the 1980's (this is to, say compared to the lists of persons involved in archaeological work), the increase in the whole field of archaeology is rather obvious – both in the sense of organisations as well as the number of employees. In 1981, 25 (exclusively public) organisations were active in Slovenia, employing 56 persons, out of which 32 were men and 24 women. With the sole exception of the Department of Archaeology at the Faculty of Arts of the University of Ljubljana and the Institute of Archaeology at the ZRC SAZU, these organisations were either museums or the institutions for the protection of cultural heritage.

Eight years later (1989), when the revised list from 1981 was published, the number of organisations had risen to 28 with the sum total of 70 employees (36 women and 34 men). The organisation structure hasn't changed; the greater number was mainly due to the restructuring of the regional institutes for the protection of natural and cultural heritage and the enlargement of the museums network.

RESULTS

4 Part One – Professional organisations

A total of 113 organisations, which were thought to be working in the field of archaeology, were included in the survey, not taking into account their role or primary activity. From these we received completed forms from 30 organisations.

4.1. Organisational structure

Organisations had to tick only 1 possibility that best suited their organisational structure:

- national level public service organisation
- regional or local level public service organisation
- university
- private persons
- other

and their main role:

- field research
- museums and visitor services
- education
- cultural heritage counselling and management.

The questions concerning the organisational structure were answered by 6 national public institutions, 5 regional or local public institutions, 2 universities and 10 private persons. Comparing this data to the previous project,¹¹ an obvious increase in all levels is visible, except in the regional or local public institutions which were the predominant category in the previous research.

As was already previously noted, the main problem remains the categorisation of an institution: national or regional. Some museums and regional units of The Institute for the Protection of Cultural Heritage still consider themselves to be national institutions.

Most frequent answers came from private persons who are also most numerous in field research and surveys. In the period of the national project of reconstruction of highways (1995-2007) Slovenia has recorded a large growth of organisations of private law that have not been fully included in the first research. After 2012 the decline of their number has been recorded which is due to the economic crisis and the general shrinking of the archaeology market. The response of these organisations was generally positive and very good, which can be interpreted as a general growth in interest and a bigger adaptability to the labour market. In the field of museum activities the public organisations function both regionally and nationally, whereas the field of education is dominated by the two universities and one

¹¹ Pintarič, Novaković 2008, 30.

private researcher who is not a corporate body. Counselling and management of cultural heritage is performed both by national public organisations and by private persons.

In the answers the outstanding feature is the organisations' broad scope of functioning since several had a hard time deciding their main field of interest, ticking several options in spite of very specific guidelines.

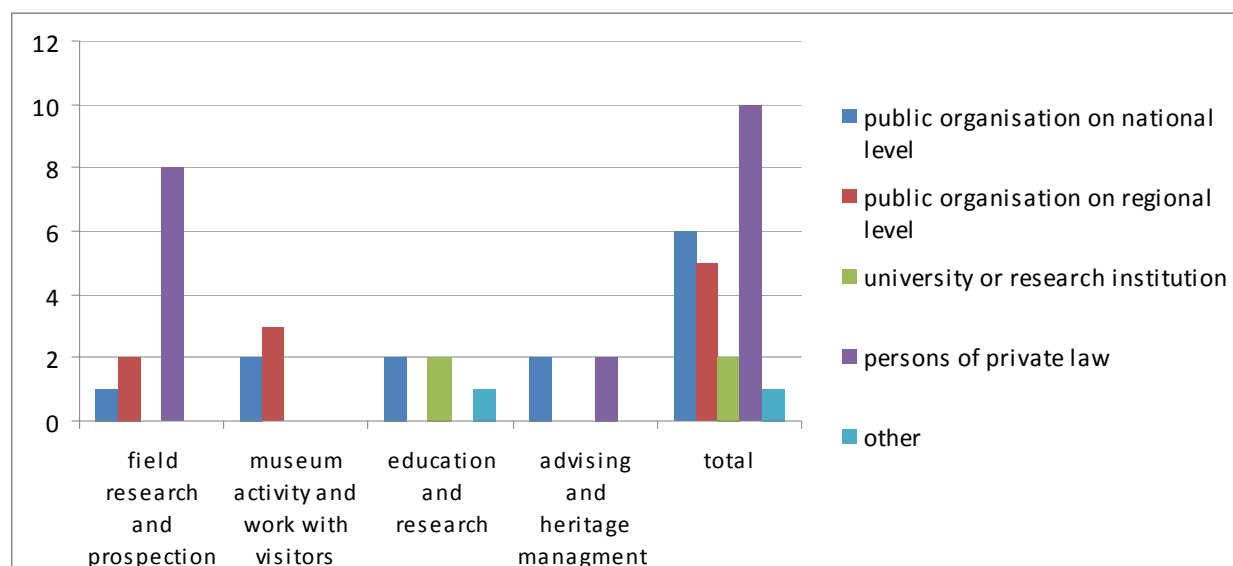


Figure 1 – organisational structure.

4. 2. Geographical location

The geographical regions are based upon the statistic regions of 2006.

Region	Pomurje region	Podravje region	Koroška region	Savinjska region	Zasavje region	Spodnje Posavje region	Southeastern Slovenian region	Central Slovenian region	Gorenjska region	Notranjska and Karst regions	Goriška region	Coastal and Karst region
Nr. of completed questionnaires	1	3	1	2	0	1	2	6	2	1	2	4

Table 2 – the geographical regions included and the number of responses.

We manage to involve all regions with the sole exception of the Zasavje region, which was due to the inadequate presence of organisations that correspond to the field of archaeology in the region. The centralized pattern of activity in the field of archaeology in Slovenia is

easily recognisable from the fact that the most numerous responses came from the Central Slovene region. In general, responsiveness was rather poor in all the regions. A fairly big share of responses that came from the Coastal and Karst regions corresponds to the fact that the DISCO 2012-2014 project manager is stationed in this region.

4.3. Sources of financing and organisation activity

4.3.1. Financing

The question regarding the sources of financing of their organisation was most frequently answered by “systemic public funding” (state budget) and market funds. This question alone clearly indicates the problems underlined in the definition of organisations as local or national. Several organisations that should be financed from municipal or local sources according to their status, still receive their funding from the state. It should be pointed out that they were asked to quote an estimate share of individual types of financing; average shares of financing are therefore depicted in the chart.

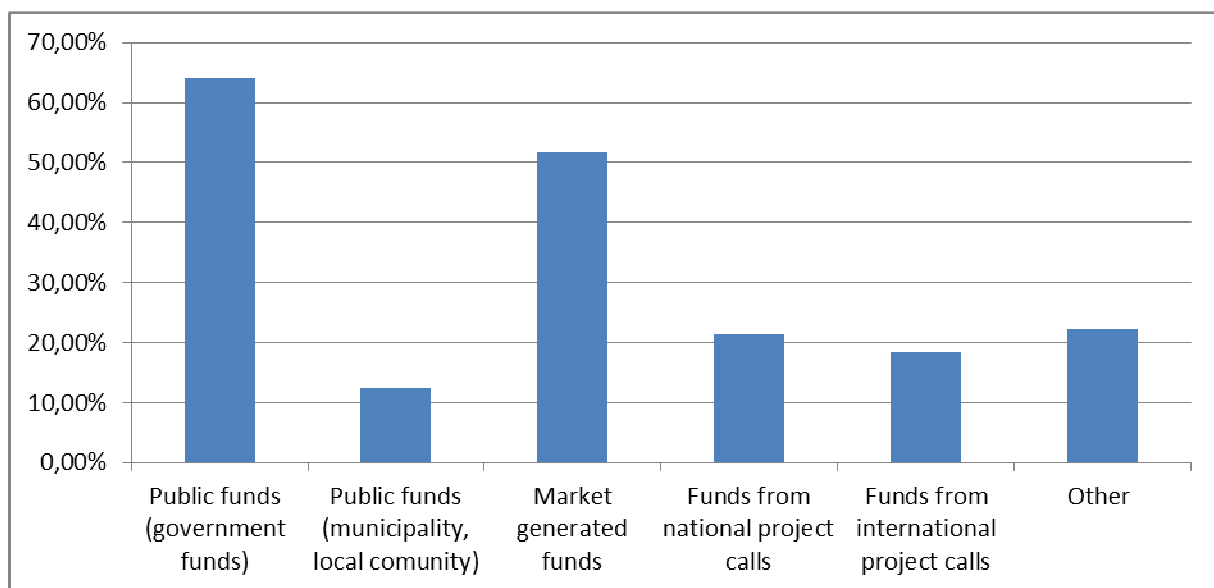


Figure 2 – sources of financing with average shares of types of financing.

A possible niche for additional funds in the archaeology and heritage sector was seen in the not entirely exploited project funds and finances in the market.

4.3.2. Organisation activity

The question whether an organisation performed any other activities apart from archaeology and heritage related work was answered by 23 organisations, 10 of which answered “yes”, which indicates that the majority of surveyed institutions dealt primarily with archaeological or heritage activities.

Among other activities the 10 aforementioned organisations listed geophysical research, fabrication of memorabilia, educational activities, restoration activities, management and strategic planning in the field of archaeology and heritage, geological research, production and selling of food products, publishing, organisation of events, promotion of heritage, translating work ...

Educational activities, promotion, publishing, project management and spatial analyses seemed most promising activities in the future to the involved subjects which means they were prepared to invest in these fields (e.g. additional equipment, employees training etc.).

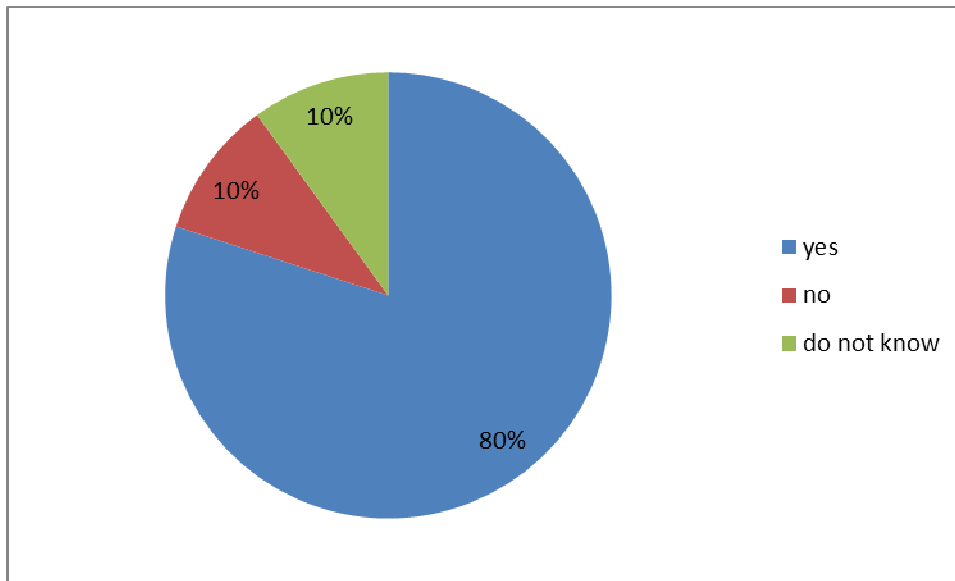


Figure 3 – inclination towards investments in the promising activities.

4.4. Number of employees

4.4.1. Currently employed

The questions were answered by 18 organisations, all of which have at least one archaeologist permanently employed. Only one organisation of private law employs its employees through authorial contract. Average numbers (minimal and maximal) of employees according to the categories of organisations and according to the type or field of employment are presented in table.

	Indefinite time	Definite time	Other work contracts	Student work
Archaeology	2,75	4,13	1,93	15,12
Other disciplines	10,22	3,96	1,93	6,38
Total	11,13	6,16	2,61	6,61

Table 3 – average number (minimal and maximal) of employees according to the type or field of employment.

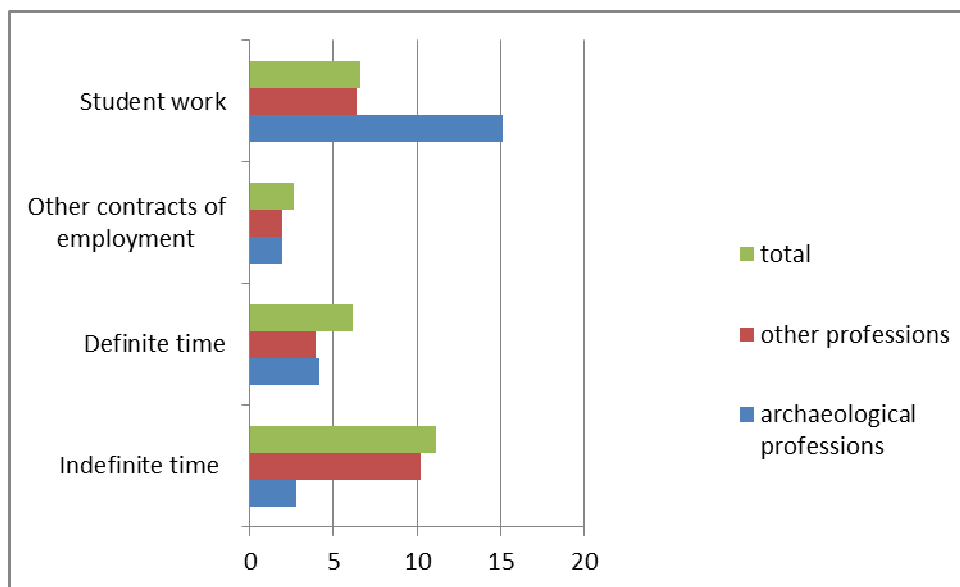


Figure 4 – number of employees.

It should be pointed out that there are huge discrepancies in the number of employees among individual organisations (small and large organisations), which means that the average data output by no means reflects the real image.

4.4.2. Changes in the number of employees during previous years

We were interested in the fluctuations in the number of employees in the previous years regarding individual categories of organisations.

	Indefinite time (min)	Indefinite time (max)	Definite time (min)	Definite time (max)	Other work contracts (min)	Other work contracts (max)	Student work (min)	Student work (max)
Archaeology	1,59	3,33	2,52	3,9	1,16	3,38	2	34,58
Other disciplines	2,58	5,19	0,97	2,9	0,68	4,16	1,74	11,89
Total	3,2	7,26	2,71	5,16	1,26	4,45	2,48	18,05

Table 4 – the fluctuation in the number of employees in the previous years.

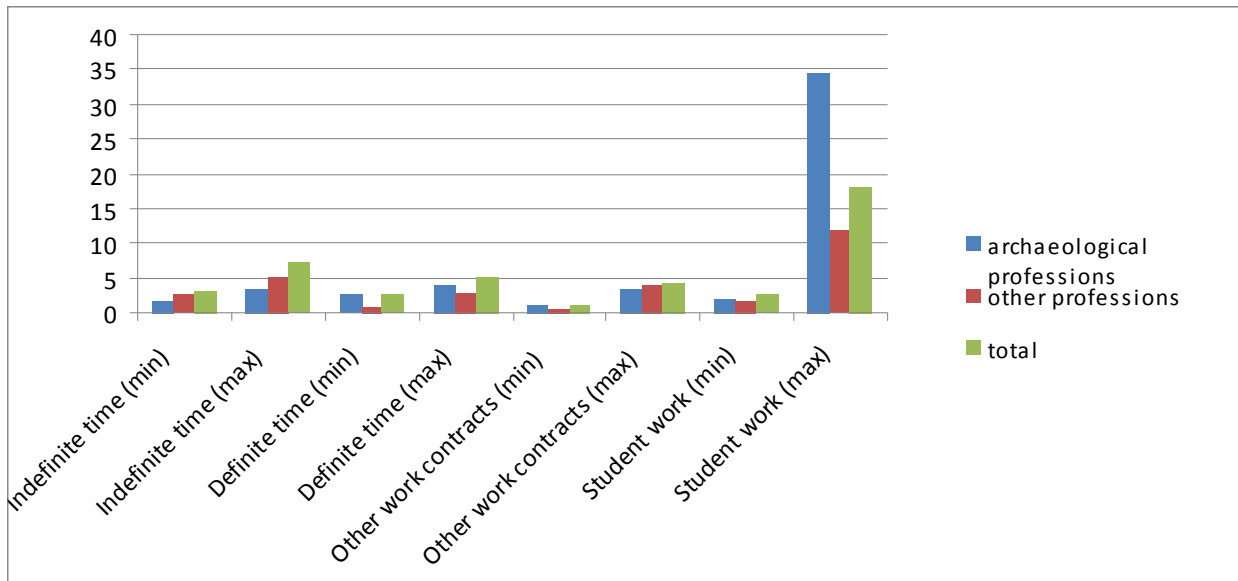


Figure 5 – changes in the number of employees in the previous years.

The most visible trend detected in the answers to this question is the increase of the number of employees employed for a definite period of time. Authorial contracts or work contracts and student work have settled in the average values of the previous years.

4.5. Pay scales and trade unions

Pay scales

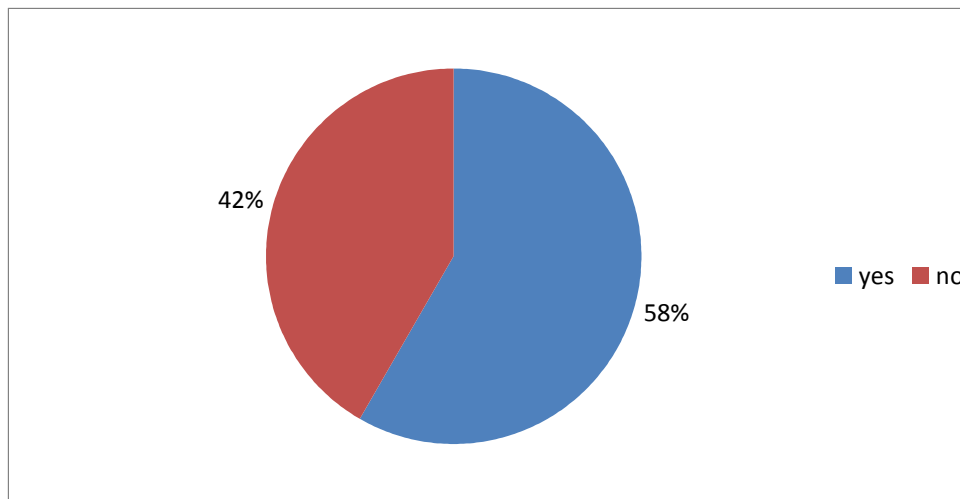


Figure 6 – are the salaries in your organisations linked to pay scales?

We have received the sum total of 24 answers to the question on pay scales in their organisations. Most organisations, i.e. 14 (58%), have responded that the salaries of their employees are linked to pay scales, as defined in the collective contract.

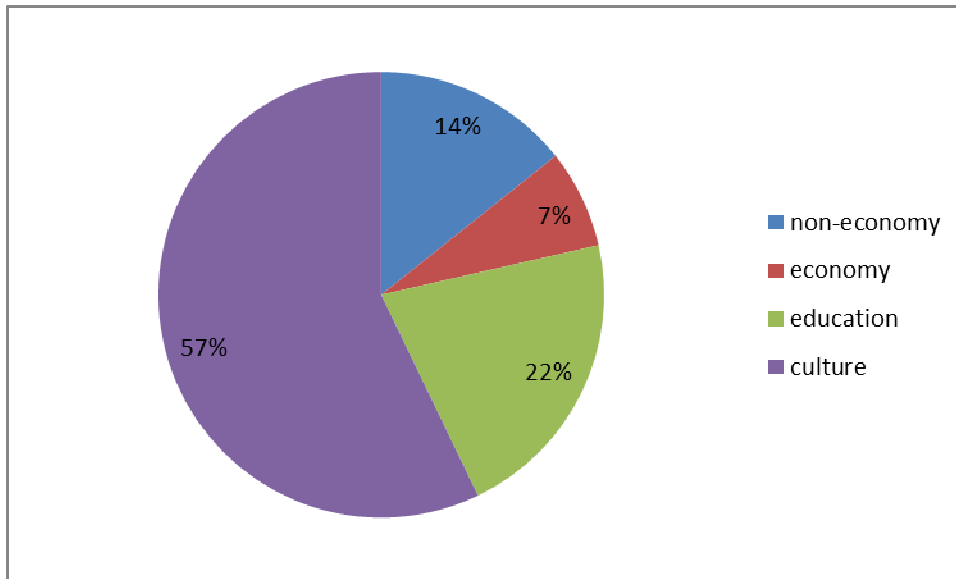


Figure 7 – according to which pay scale are your employees paid?

Accordingly 13 organisations defined the type of pay scale. Unlike the previous research from 5 years ago, one person of private law gave an answer as to a pay scale in the economic sector.

Trade unions

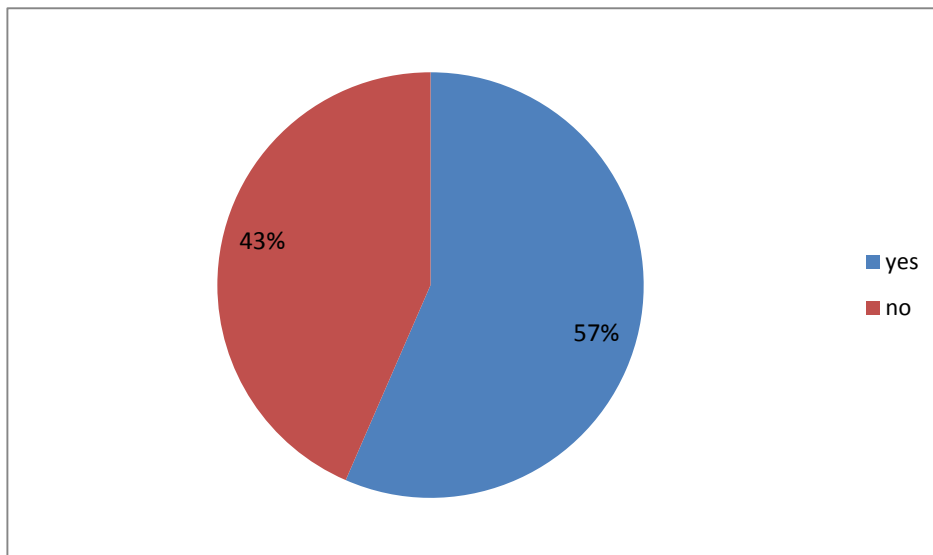


Figure 8 – are trade unions presented in your institutions?

23 organisations have answered this question, 13 of which answered “yes”.

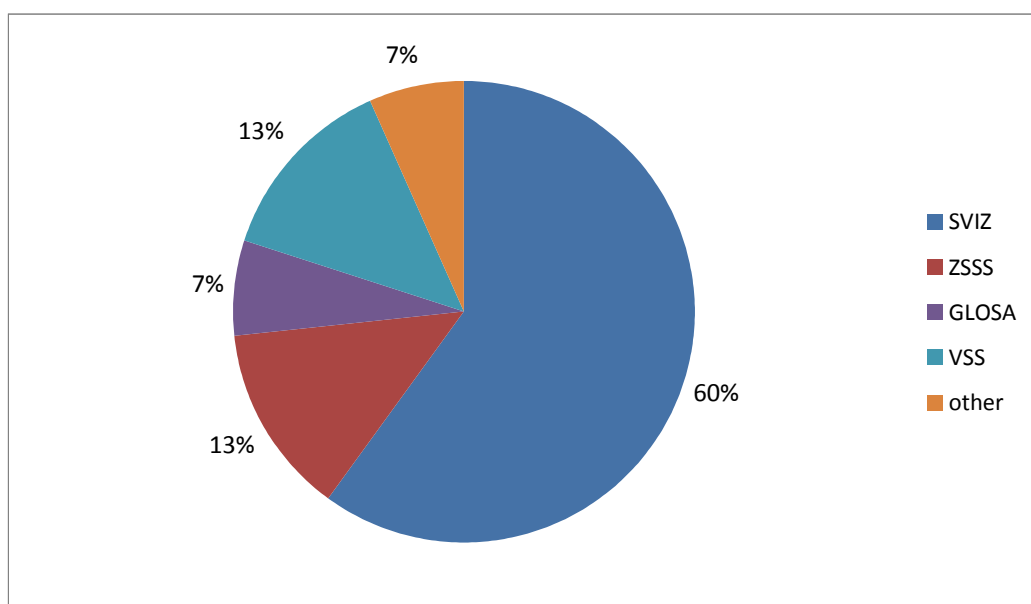


Figure 9 – which trade union is present in your institution?

15 organisations answered this question which is more than the number of organisations that positively answered the previous question. The greater number of answers in this case is due to the fact that there is more than one trade union present in a single institution: in one institution the SVIZ and VSS are present, while in two other institutions there are SVIZ and GLOSA.¹²

4.6. Number of employees in the past

The participants have estimated the changes in the number of employees compared to 1 year, 3 years and 5 years ago by ticking “more”, “same”, “less”, “none”, “don’t know” and “not disclosed”. The research included employees of all disciplines (not only archaeology) and also the fixed-term employees.

Nr. of employees 1 year ago	more	same	less	none	don't know	not disclosed
Permanent employees	2	16	3	1	0	0
Fixed-term employees	3	7	3	1	0	0
Other work contracts	4	9	3	1	0	0
Student work	4	7	3	3	1	0

Table 5 – number of employees one year ago.

¹² SVIZ = Education, Science and Culture Trade Union of Slovenia, <http://www.sviz.si/eng/>; ZSSS = The Association of Free Trade Unions of Slovenia, <http://www.sindikat-zsss.si>; GLOSA = Trade Union of Culture and Nature in Slovenia; <http://www.sindikat-glosa.si>; VSS = Higher Education Trade Union, <http://www.sindikat.vss.si>

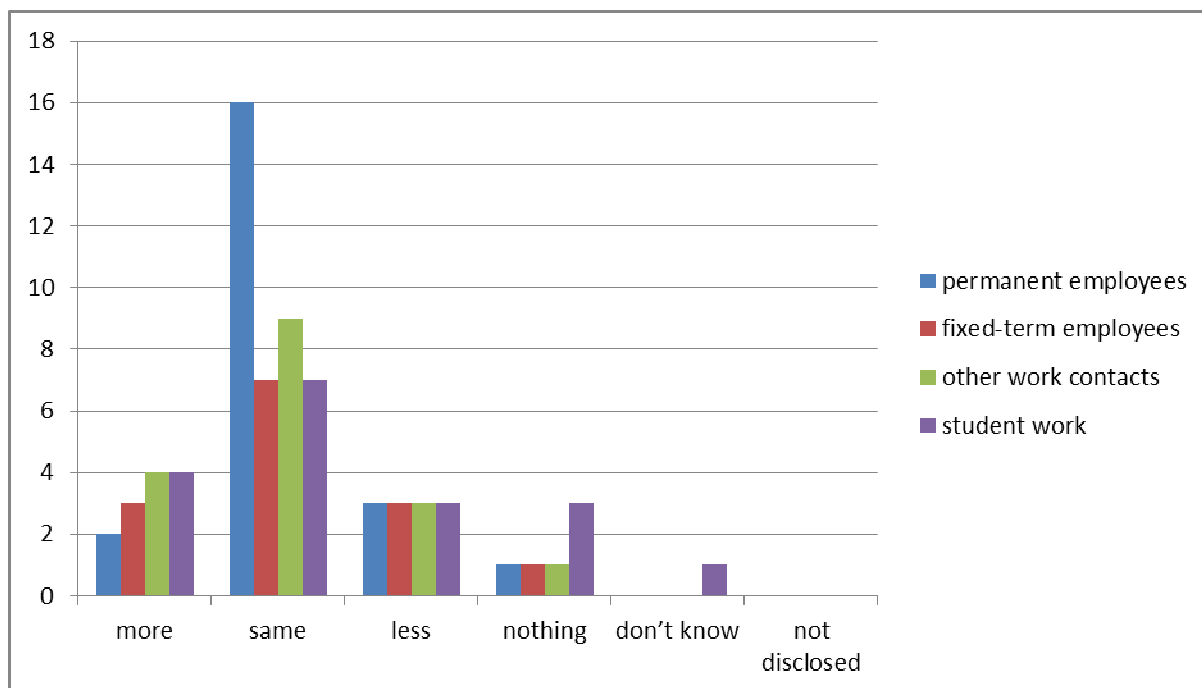


Figure 10 – number of employees one year ago.

Nr. of employees 3 years ago	more	same	less	none	don't know	not disclosed
Permanent employees	4	11	4	2	0	0
Fixed-term employees	2	5	7	1	0	0
Other work contracts	4	4	6	1	1	0
Student work	6	4	4	2	1	0

Table 6 – number of employees three years ago.

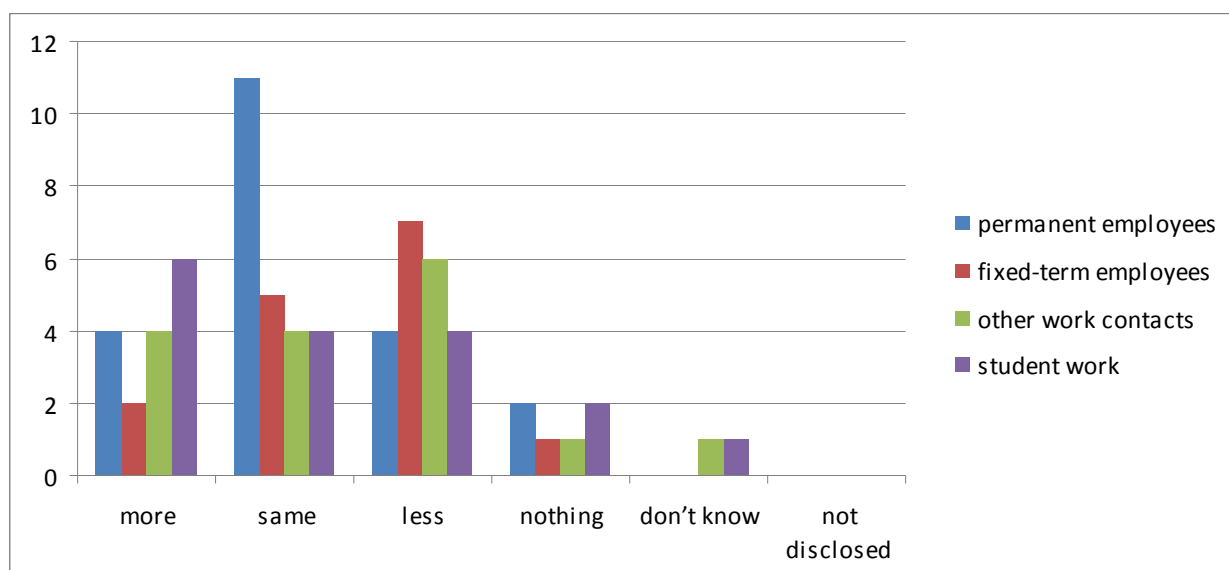


Figure 11 – number of employees three years ago.

Nr. of employees 5 years ago	more	same	less	none	don't know	not disclosed
Permanent employees	5	10	5	1	0	0
Fixed-term employees	3	3	8	0	0	0
Other work contracts	4	4	4	1	1	0
Student work	5	4	4	1	1	0

Table 7 – number of employees five years ago.

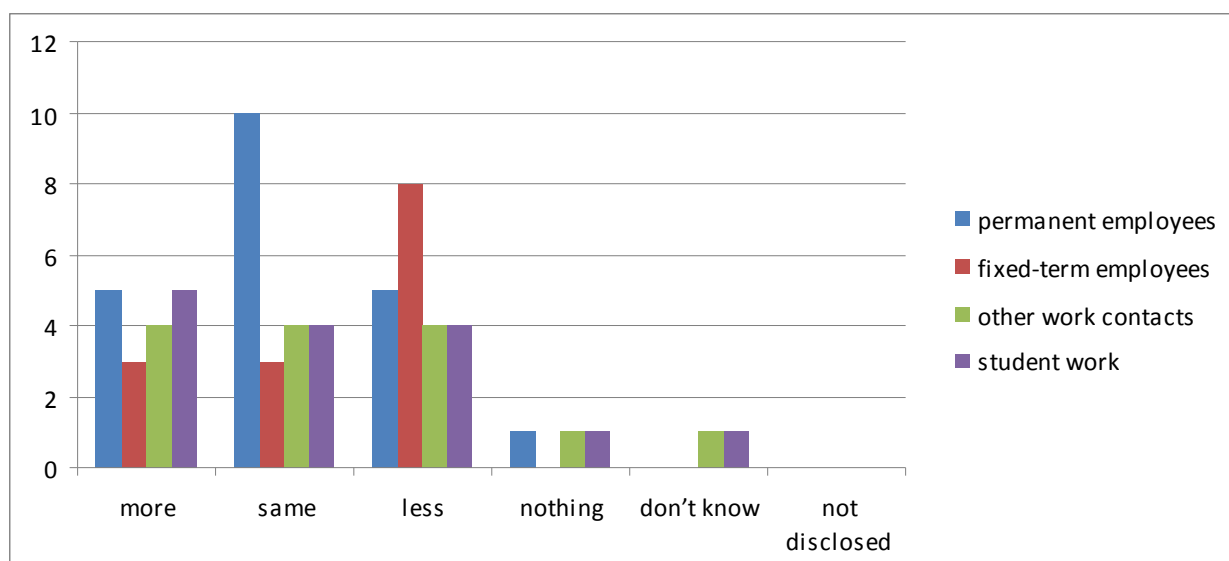


Figure 12 – number of employees five years ago.

Compared to the previous year, the majority believes that there was no significant change in the number of employees which remains the same. In the observed period of three years ago the responses yielded slightly larger differences, the majority of respondents also expressed the view that the number of permanent employees remained the same, fewer were employed on fixed-term contracts and other work contracts; there was more student work. Responses regarding the number of permanent and fixed-term employees remained the compared to five years ago, like with the assessment of the situation three years ago. As for the other categories, it is difficult to figure out the prevailing opinion. In the case of student work there is generally no accurate record of the extent of this work in any organisation. It was therefore impossible to evaluate any changes. With respect to the national legislation, the scope of student work per individual and organisation has been restricted in the past few years, making it realistic to expect their further reducing.

4.7. Number of employees in the future

The participants have estimated the expected changes in the number of employees in 1 year, 3 years and 5 years compared to the present situation by ticking “more”, “same”, “less”, “none”, “don’t know” and “not disclosed”. The research included employees of all disciplines (not only archaeology) and also the fixed-term employees.

Nr. of employees in 1 year	more	same	less	none	don't know	not disclosed
Permanent employees	3	11	5	1	3	0
Fixed-term employees	2	5	6	0	3	0
Other work contracts	1	5	2	3	5	0
Student work	2	5	3	2	5	0

Table 8 – number of employees in one year.

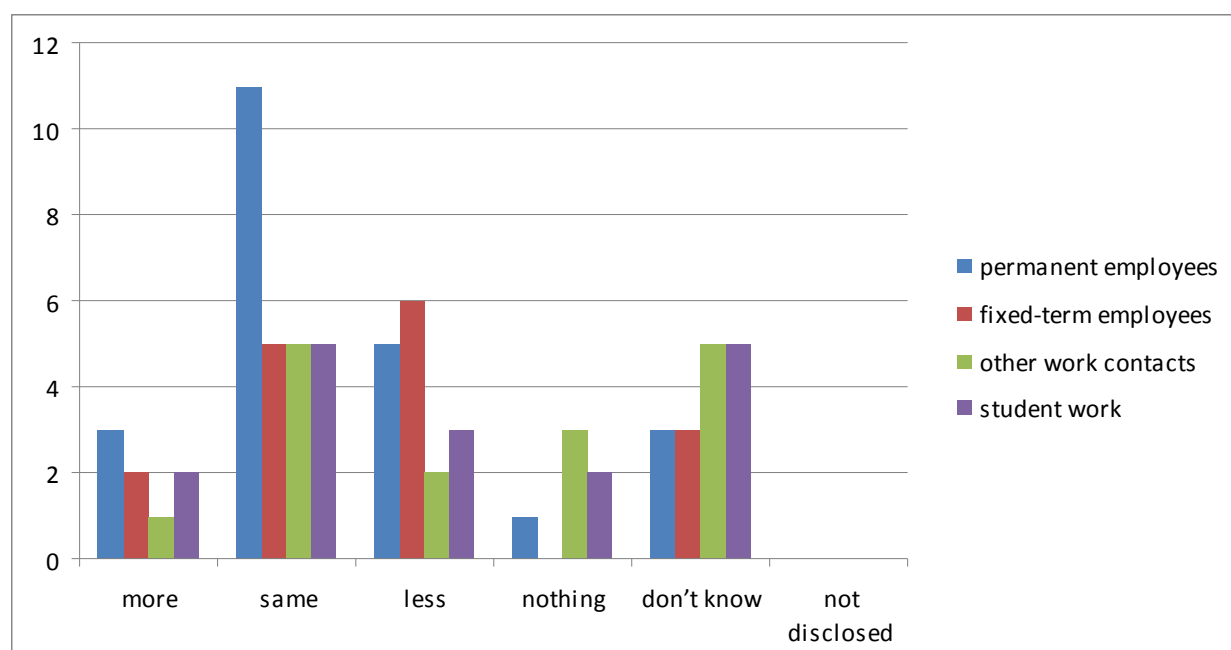


Figure 13 – number of employees in one year.

Nr. of employees in 3 years	more	same	less	none	don't know	not disclosed
Permanent employees	6	8	3	0	6	0
Fixed-term employees	0	6	3	0	6	0
Other work contracts	2	6	1	1	7	0
Student work	1	6	2	2	7	0

Table 9 – number of employees in three years.

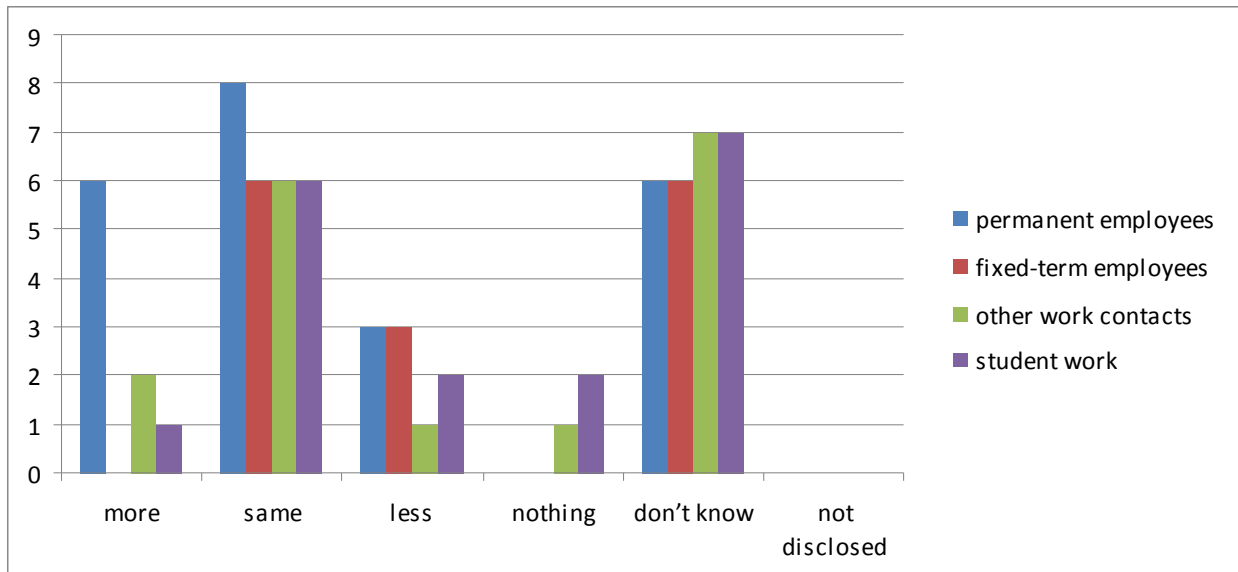


Figure 14 – number of employees in three years.

Nr. of employees in 5 years	more	same	less	none	don't know	not disclosed
Permanent employees	5	10	1	0	7	0
Fixed-term employees	0	6	2	1	7	0
Other work contracts	2	5	3	0	7	0
Student work	1	5	3	1	8	0

Table 10 – number of employees in five years.

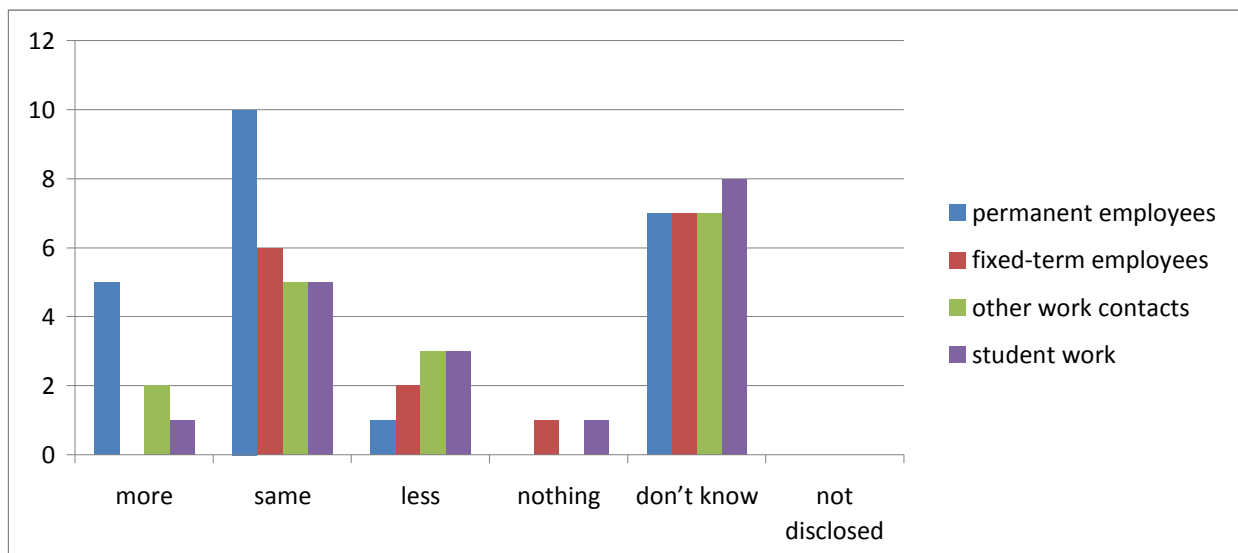


Figure 15 – number of employees in five years.

Respondents were also asked what would be the trend in the number of jobs in the future in their opinion. Most of them believe that next year will see the number of fixed-term employees reduced, while the number of permanent employees will not change. For the

period in three or five years most responded "same" or, more frequently, "don't know".

4.8. Education and vocational training

	yes	no	do not know	total
Does your organisation have a vocational training and education program?	9	12	0	21
Do you provide professional development and training for staff employed in permanent posts?	13	5	1	19
Do you provide professional development and training for staff employed in fixed-term contracts?	12	6	1	19
Is the fund for training and education under your administration?	4	13	1	18
Do you have a record of professional development and education?	8	11	0	19
Do you offer a supplement to personal income on the basis of performance?	9	7	1	17

Table 11 – education and vocational training.

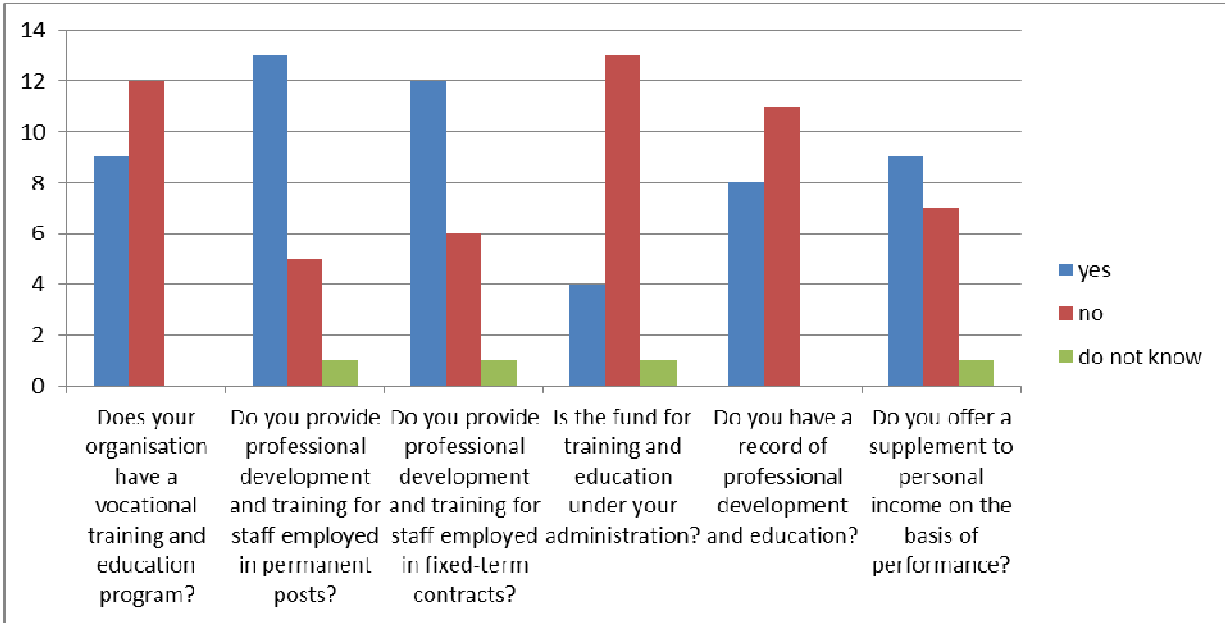


Figure 16 – education and vocational training.

12 out of 20 organisations (60%) that offered a response expressed that they do not have a vocational training and education program. The research from 5 years ago yielded similar results; at the time, 10 out of 16 organisations responded negatively.¹³

18 organisations answered the question whether they provided professional development and training for their staff. Organisations are prone to provide professional development and training for both permanently employed as well as fixed-term employees;

¹³ Pintarič, Novaković 2008, 44.

only one organisation responded “don’t know”. In one case an organisation was less in favour for professional development and training for fixed-term employees. Compared to the results from five years ago it is safe to say that the percentage of organisations that encourage professional development and training for employees fell.¹⁴ We have also asked about the financing of professional development and training according to the structure of fixed-term/permanent employees. We have only taken the answers received via regular mail into account, since a glitch in the electronic questionnaire made it impossible to collect proper data. The electronic questionnaire did not allow for ticking multiple choices. 7 organisations finance the professional development and training of their employees no matter the type of their employment, while three organisations only finance the training of permanent employees. Two organisations responded that their employees pay for their own professional training no matter the type of their employment.

When asked about the presence of a fund for training and education 17 organisations responded negatively (71%), one organisation responded “don’t know”. The responses were similar to those from five years ago (79%).¹⁵

Some 40% of respondents keep a record of professional development and education. In this case we have recorded a slight decrease, since about 75% kept such a record five years ago.¹⁶ Training of employees is related to financial means of an organisation. According to the answers the employees are not limited in education, yet the funds for it are insufficient, making education or training a personal matter. This explains so few records of professional training and education.

50% of respondents offer a supplement to personal income on the basis of performance, compared to 94% from five years ago;¹⁷ this segment shows a decrease too. Supplement to personal income on the basis of performance is now invalid in the public sector according to the law, making it possible only in the case if financial sources have been secured in the market.

¹⁴ Pintarič, Novaković 2008, 45.

¹⁵ Pintarič, Novaković 2008, 45.

¹⁶ Pintarič, Novaković 2008, 45.

¹⁷ Pintarič, Novaković 2008, 45.

4.9. Specificity of acquired knowledge

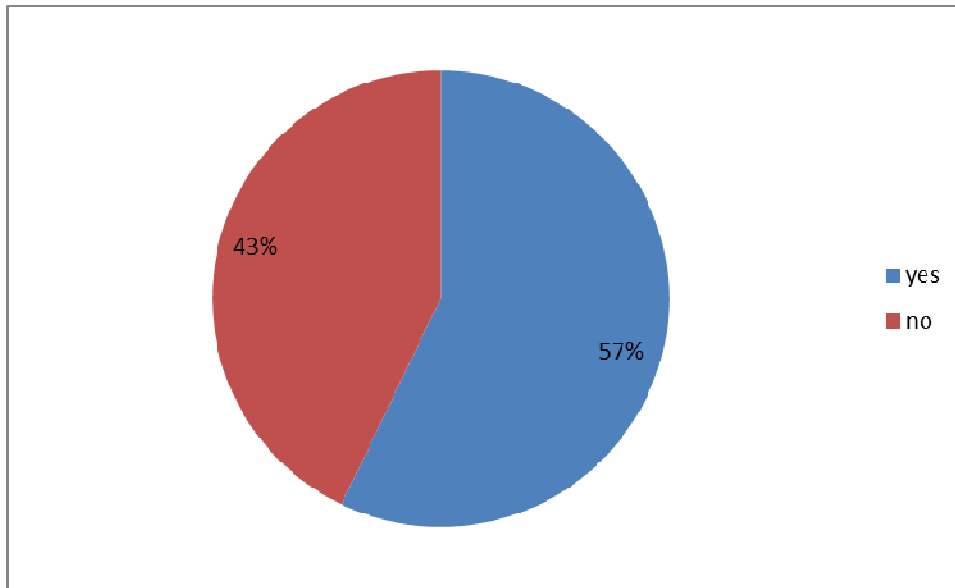


Figure 17 – do you employ new entrants to the profession?

This question was answered by 21 organisations, 12 of which (57%) employ new entrants to the profession. Five years ago this number was significantly higher; at the time 12 of 16 respondents (75%) said “yes”.¹⁸

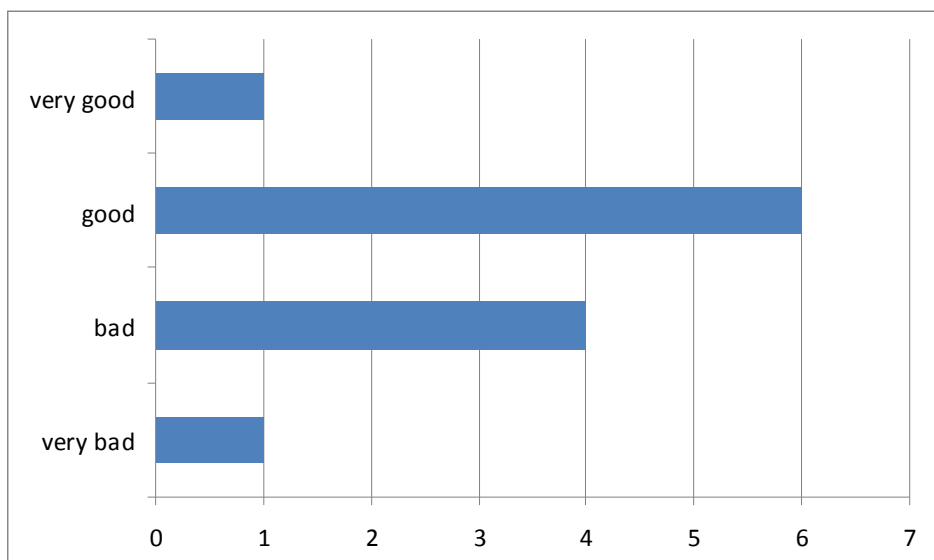


Figure 18 – how much the new entrants to the profession are ready for the profession?

This question was only answered by the organisations that said “yes” to the previous question. The opinion that the new entrants to the profession are well prepared for the new profession is still predominant, however, in the last few years the opinion that they are ill

¹⁸ Pintarič, Novakovi 2008, 45.

prepared is on the increase. The DISCO project 2006-2008 only recorded one “bad” answer among 11 respondents.¹⁹

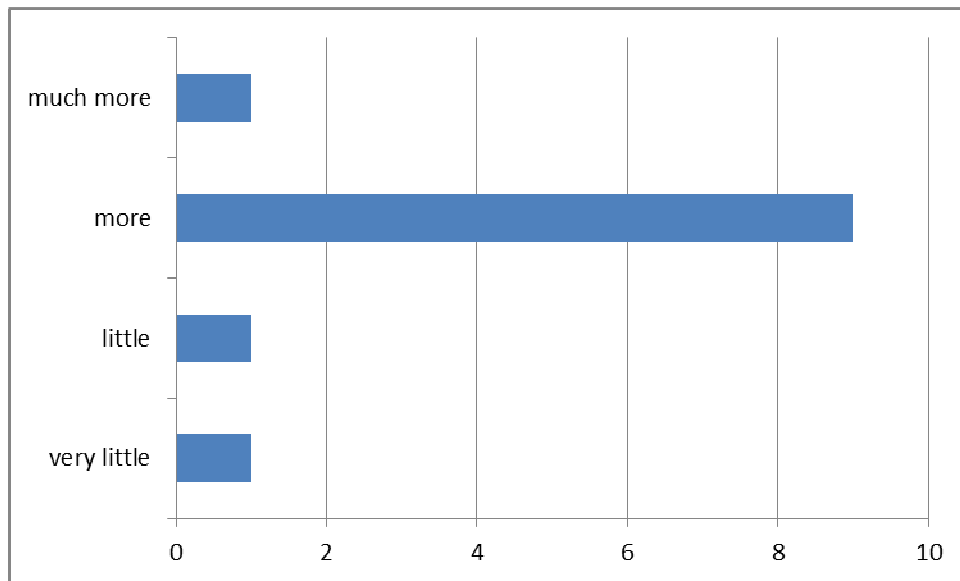


Figure 19 – how long (on average) do you spent on their raining?

This question was answered by all 11 organisations that provided a response to the previous question. 9 of them spend “plenty” of time in training their new employees; one organisation uses “very much”, “little” or “very little” time, respectively. This means that the specificity of archaeological work is in the constant upgrading of knowledge and the capacity required from each employee in an organisation.

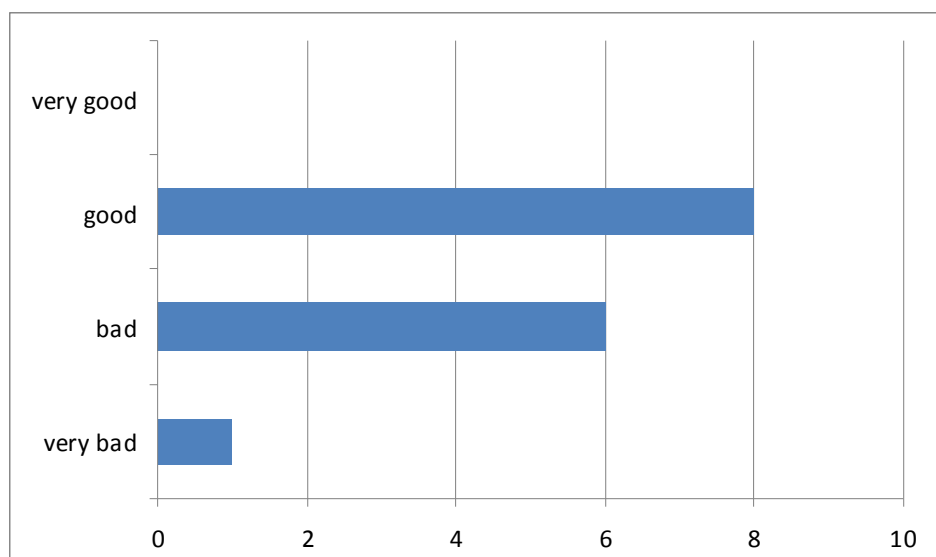


Figure 20 – how well the current educational programs adhere to the needs of the profession?

¹⁹ Pintarič, Novaković 2008, 46.

This question was answered by 14 organisations that also said “yes” to the question about employing new entrants to the profession. The equality of the answers was highest in this question, and only slightly leaning towards the positive side, which had been noted in the previous research as well.²⁰ 8 organisations share the opinion that current educational programs adhere to the needs of the profession well, whereas 6 of them think that they adhere to the needs of the profession “poorly”, one even responded “very poorly”. Among the suggestions for improving this situation the respondents suggest more study practice, both field and post-excavation work.

4.10. Specific skills needs

External experts for non-archaeological purposes in the last year	1X	more	total
organisation management	1	0	0
information technology	3	1	3
personnel	0	0	0
education and training	3	0	3
marketing	0	0	0
legal services	1	1	2
photographing services	0	4	4
editing and publishing	2	2	3
project management	0	0	0
business management	1	0	0
foreign languages and translation	2	2	4
work with adults	1	1	2
work with school youths	2	2	4
work with volunteers	0	1	1
press relations	2	0	2
tradesman services	3	6	9
other:	0	0	0

Table 12 – external experts for non-archaeological purposes in the last year.

²⁰ Pintarič, Novaković 2008, 48.

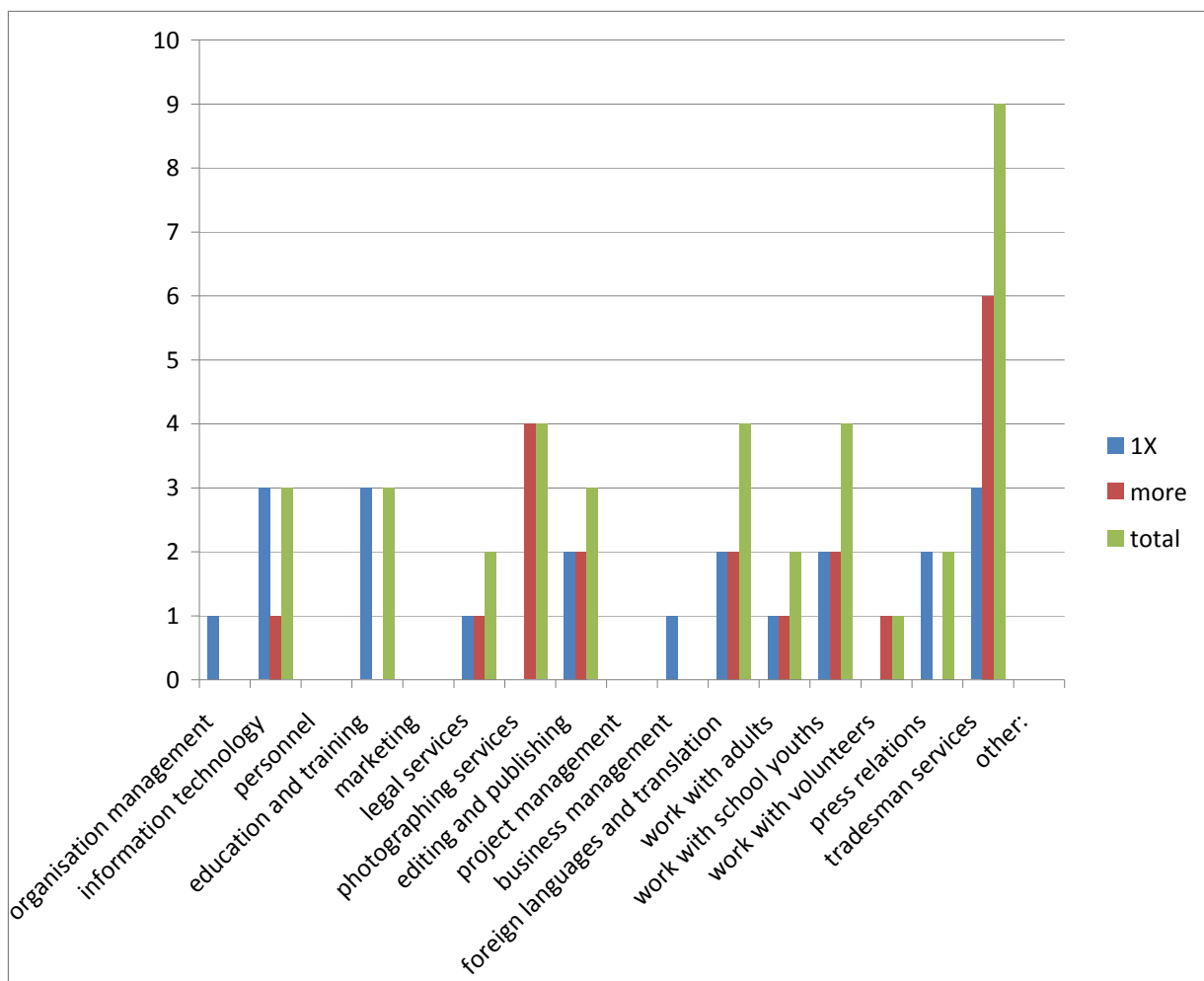


Figure 21 – has your organisation brought in external experts for non-archaeological purposes and in which areas?

Organisations were asked whether they brought in external experts for non-archaeological purposes in the last year, in which areas and how often. The answers exhibit a strong and recurring need for tradesman services. Among the external experts the most frequent ones are those offering photographing services. A frequent and recurring need are experts on education and training in the use of information technologies.

External experts for technical, archaeological purposes in the last year	1x	more	total
fieldwork (excavation)	2	6	8
geophysical research	3	4	7
other non-invasive research techniques	1	1	2
conservation of artefacts and ecofacts	1	4	5
valorisation of archaeological space	1	1	2
numismatics	1	3	4
paleo-anthropological research	2	3	5
geological service	0	4	4
help with fieldwork (excavation)	2	8	10

help with geophysical research	0	1	1
help with other non-invasive survey techniques	1	2	3
restoration of finds	1	4	5
data collection (archival work)	1	0	1
archaeo-zoological and archaeo-botanical research	1	4	5
surveying services	1	4	5
dendro-chronological and radiocarbon dating	2	5	7
metallurgical, mineralogical and sedimentological research	1	1	2
aerophotography and LiDAR	2	0	2

Table 13 – external experts for technical, archaeological purposes in the last year.

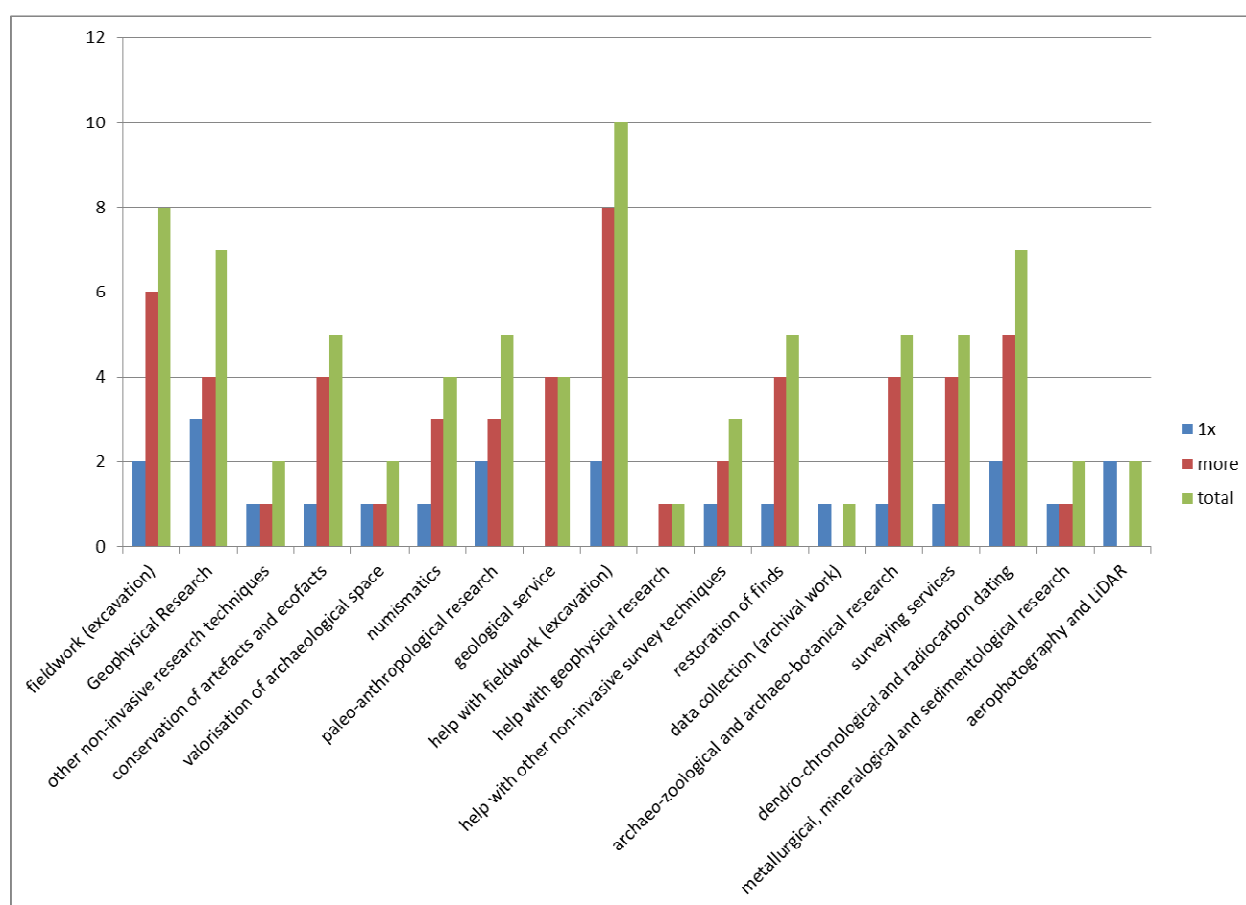


Figure 22 – has your organisation brought external experts for technical, archaeological purposes and in which areas?

In almost all areas of technical and archaeological purposes each organisation has required external help at least once in the last year. They mostly hired external experts for technical and archaeological purposes during field research (mostly excavations) and for the completion thereof. They also frequently required their services in geophysical research and dendro-chronological and radiocarbon dating.

Non-archaeological skills at the forefront	1x	more	total
organisation management	0	2	2
information technology	2	3	5
personnel	1	0	1
education and training	2	3	5
marketing	3	1	4
legal services	0	0	0
photographing services	1	1	2
editing and publishing	0	0	0
project management	2	3	5
business management	1	2	3
foreign languages and translation	1	1	2
work with adults	0	0	0
work with school youths	1	1	2
work with volunteers	1	0	1
press relations	0	1	1
tradesman services	0	2	2

Table 14 – non-archaeological skills at the forefront.

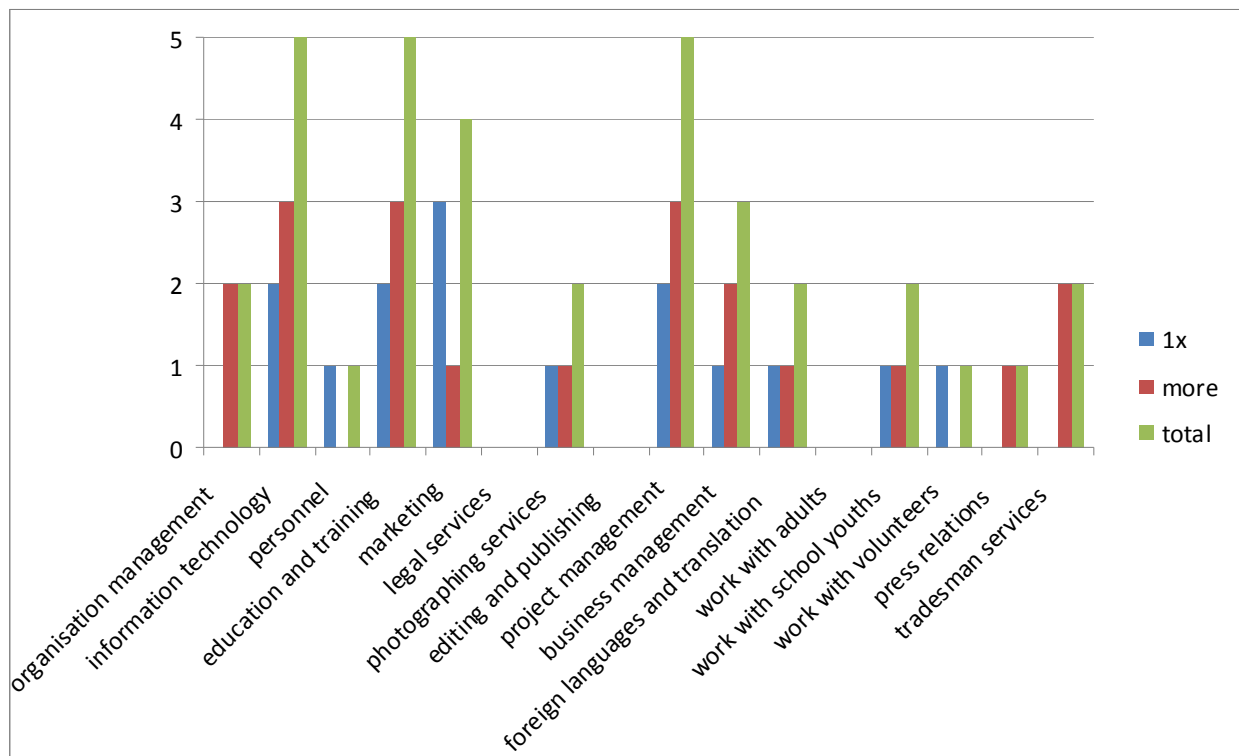


Figure 23 – which non-archaeological skills will be at the forefront of employee education in the following 2 years?

For most organisations the foremost skills in the next 2 years will be education in the area of information technology, education and training in project management. These preferences were also recorded 5 years ago.²¹ The actual situation proved to be quite different from expectations or wishes. Among the co-workers often needed by organisations providers of photographic services are most common (fig. 21). Commonly needed are also experts on education and training in information technology.

Technical, archaeological skills at the forefront	1x	more	total
fieldwork (excavation)	2	7	9
help in fieldwork (excavation)	0	6	6
geophysical research	1	1	2
help in geophysical research	0	2	2
other non-invasive research techniques	2	2	4
help in other non-invasive research techniques	0	2	2
conservation of artefacts and ecofacts	1	2	3
restoration of finds	1	3	4
valorisation of archaeological space	0	4	4
data collection (archival work)	2	4	6
numismatics	0	1	1
archaeo-zoological and archaeo-botanical research	0	1	1
paleo-anthropological research	0	0	0
surveying services	0	2	2
geological service	1	1	2
dendro-chronological and radiocarbon dating	0	1	1
metallurgical, mineralogical and sedimentological research	1	0	1
aerophotography and LiDAR	1	2	3

Table 15 – technical, archaeological skills at the forefront.

²¹ Pintarič, Novaković 2008, 52.

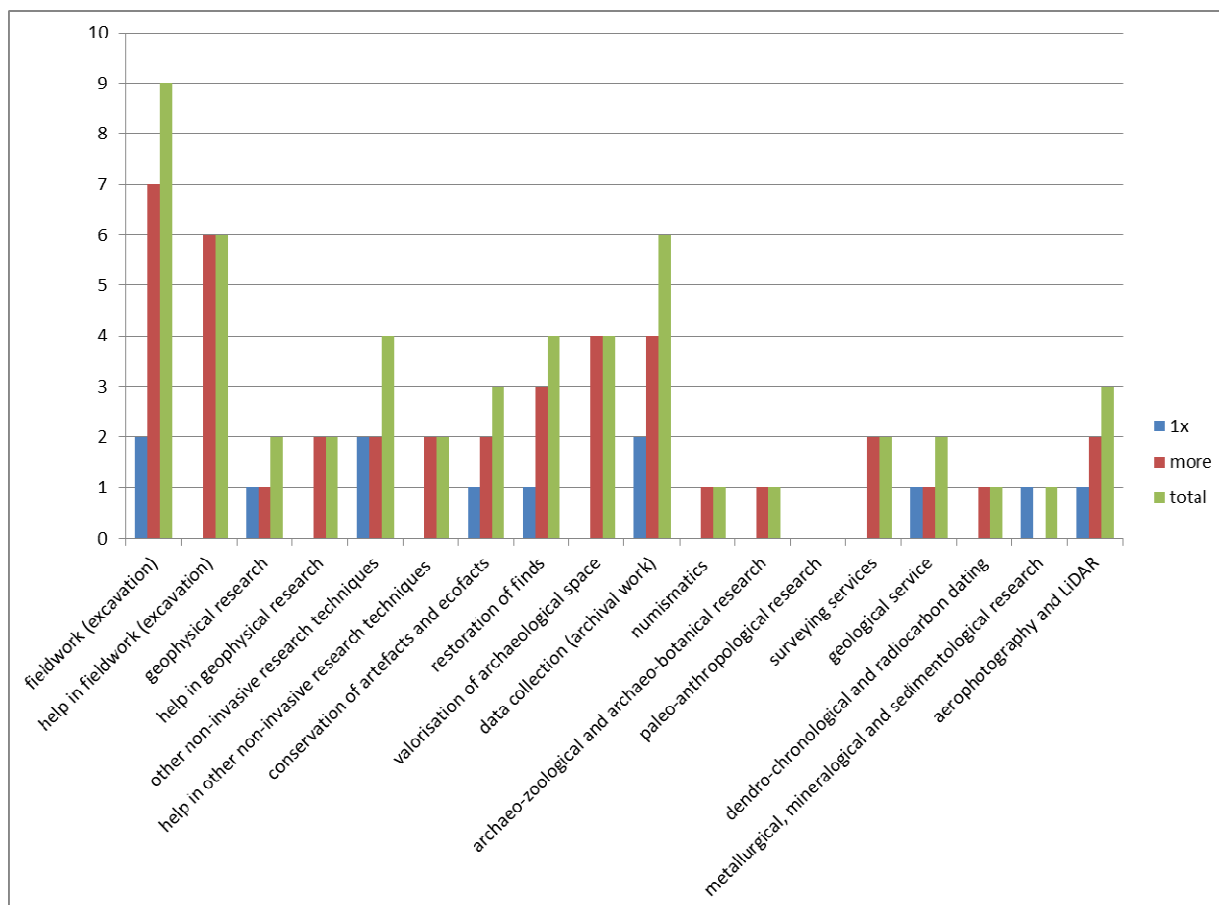


Figure 24 - which technical, archaeological skills will be at the forefront of employee education in the following 2 years?

Form most respondents the foremost technical and archaeological skills will be field research (mainly excavations) and help in field research (excavations). Data mining (archival work) held the first place five years ago,²² now it holds second place right after field research.

4. 11. Additional comments

Only one organisation provided an additional comment. They expressed disagreement with the current situation in the professional area, i.e. the hindering effects of the countless administrative obstacles. Although there is at the moment a significant decrease of excavation work (due to the finished motorway reconstruction) and the museums are stuck with the excessive amount of new archaeological material and problems of its storage, no comment was given about these kind of problems.

²² Pintarič, Novaković 2008, 52.

5 Part two – Personal questionnaire

Personal questionnaire was answered by 64 individuals from 36 organisations. In the case of two organisations that turned in the completed first part, no personal questionnaire was completed. 8 personal questionnaires came from organisations that failed to complete the first part. Personal questionnaire applied not only to archaeologists but also anyone else who came into contact with archaeology and heritage in their work post.

5.1. Job title and employment type

Job title

42 out of 64 respondents answered the question about their job title; the answers were much diversified so that they had to be edited. These discrepancies show the lack of a unified terminology, which was already noted in the previous research.²³

Job title	Nr. of respondents answering the questionnaire in a specific work post
archaeologist	8
archaeologist conservator	9
archaeologist-excavation director	1
archaeologist-director	2
archaeologist-documentation	1
undersecretary	1
curator archaeologist	3
curator, MA	1
professional assistant	2
restoration-conservator	1
university teacher	2
university teacher-professor	2
assistant, PhD	1
assistant	2
researcher	3
private researcher	1
young researcher	2

Table 16 – job title and number of respondents.

Employment type

60 individuals answered the question about their employment type. Almost half of them defined their employment type as permanent, a little less are fixed-term employees, 6

²³ Pintarič, Novaković 2008, 74.

respondents are self-employed, and one is a student worker. None of the respondents ticked the “authorial contract” or “work contract” option.

Employment type	Nr. of respondents
permanent	29
fixed-term	24
self-employed	6
authorial contract	0
work contract	0
student work	1

Table 17 – employment type of respondents.

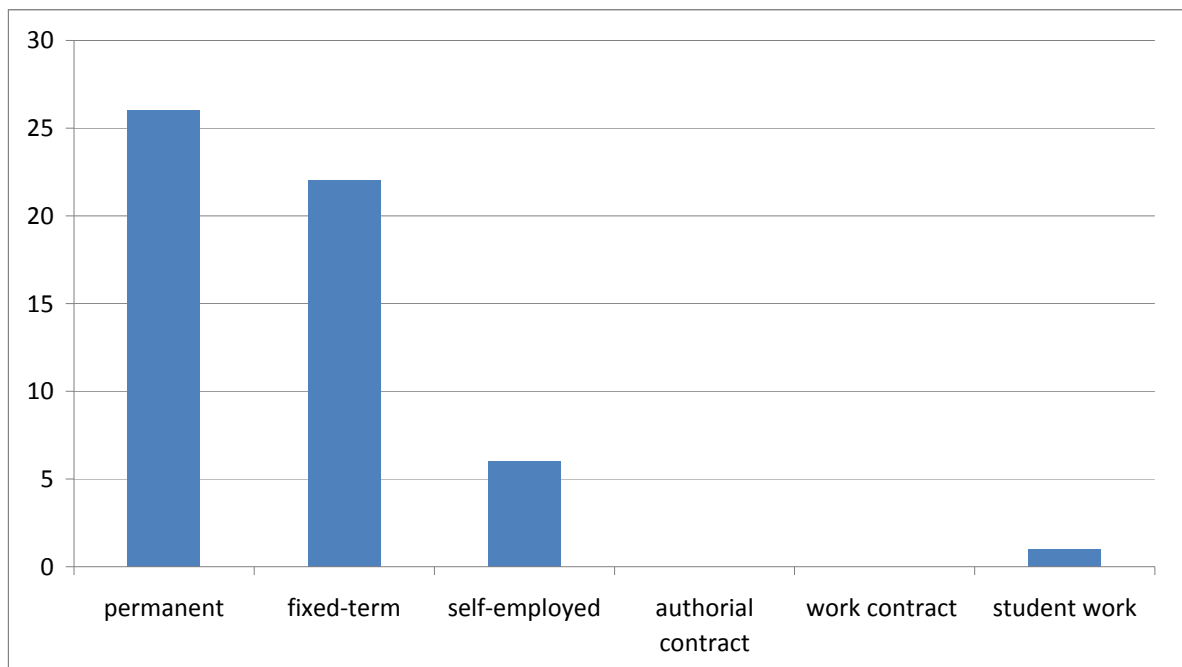


Figure 25 – employment type.

5.2. Gender, age and nationality

5.2.1. Gender

Based on 60 filled-out questionnaires (4 persons failed to respond) it was evident that women are in majority. 38 women and 22 men answered the questionnaire. The fact that female respondents are in majority has already been established in the previous research which only shows the feminisation of this occupation in Slovenia.²⁴ It is worth pointing out

²⁴ Arheo 8 (1989), 54 - 56 s; Pintarič Novaković, 2008.

that women occupy different work posts in archaeology, their work not being limited to specific areas of archaeology (processing of materials, excavations), but can be found in high-responsibility work posts, such as company managers, heads of institutes and faculties, as well as among academy members (SAZU member).²⁵ More detailed presentation about women in Slovenian archaeology and the feminization of this field in Slovenia will be presented in an article by Tina Kompare and Irena Lazar²⁶ and the selected data will be included in another article published in special edition of the journal *Archaeologies*, the journal of World Archaeological Congress.²⁷

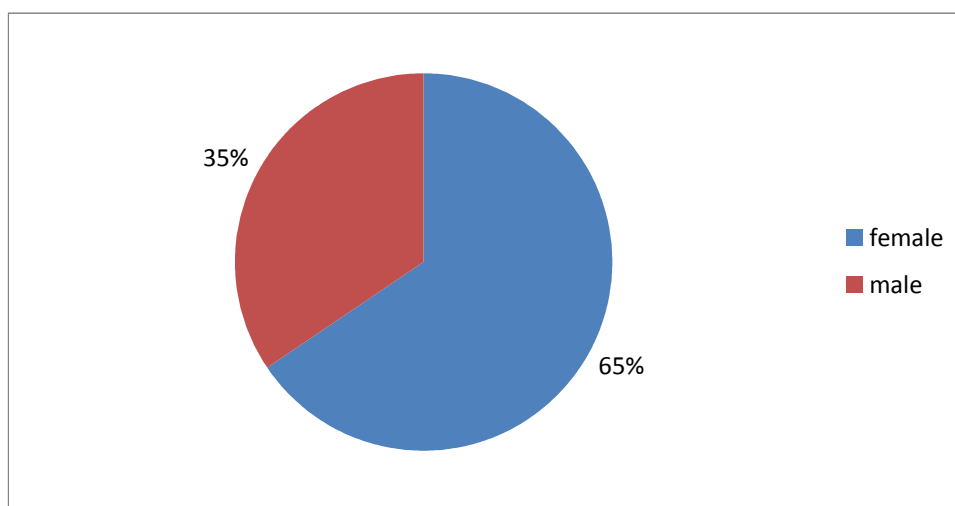


Figure 26 – gender of the respondents.

5.2.2. Age

The question about their age was answered by 60 respondents (4 persons failed to answer). Age structure of respondents is similar to the one from five years ago.²⁸

Age	Number of persons	%	Female	%	Male	%
1 (< 20 years)	0	0	0	0	0	
2 (20-29 years)	6	10%	4	6%	2	3%
3 (30 -39 years)	23	38%	16	27%	7	12%
4 (40 -49 years)	19	35%	12	20%	7	12%
5 (50 - 59 years)	10	17%	5	8%	5	8%
6 (60 - 69 years)	2	3%	1	2%	1	2%
7 (> 70 years)	0	0%	0	0%	0	0%
Total	60		38	63%	22	37%

Table 18 – age of the respondents.

²⁵ Kompare, Lazar, 2014 (in print).

²⁶ Kompare, Lazar, 2014 (Arheo, in print).

²⁷ Schenk et al. 2014 (in print).

²⁸ Pintarič, Novaković 2008, 77.

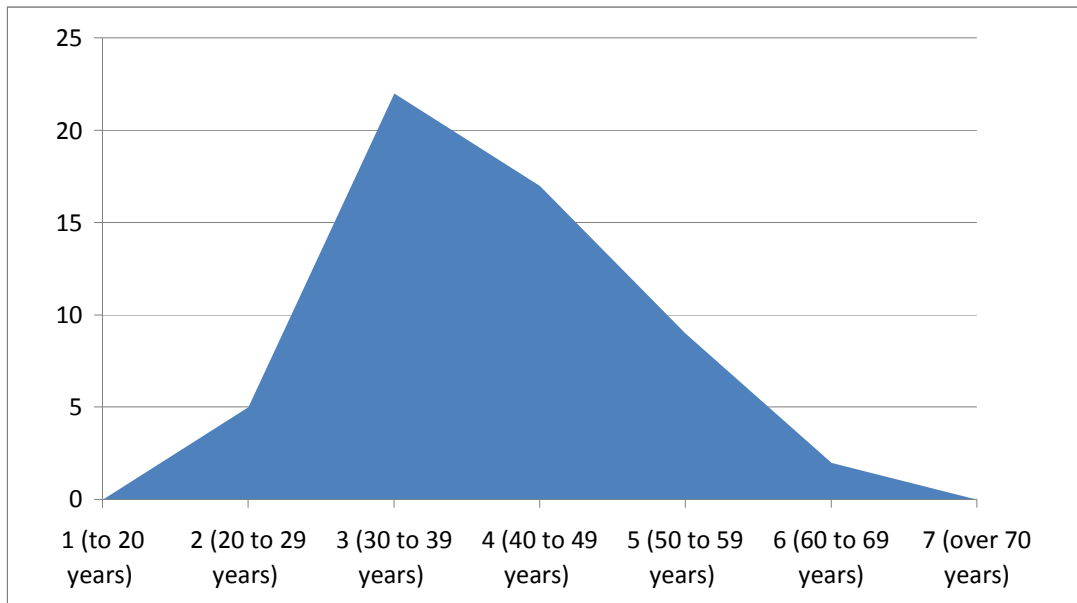


Figure 27 – age distribution of respondents.

5.2.3. Nationality

The question about their nationality was answered by 60 respondents (4 persons failed to answer). Most of the respondents are Slovene, two are Croatian, one holds a double citizenship (Slovene/Italian).

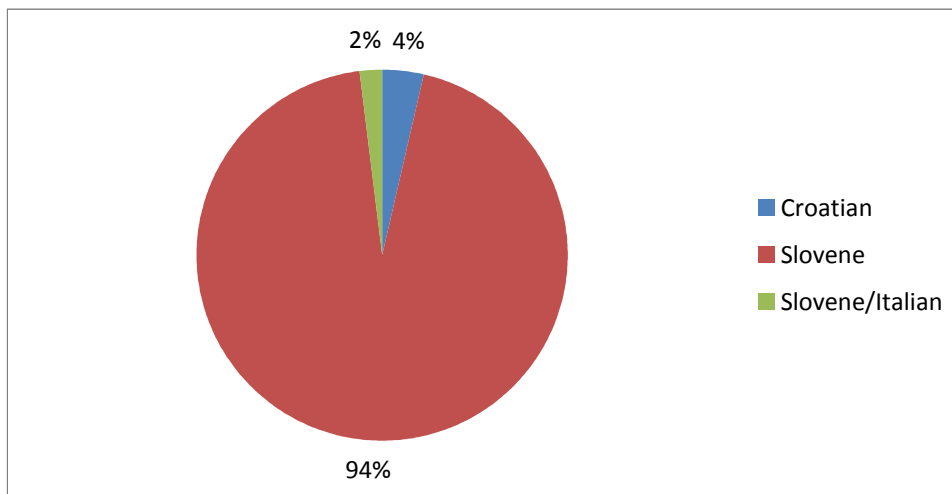


Figure 28 – nationality of respondents.

5.3. Disability status

None of the 60 respondents hold a disability status.

5.4. Main activity

Most of the respondents defined their main activity as managing cultural heritage (as administrators or experts). This activity shows the biggest increase in the last five years. This may be due to the change in workers' duties in the organisations charged with the specific protection of cultural heritage in Slovenia (ZVKDS units) who listed field activities as their main activity in the previous research.²⁹

Archaeological field work is now as frequent as research, being the second most frequent activity. Compared to the previous research there is a little less museum work and education, which is probably due to the poorer response from these institutions.³⁰

There is a considerable share of technical support which was previously not noted. Their presence confirms the fulfilment of our aim to include all individuals that come into contact with archaeology or heritage, yet do not hold a degree in archaeology, into this survey.

What is your main activity in the workplace? (If you are not an archaeologist, please also provide your profession.)	
1 archaeological fieldwork	12
2 archaeological laboratory work	1
3 cultural heritage management (administrative and technical)	14
4 museum work	9
5 education	6
6 research	12
7 technical support	5
8 other: company management	1

Table 19 – main activities in the workplace.

²⁹ Pintarič, Novaković 2008, 58.

³⁰ Pintarič, Novaković 2008, 58-59.

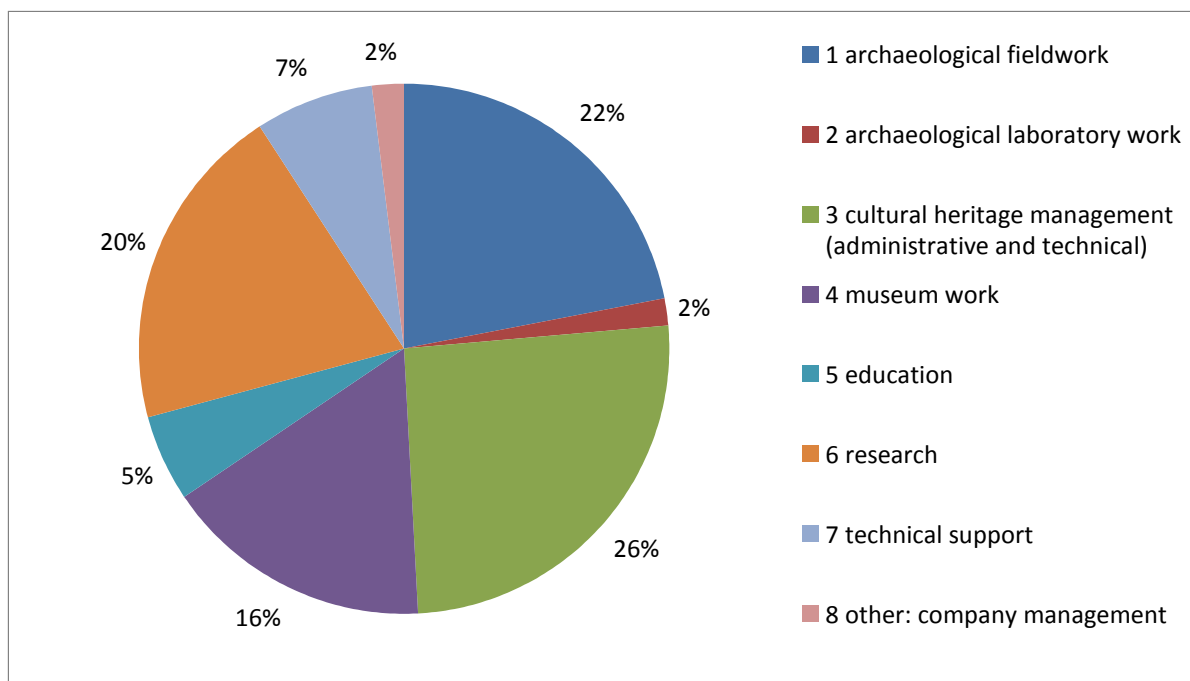


Figure 29 – what is your main activity in the workplace?

5.5. Personal income

5.5.1. Gross personal income

30 returned questionnaires contained data on personal income. Only 6 individuals listed the minimal and maximal gross personal income with a greater discrepancy in only one case. Minimal listed monthly gross personal income ranges between 600€ and 2146,61€, the average being 1358,1€. Maximal personal income ranges between 620€ and 2153,21€ with the average around 1562,85€. The lowest personal income was listed in a private organisation; the highest one was listed in education and research, which corresponds to the previous research.³¹

The majority of respondents listed the average sum of their gross personal income. In archaeology this is calculated at the minimum of 1607.08 €, which is almost 105 % of the average gross personal income in Slovenia in October 2013 (when the survey was performed), which was 1.526,11€ according to the data of the Statistical Office of Slovenia.³² Compared to the situation five years ago, the average income was lowered around 2€ and is now closer to the average personal income in Slovenia.

³¹ Pintarič, Novaković 2008, 62.

³² https://www.stat.si/novica_prikazi.aspx?id=5952

5.5.2. Bonuses

48 respondents answered the question about bonuses 35 of whom responded negatively. Only 13 respondents receive bonuses, the minimum of which was listed at 61,5€ and the maximum at 97,4€. As in the case of the previous question, the respondents opted for listing the average values, which is at 152,3€. A reasonable question is whether everybody knows what a bonus actually is and whether they know all the legislature changes which can be quite frequent.

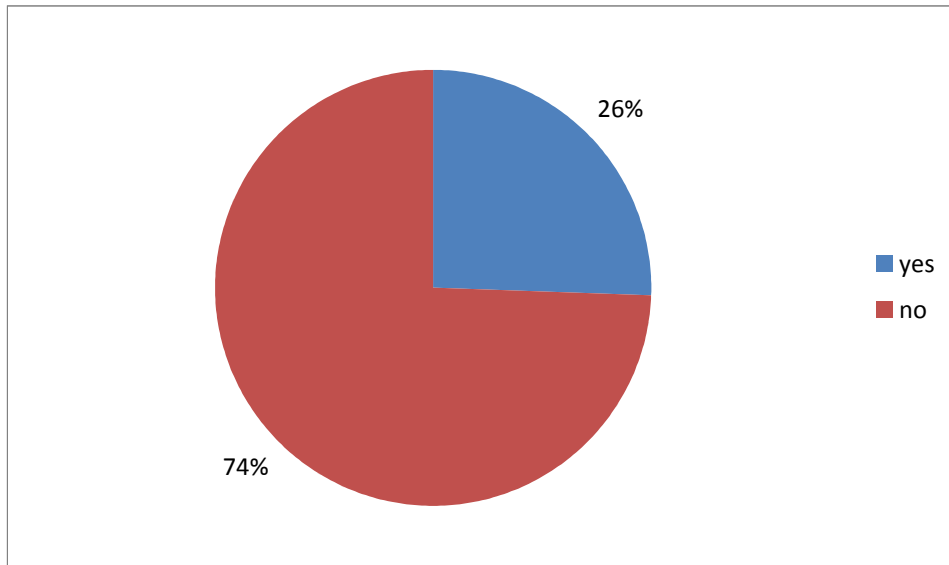


Figure 30 – does your income include bonuses?

5.5.3. Stimulations

48 respondents answered the question about stimulations, the majority receives none. Only 3 organisations mentioned stimulations; 3 individuals do not know whether they receive stimulations or not. This situation is opposite to the one from five years ago.³³

³³ Pintarič, Novaković 2008, 64.

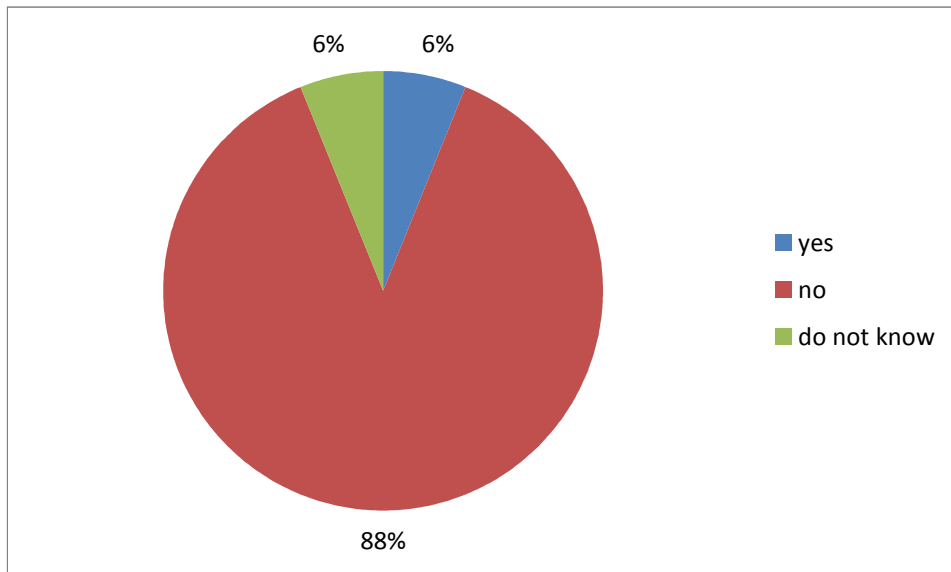


Figure 31 – does your income include stimulations?

5.5.4. Number of working hours per week

According to the respondents the average number of number of working hours per week is a little more than 39 per permanently employed person which is a little less than the prescribed 40 hours (Ur. l. 42/2002). The average was calculated based on permanent employees employed part-time, which is exactly 20 hours.

Among the fixed-term employees there is a notable feature that they work more than specified in their contract. This surplus is most evident in the fixed-term, part-time employees.

	Permanent position		Fixed term position	
	Full-time work	Part-time work	Full-time work	Part-time work
Number of persons	27	2	21	3

Table 20 – number of working hours per week.

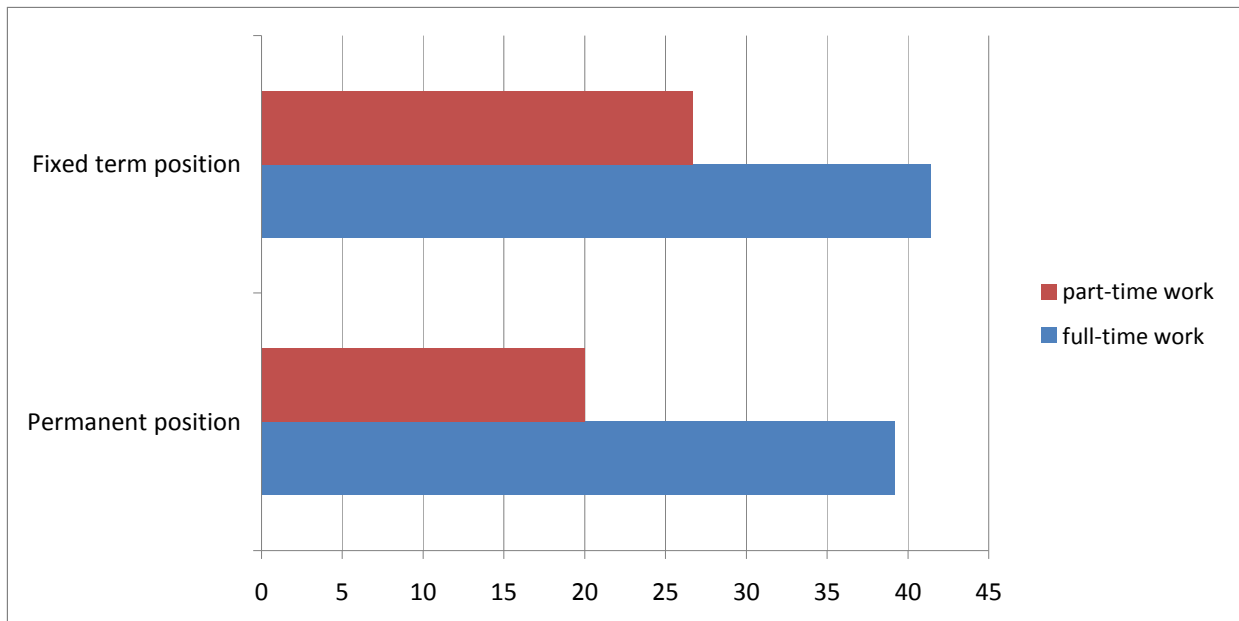


Figure 32 – number of working hours per week.

5.6. Education level

The question about their education level was answered by 20 respondents, which is why we only have a rough estimate. The majority of persons employed in archaeology hold a BA or a PhD. With the PhD qualification reported 5 persons (25%) and they were all obtained in Slovenia. None of them listed additional education or specialisation. There are already individuals present that received their education in the Bologna system; one has finished 1st degree studies and two have finished the 2nd degree.

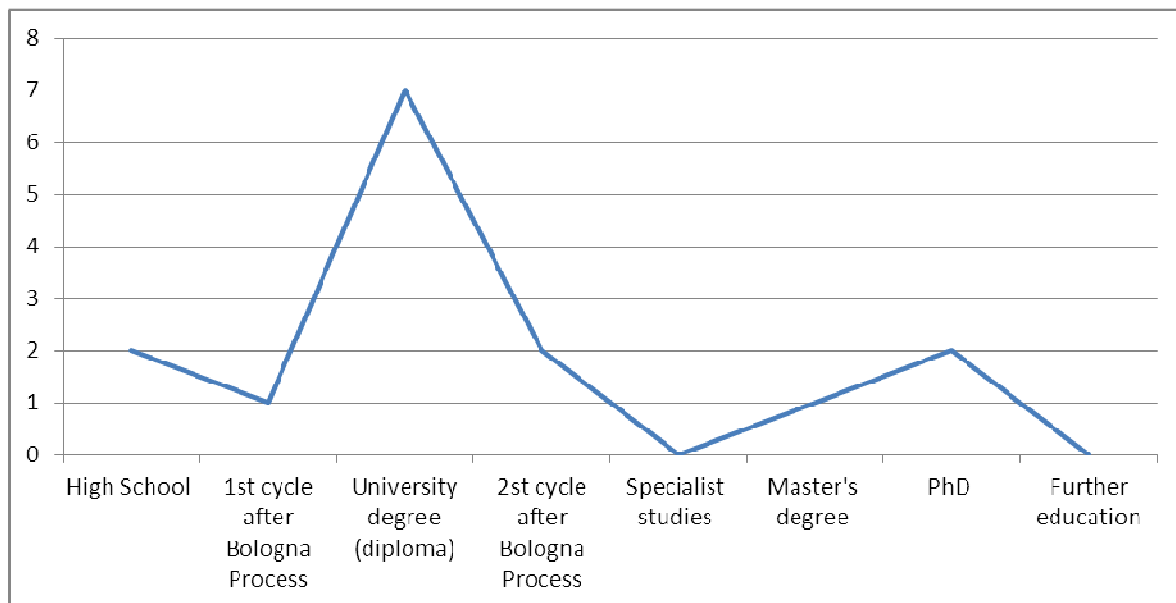


Figure 33 – employees' educational level.

5.7. Employment

5.7.1. Funding of posts

Surprisingly the funding of posts from projects does not differ a lot from the international trends detected by the previous research.³⁴ 26 persons' incomes are funded from projects, 23 from the employing organisation, 8 respondents answered "don't know".

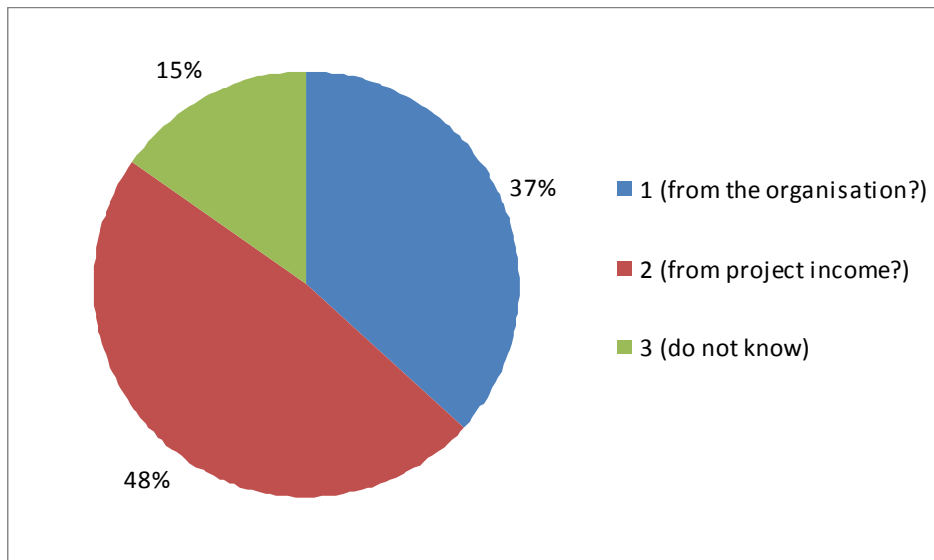


Figure 34 – funding of posts.

5.7.2. Year of employment

The research included individuals that were first employed between 1976 and 2013.

5.7.3. Duration of employment in the present post

38 respondents answered the question about the duration of employment in the present post. The structure is comparable to the one from five years ago.³⁵ Despite the intermezzo of five years there is still a vast majority of those that hold the present post between 1 and 5 years. The average duration of the respondents' current post is a little more than 11 years.

³⁴ Pintarič, Novaković 2008, 67.

³⁵ Pintarič, Novaković 2008, 80.

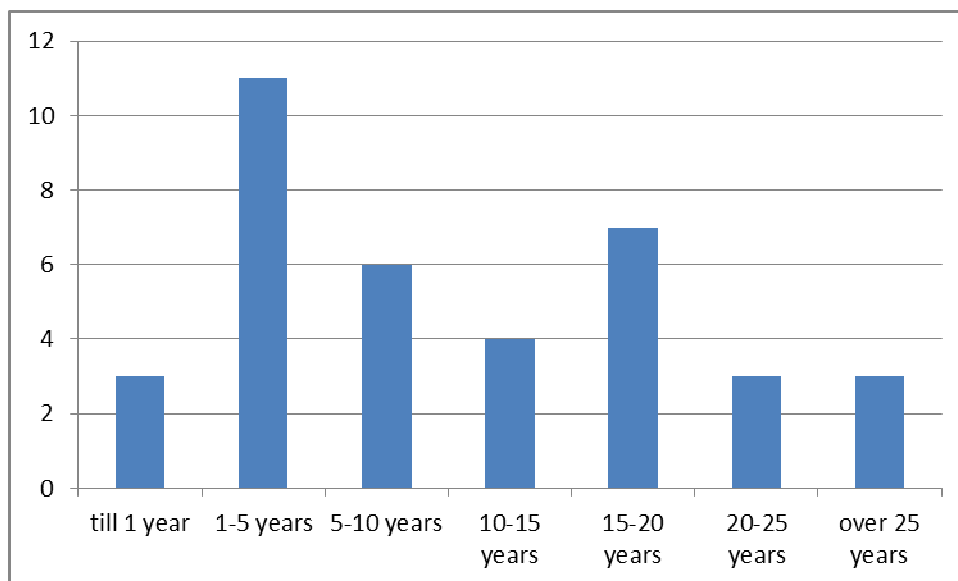


Figure 35 – duration of employment in the present posts.

5.7.4. Entire period of employment

This question yielded a similar structure than five years ago.³⁶ The majority of employees have been employed for a period under 10 years, the least have been employed between 20 and 25 years. Comparing the data about the duration of employment in the current post to the information about the entire period of employment shows that many respondents have worked in other work posts before.

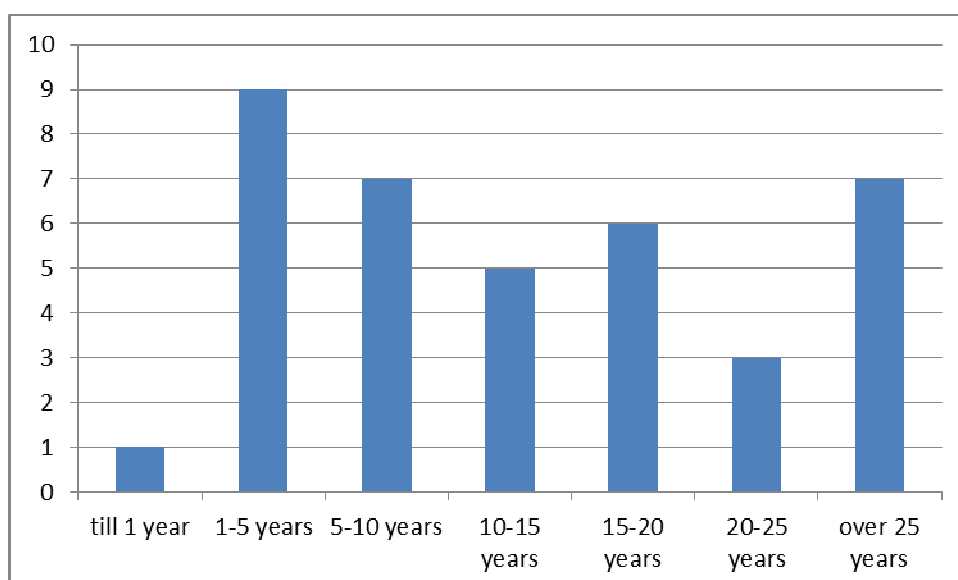


Figure 36 – entire period of employment.

³⁶ Pintarič, Novaković 2008, 81.

5.7.5. Registration at the Employment Service

54 persons responded to this question. 25 respondents responded “yes”. The longest period of time than one person was registered at the Employment Service was 11 years, while the shortest period was 2 months. Compared to the answers from the previous research³⁷ the share of those never registered at the Employment Service decreased by 8%. This can also be explained with the encouragement of self-employment; archaeology is no exception in this, which is related to the state project between 2007 and 2013, which has, sadly, concluded in 2014.³⁸

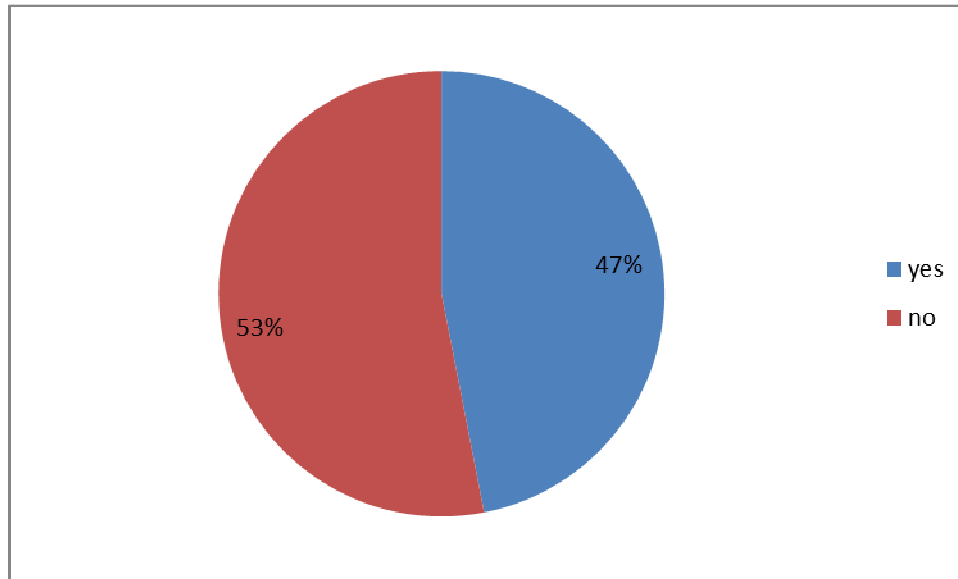


Figure 37 – were you ever registered at the Employment Service?

5.8. Work and working conditions

5.8.1. Working in a job not related to archaeology

38 out of 55 persons that answered this question said that they had never worked in a job not directly related to archaeology. Compared to the answers gathered five years ago³⁹ their share decreased in 5%. The longest that a person worked in a job not directly related to archaeology was 3 years, while the shortest such period of time lasted 3 months.

The jobs not directly related to archaeology are, according to the respondents, work in tourism, police, military museum of the Slovene Army, arts history, education, galleries, international project management, monuments investments, auxiliary works, administration, marketing and language teaching.

³⁷ Pintarič, Novaković 2008, 81.

³⁸ http://www.ess.gov.si/iskalci_zaposlitve/programi/samozaposlovanje

³⁹ Pintarič, Novaković 2008, 82.

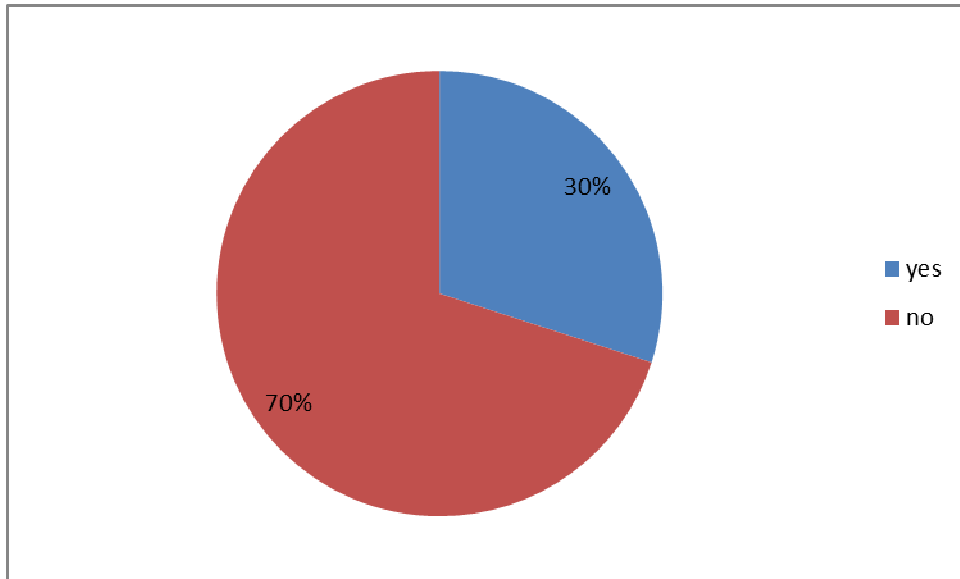


Figure 38 – have you ever works in a job not directly related to archaeology?

5.8.2. Workplace and place of residence

When asked about the distance between their workplace and place of residence, 37 out of 56 individuals (66%) answered that their workplace is less than 30 kilometres away from their place of residence. Compared to the research from five years ago⁴⁰ we can see that mobility is increasing.

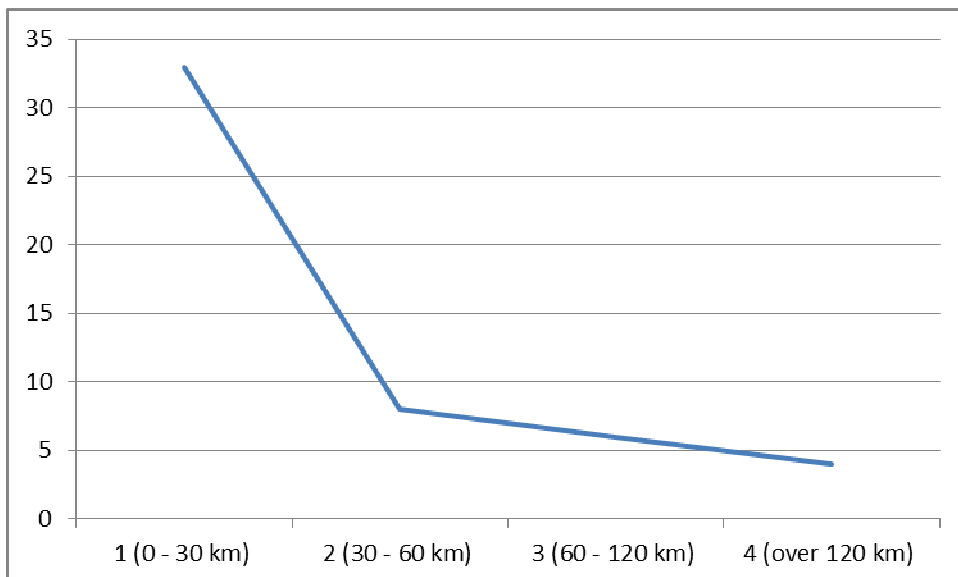


Figure 39 – distance between workplace and place of residence.

⁴⁰ Pintarič, Novaković 2008, 83.

5.8.3. Absence due to work commitments

No less than 58% of employees in archaeology included in the survey have already been away from home for several weeks due to work. The number is fairly high which shows a considerable workload primarily in the field of archaeological field research as well as education and specialist training.

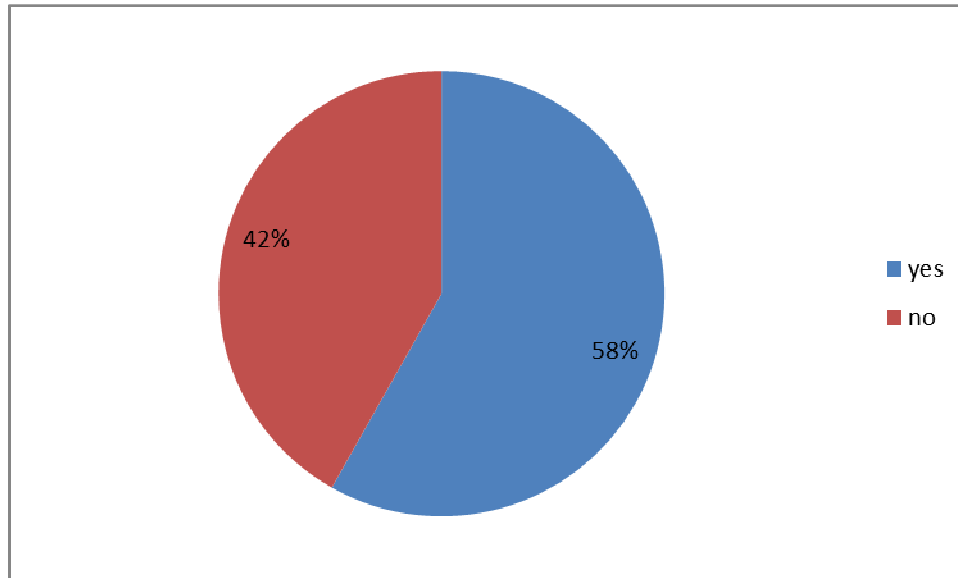


Figure 40 – longer absence from home due to work commitment.

5.8.4. Work abroad

Have you ever worked abroad?

57 people answered this question, 27 of which said “yes”. In the previous research⁴¹ the majority of respondents have already worked abroad. This discrepancy could be the consequence of different understanding of the question; this problem was already pointed out in the 2008 report.

⁴¹ Pintarič, Novaković 2008, 84.

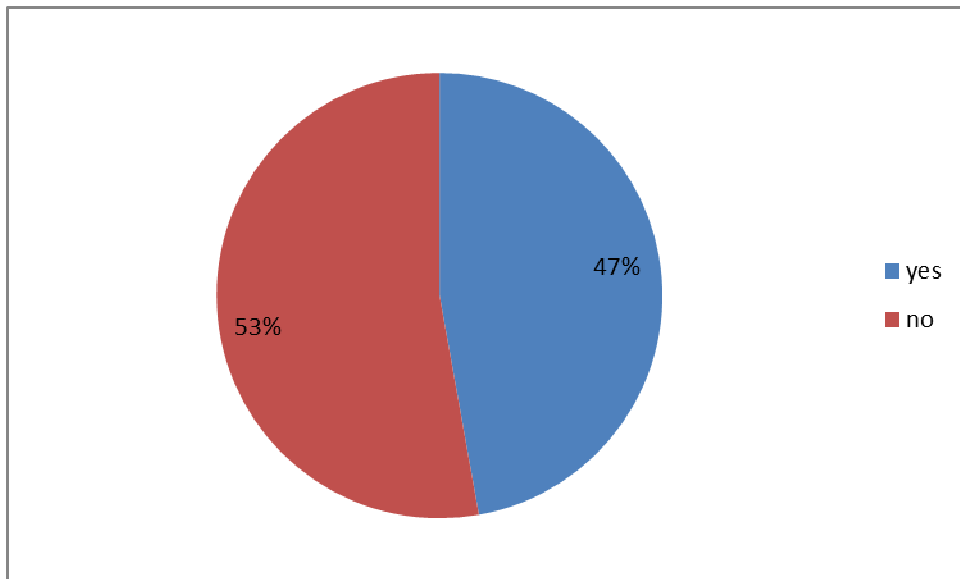


Figure 41 – have you ever worked abroad?

Are you willing to work abroad?

This question was answered by 56 people. Again it became obvious that the employees in archaeology were willing to work abroad, since 37 answered “yes”.

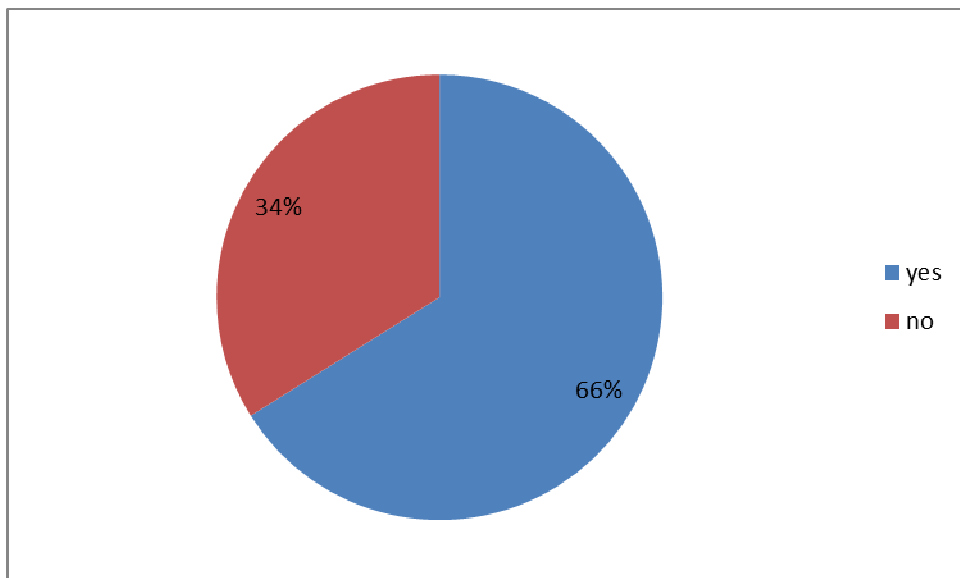


Figure 42 – are you willing to work abroad?

How long are you willing to work abroad?

Majority of respondents are willing to work abroad up to six months. There are also numerous individuals who would stay abroad indefinitely, mainly the young who recognize no employment opportunities in Slovenia, which reflects the general trend of emigration.

5.8.5. Foreign languages spoken

Almost all the respondents speak English, 5 of them passively. Second most frequently spoken language is Croatian or Serbian, followed by German and Italian. French is only spoken passively. Among other spoken languages the respondents listed Spanish, Portuguese, Russian, Slovak and Czech; however, all of these languages are only spoken passively.

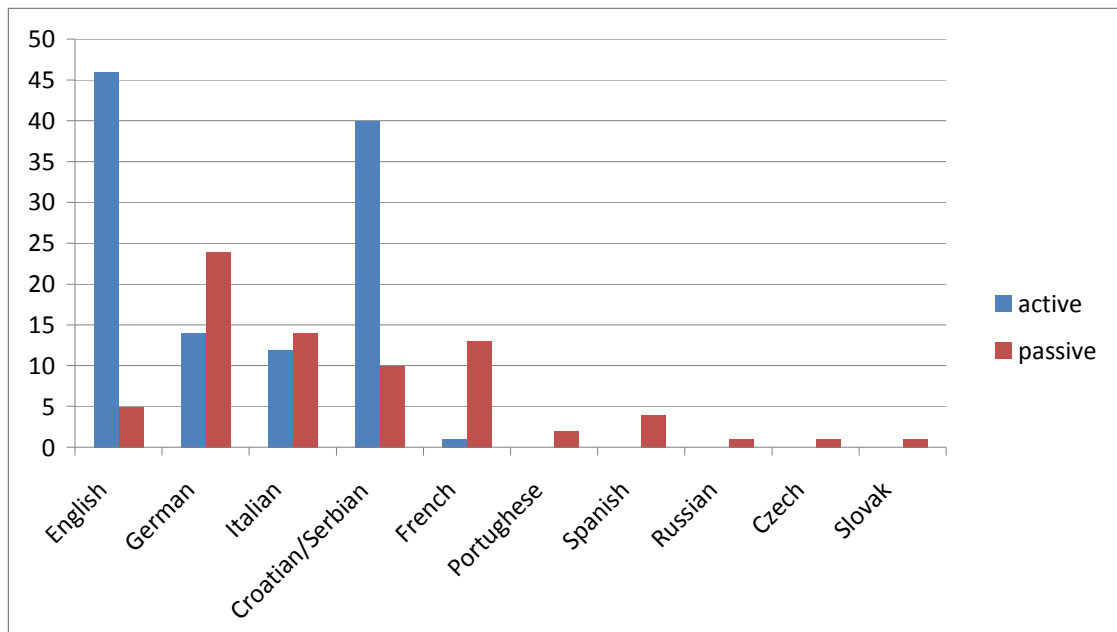


Figure 43 – foreign languages spoken.

5.8.6. What are your activities?

This question was answered by 57 persons. 73% of answers contained duties such as field work, writing reports, expertises and articles. The third listed activity was predominantly administrative duties, which shows a high degree of hindering effect on expert work. The first three listed duties are the same as in the previous research; the only change is a lesser quantity of field work.⁴² Considering the answers we can surmise that the archaeologist's work is diverse, calling for constant adapting to the demands of the ever changing market. Adapting to change was recorded in the short time span of five years between the two researches. In the column "other", the respondents listed other duties, such as competing for projects and managing them, animation, research, museum work, documenting, drawing the archaeological material, editing archaeological publications, tour guides for expert and lay public, technical support, computer work ...

⁴² Pintarič, Novaković 2008, 87.

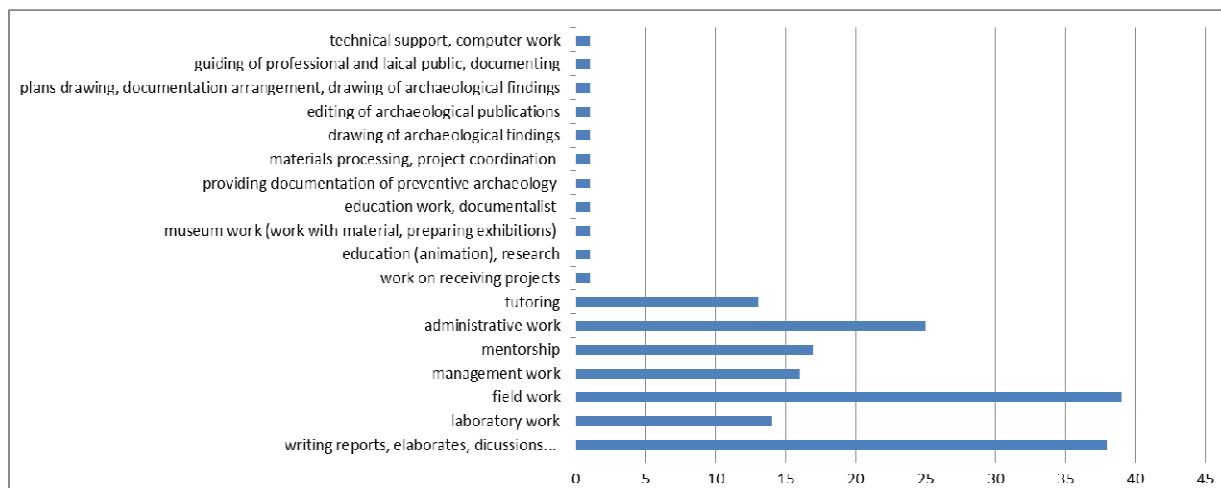


Figure 44 – what are your duties?

5.8.7. Shortcomings of your work

The question about shortcomings was answered by 52 persons. More than half think that the main shortcoming of their work is the precarity of their employment, which is followed by the insufficient income. Interestingly enough, five years ago the respondents thought that the main shortcoming was the insufficient income which was about one third higher than the average wage in Slovenia, whereas now it is close to the average wage. Among other shortcomings the respondents listed the lack of technical support, (e.g. drawer, documentalist), poor organisation, poor legislation (zvkd-1), improper expert standards, too much administration, unresponsive archaeological sector, lack of employment, being overloaded with duties and part-time employments.

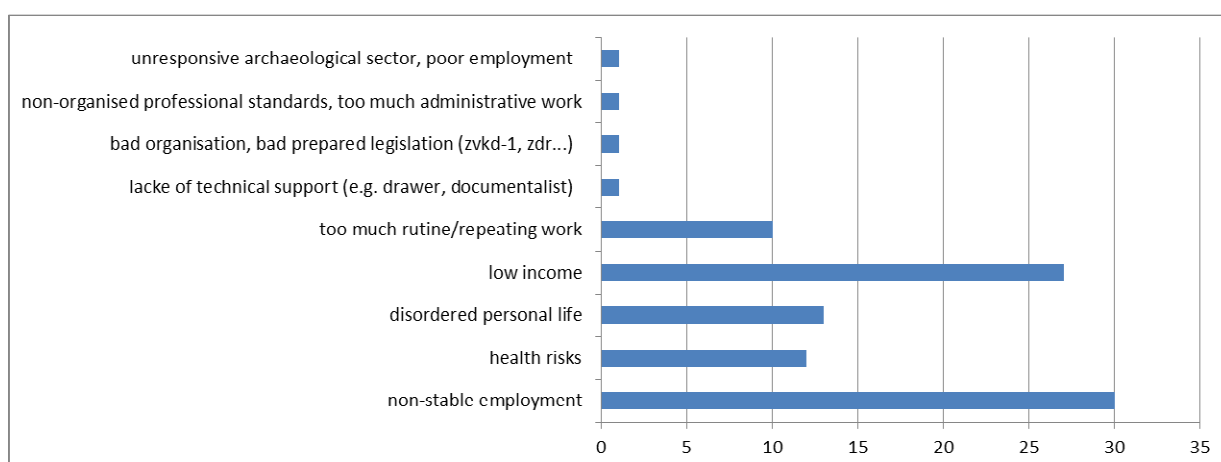


Figure 45 – what are the shortcomings of your work?

5.8.8. Work at home

Could you do your work in whole at home?

Only 3 out of 41 respondents that answered to this question thought they could do their work in whole at home. One person answered “don’t know”.

Could you do your work in part at home?

41 respondents thought they could do their work in part at home, while 8 respondents thought the opposite; two persons answered “don’t know”.

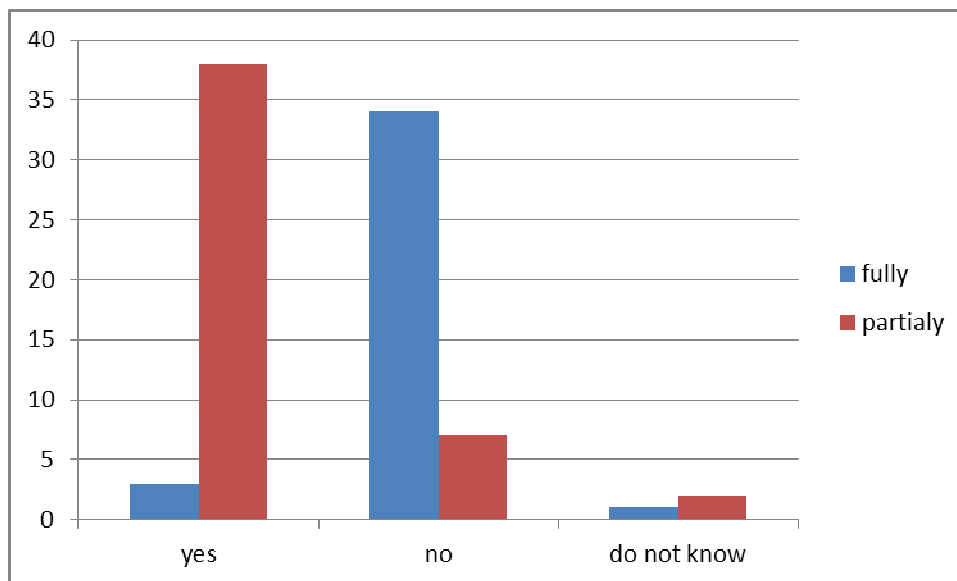


Figure 46 – work at home.

5.9. Membership in foreign and national professional organisations

The question about membership in professional organisations (foreign and domestic) was answered by 56 respondents, 38 of whom answered “yes”.

The main domestic professional organisation is the Slovene Archaeological Society; 8 out of 15 respondents are members. Among other domestic professional societies the following were listed: the Slovene Conservation Society (3 members), Slovene Museum Society (5 members), Institute of Underwater Archaeology (1 member), Slovene Anthropologists’ Society (1), Slovene Oncological Society (1), Šaleška Valley Museum and Historical Society (1) and DZRJL (1 member).

Among foreign professional societies the following were listed ICOM (5), the European Association of Archaeologists (4 members), Castrum Bene (2), ICOMOS (1), Aerial Archaeology Research Group (1), CAA (1), AIHV (1), International society for archaeological prospection (1), Europae Archeologiae Consilium (1), RCRF (3), English Heritage (1), European Anthropological Association (1).

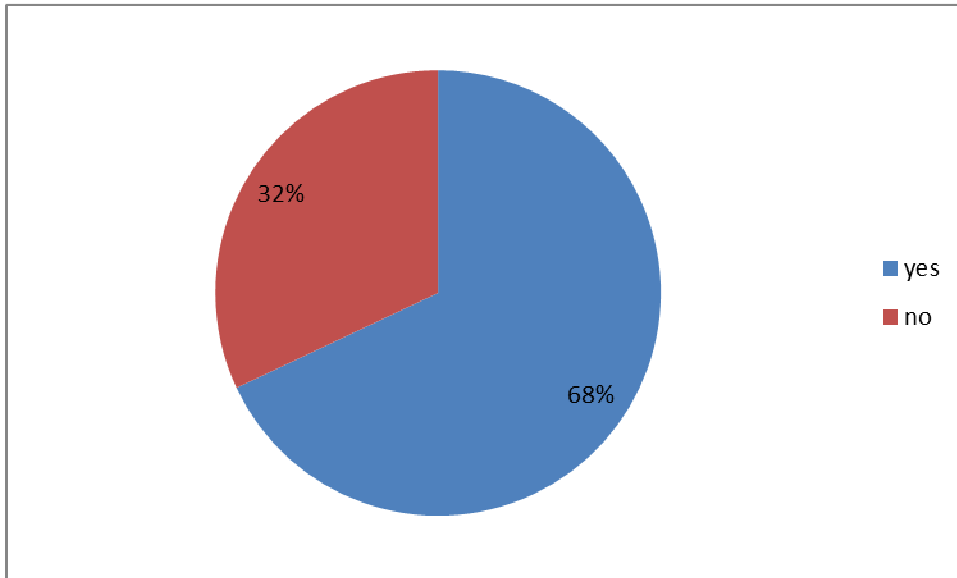


Figure 47 – membership in foreign and national professional organisations.

5.10. Work during studies

Did you work in the archaeological field as a student?

A vast majority of respondents (as much as 51 out of 56) have worked in the archaeological field as students.

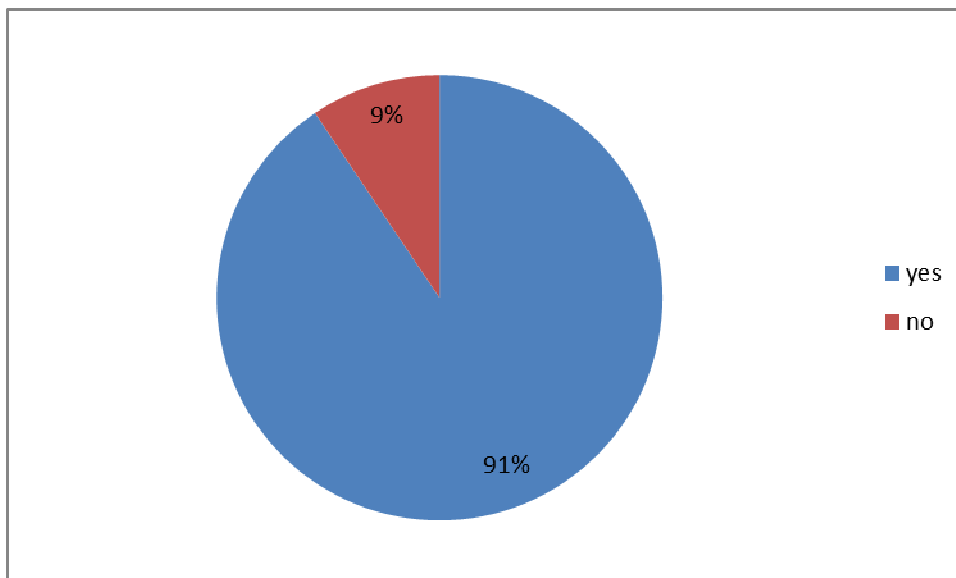


Figure 48 – work in the archaeological field during studies.

How long?

Many respondents have worked in the archaeological field throughout the duration of their studies; therefore it is understandable that the majority listed their work experience during studies as 6 to 50 months long.

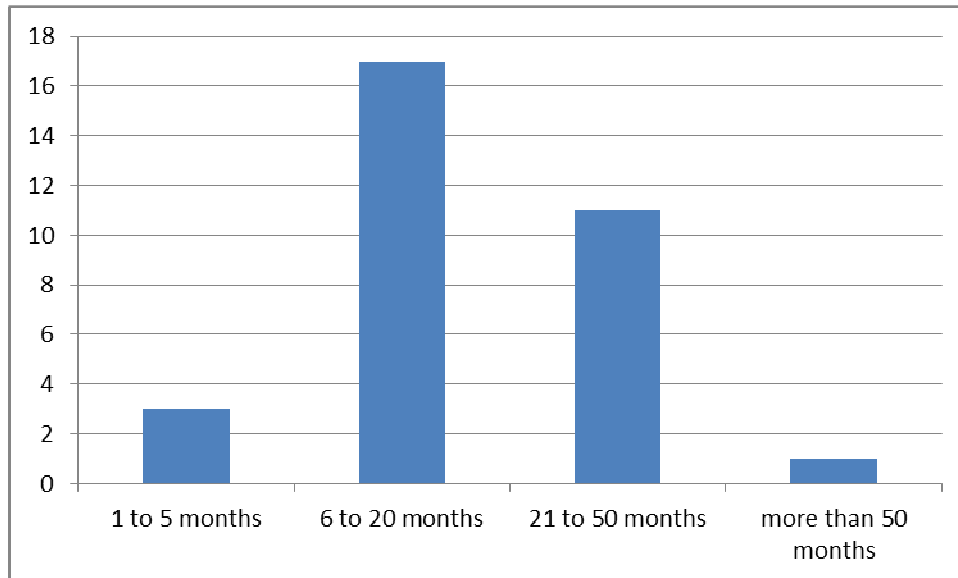


Figure 49 – duration of work in the archaeological field during studies.

5.11. Job opportunities

Where do you see job opportunities in your field of expertise?

Respondents were asked to list the job opportunities in their field of expertise and where they saw them. 14 respondents answered this question, listing the following opportunities:

- ⇒ museum, ZVKDS, CPA,⁴³ university, ministry;
- ⇒ current construction and archaeological projects, liaison with European research projects;
- ⇒ institutions that deal with archaeology (museums, SAZU, ZVKDS, education institutions), private companies, dealing with archaeological research;
- ⇒ self-employment, tourism, sustainable development, processing of old museum material, project work;
- ⇒ Slovenia should manage affairs on a European scale: archaeological institutions should employ at least one anthropologist;
- ⇒ none;
- ⇒ don't know;
- ⇒ public relations, education of lay societies;

⁴³ ZVKDS = Institute for the Protection of Cultural Heritage of Slovenia; CPA – Centre for Preventive Archaeology.

- ⇒ ZVKDS, museums, institutes, Ministry of Culture, ICOM, UNESCO;
- ⇒ military, Ministry of Defence, (counter)intelligence, protection services;
- ⇒ post-doc;
- ⇒ specialist works in the post-field work processing of data (analyses of artefacts, digital processing ...);
- ⇒ archaeology, defence sciences;
- ⇒ abroad, other universities.

Would you be willing to provide personal or additional funds for such employment?

41 respondents answered this question. Answers were proportionately distributed. 16 respondents would provide personal funds for such an employment, while 13 wouldn't; 12 were unsure. Comparing these results with the ones from five years ago⁴⁴ we see that the share of those not prepared to invest personal funds has grown.

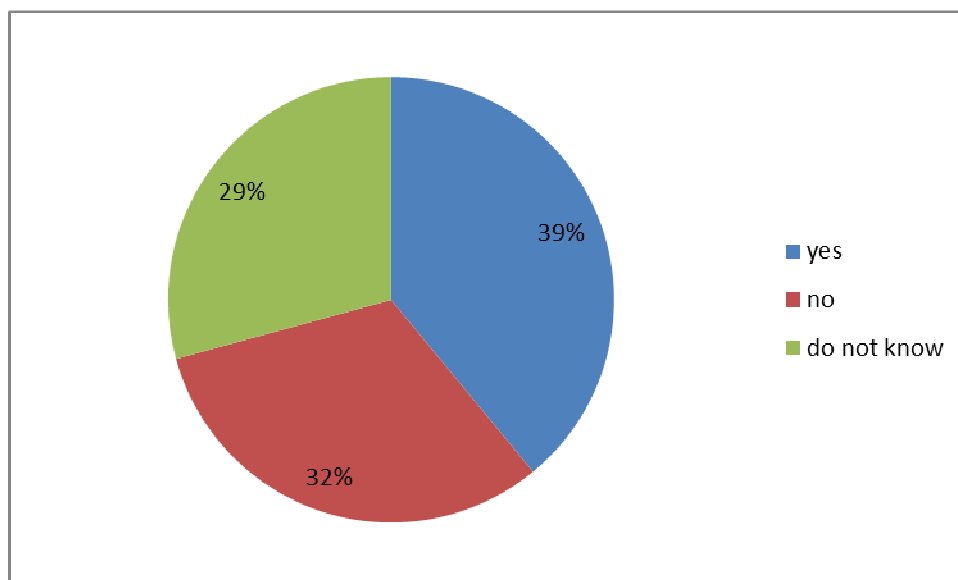


Figure 50 – would you be willing to provide personal or additional funds for such employment?

5.12. Do you have children?

This question was answered by 57 respondents. Answers were equally distributed: 29 said “yes”, while 28 said “no”. The survey from five years ago detected a fairly high percentage of those without children;⁴⁵ this situation grew even worse by now, which reflects the instability of employment, recorded in the question about the shortcomings of respondents’ work (figure 45).

⁴⁴ Pintarič, Novaković 2008, 90.

⁴⁵ Pintarič, Novaković 2008, 94.

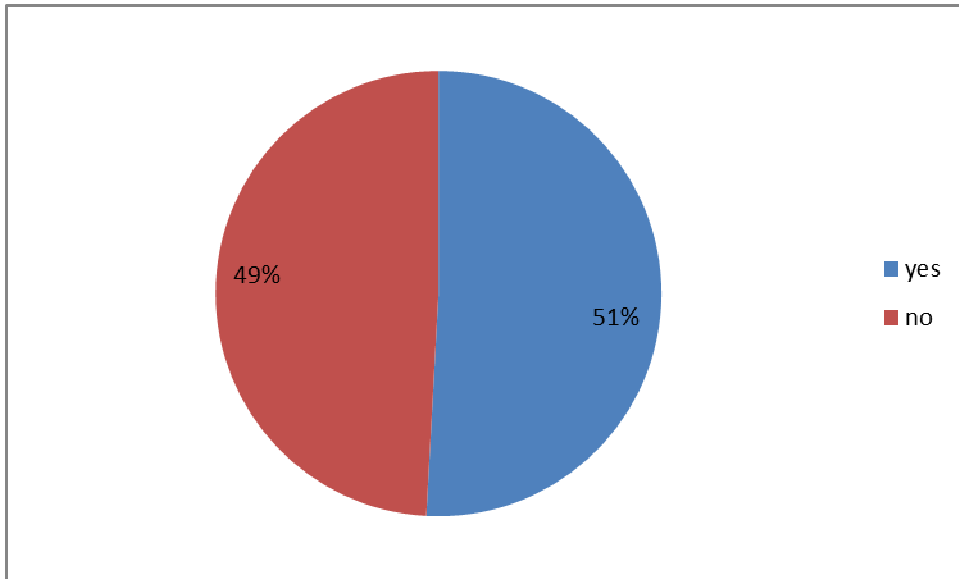


Figure 51 – do you have children?

If yes, how many?

Most respondents who answered this question reported two children; the highest number of children one respondent has is four.

6 Summary

In this summary, some special features or observations are highlighted that are of interest both nationally as well as in a wider international context of archaeological market research. In this year's project questionnaires were sent by regular mail and via e-mail. The low number of responses via the internet was a surprise, even though completing the survey online took only a few minutes. We have also noticed that the response from organizations was better if archaeologists were involved in their management, since their interest in the matter encouraged organizations to participate. Otherwise, the questionnaire was often ignored; instead of reaching the intended public it remained in a drawer.

Again, the responses to the questionnaires proved strongly related to personal contact between the project team and potential respondents (both in the case of organizations and individuals) as well as additional incentives to participate in the survey.

QUESTIONNAIRE FOR ORGANISATIONS

Research included the sum total of 113 organisations thought to operate in the field of archaeology regardless their primary activity. 30 of them returned completed questionnaires.

This time the project included far more organisations governed by private law. During the (re)construction of Slovene highways (1995-2007) Slovenia has seen an increase in the number of organisations governed by private law, which haven't been fully included in the first research, since their most significant increase occurred between 2000 and 2007. The latter exhibited most interest in the survey and getting to know the conditions in the archaeological labour market. The questionnaire received the most attention from private persons, most commonly engaged in field research and prospection. The response of organisations governed by private law can be estimated as positive and very good which can be interpreted as their interest and flexibility in the labour market. Since they are mostly small-scale companies, they have to be more flexible and are also more prone to feeling the trouble occurring in the labour market. After 2012 their number started to decline again due to the economic crisis and the general decline of the archaeological labour market. In most cases the companies governed by private law aren't limited solely to the field of archaeological research, but complement their business with other activities as well.

In the case of employment there is a trend of decrease in the employment of younger people, particularly young, since in most cases even new employment upon retirement is not allowed, which reflects the national policy on employment in public institutions and public administration, which has been systematically decreasing the number of employees without any impact analysis whatsoever for many years. The rise of temporary employment, even for a very short time, is therefore understandable.

Organisations attest a considerable decrease in recording the education and professional training of their employees. Only 40% of organisations keep any kind of records on the matter, compared to the 78% in 2008 report. This undoubtedly reflects the lack of funds for education, meaning education and professional training became a personal matter of employees and their resourcefulness in finding the funds necessary. The answers made it clear that organisations do not restrict their employees in receiving further education, yet have no proper funds for it, leaving it to their employees and their interest to procure them

themselves. This leads us to surmise the reason for such a low number of records on professional training.

Regarding the need for specific skills, information technologies, project management and education were most sought after. Regarding the needs for co-workers in non-archaeological works, the actual situation proved to be quite different from expectations or wishes. Among the co-workers often needed by organisations providers of photographic services and tradesman services are most common; commonly needed are also experts on education and training in information technology. In the field of archaeological works the most sought-after skills are the ones regarding field work.

It is surprising that only one organisation provided an additional comment. They expressed disagreement with the current situation in the professional area, i.e. the hindering effects of the countless administrative obstacles. Although there is at the moment a significant decrease of excavation work (private companies?) and the museums are stuck with the excessive amount of new archaeological material not yet completely documented and properly stored, no comment was given about these kind of problems.

PERSONAL QUESTIONNAIRE

Personal questionnaire was answered by 64 from 27 organisations. Two organisations turned in questionnaires whose first part was filled out, whereas the personal part was empty. 8 personal questionnaires were turned in that lacked the filled-out first part. Personal questionnaire applied not only to archaeologists but also anyone else who came into contact with archaeology and heritage in their work post.

Based on 60 answered personal questionnaires (4 persons did not answer this particular question) it is obvious the majority of respondents were women: 38 women and 22 men filled-out the questionnaire. The fact that female respondents are in majority has already been established in the previous research which only shows the feminisation of this occupation in Slovenia, which was also noticed in other countries during the DISCO project. It is worth pointing out that women occupy different work posts in archaeology, their work not being limited to specific areas of archaeology (processing of materials, excavations), but can be found in high-responsibility work posts, such as company managers, heads of institutes and faculties, as well as among academy members (SAZU member).

42 out of 64 respondents answered the question about their job title; the answers were much diversified so that they had to be edited. These discrepancies show the lack of a unified terminology, which was already noted in the previous research.⁴⁶

The survey has shown the increase in fixed-term employments; however, the majority of answers came from permanent employees. Due to the increasing precarity of employment the percentage of those willing to seek employment abroad for shorter or longer periods of time also increased, while the 2008 survey only detected readiness to seek employment abroad for shorter periods of time.

The majority of respondents listed the managing of cultural heritage (in an administrative or expert fashion) as their primary activity. This activity shows a particularly high increase in the last five years. This is perhaps due to the changes in the work of those organisations charged with the specific role of protecting cultural heritage in Slovenia (ZVKDS units), but have listed field research as their main activity in the previous research.⁴⁷

⁴⁶ Pintarič, Novaković 2008, 74.

⁴⁷ Pintarič, Novaković 2008, 58.

Archaeological field work is now as frequent as research, being the second most often performed activity; compared to the results of the previous research,⁴⁸ there is a little less museum work and education, which is probably due to the lesser responsiveness of these institutions.

There is a considerable share of technical support not previously recorded. This confirms our aim to include in the survey all individuals that come into contact with archaeology or heritage in their work, even if they do not have the proper education.

Thirty returned personal questionnaires contained information about personal income. The lowest income was listed in private organisation, while the highest one was listed in education and research, which is congruent to the findings of the previous research.⁴⁹ The majority of respondents listed the average value of their income; in archaeology this is, according to our data and calculations, minimally 1607.08€, which is almost 105 % of the average gross income in Slovenia in October 2013 (when the survey was performed). The average gross income was, according to the Statistical Office RS, 1526.11€. Compared to five years ago, the average wage is about one fifth lower, since it was at 130% of the average wage in Slovenia in 2008.

The vast majority of employees in archaeology hold a BA, which is followed by PhD graduates. None of the respondents listed any kind of additional specialist training or education which is not even offered by any university. Some of the respondents already hold a degree received in the Bologna system: one of them has graduated from the 1st degree while two hold a Bologna MA.

Interesting information came from the question about having been registered at the employment office; this question was answered “yes” by 25 respondents. Compared to the previous research,⁵⁰ the share of those never registered at the employment office decreased by 8%. This can also be explained with the encouragement of self-employment; archaeology is no exception in this, which is related to the state project between 2007 and 2013, which has, sadly, concluded in 2014.

Let us finally address the shortcomings of work in archaeology as perceived by the respondents. 52 persons answered this question. More than half think that the main shortcoming of their work is the precarity of their employment, which is followed by the insufficient income. Interestingly enough, five years ago the respondents thought that the main shortcoming was the insufficient income which was about one third higher than the average wage in Slovenia. Among other shortcomings the respondents listed poor legislation (ZVKD-1), improper expert standards, too much administration, lack of employment, being overloaded with duties and part-time employments.

⁴⁸ Pintarič, Novaković 2008, 58.

⁴⁹ Pintarič, Novaković 2008, 62.

⁵⁰ Pintarič, Novaković 2008, 81.

7 Literature

- AITCHISON, K. 2008, *Discovering the Archaeologists of Europe: Transnational Report* (available at <http://www.discovering-archaeologists.eu>).
- CLAASSEN, C. (ur.) 1994, *Women in Archaeology*. University of Pennsylvania Press; (<http://www.questia.com/read/99956045/women-in-archaeology>).
- ČREŠNAR, M. et al. 2013, *Arheologija nekoč in danes*. Ljubljana : Zavod za varstvo kulturne dediščine Slovenije; (http://www.zvkds.si/media/medialibrary/2013/09/Arheologija_neko%C4%8Din_danes.pdf)
- GABROVEC, S. 1971, Sto petdeset let arheologije v Narodnem muzeju, - *Argo* 10, 1971, 35-48.
- KASTELIC, J. et al. 1987, s. v. arheologija, in: Enciklopedija Slovenije, zv. 1, Mladinska knjiga, Ljubljana, 100-105.
- KOMPARE, T., LAZAR, I., PINTARIČ KOCUVAN, V. 2014, Projekt Discovering the archaeologists of Europe: SLOVENIJA - Poročilo 2014. - Univerza na Primorskem, Koper.
- LAZAR, I. 2013, Izobraževanje na področju kulturne dediščine na Fakulteti za humanistične študije Univerze na Primorskem. *Studia Universitatis Hereditati* 1/1-2, Koper, 123-139..
- MERC, V. 2005, Spol in arheologija. Bibliometrična analiza Praistorije jugoslavenskih zemalja. - *Arheo* 23, 27-34.
- NOVAKOVIĆ, P. 2001a, s. v. *Slovenia*. - In: MURRAY T. (ed.) *Encyclopedia of archaeology: History of discoveries*. ABC – Clio Santa Barbara, vol. 1, 1161-1196.
- NOVAKOVIĆ, P. 2001b, s. v. *Dežman, Dragotin (1821 – 1889)*. - In: MURRAY, T. (ed.) *Encyclopedia of archaeology: History of discoveries*. ABC – Clio Santa Barbara, vol. 1, 425.
- NOVAKOVIĆ, P. 2002, *Archaeology in five states - A peculiarity or just another story at the crossroads of "Mitteleuropa" and the Balkans: A case study of Slovene archaeology*. In: BIEHL, P. F., GRAMSCH, A., MARCINIAK, A. (eds.) 2002, *Archäologien Europas = Archaeologies of Europe : Geschichte, Methoden und Theorien / History, Methods and Theories*, (Tübinger Archäologische Taschenbücher, Bd. 3). Münster / New York / München / Berlin: Waxmann, str. 323-352.
- NOVAKOVIĆ, P. 2009, Oddelek za arheologijo. - *Zbornik Filozofske fakultete Univerze v Ljubljani 1919-2009*, Ljubljana, 45-69.
- NOVAKOVIĆ, P., LOVENJAK, M. in BUDJA, M. 2004, *Osemdeset let študija arheologije na Univerzi v Ljubljani*. Ljubljana.
- PINTARIČ, V., NOVAKOVIĆ, P. 2008, Projekt Discovering the archaeologists of Europe: SLOVENIJA. - OA Filozofska fakulteta, Univerza v Ljubljani, Ljubljana.
- PLETERSKI, A. 1997, Inštitut za arheologijo – polstoletnik. - Znanstvenoraziskovalni center SAZU, Ljubljana.
- SCHENK, T., LAZAR, I., CELLA, E., VAN LONDEN, H. 2014, Gender and Archaeology, *Archaeologies*, WAC Journal (in print).
- SEZNAM 1981, Seznam ustanov in arheologov v Jugoslaviji (1981). - *Arheo* 1, 57-68.
- SEZNAM 1989, Seznam ustanov in arheologov v Jugoslaviji (1989). - *Arheo* 8, 44-61.
- SLAPŠAK, B., NOVAKOVIĆ, P. 1996, *Is there national archaeology without nationalism? . archaeological tradition in Slovenia*. - In: DOAZ-ANDREU, M. and CHAMPION, T. (eds.), *Nationalism and archaeology in Europe*. UCL Press, London, 256-293.
- Splet 1/Web 1: <http://www.sazu.si/o-sazu/clani/biba-terzan.html> (dostop 3. 6. 2014).
- Splet 2/Web 2: http://av.zrc-sazu.si/Si/AV_predstavitev.html (dostop 3. 2. 2014)

Splet 3/Web 3: <http://www.ff.uni-lj.si/arheologija/1/O-oddelku/Sodelavci.aspx> (dostop 6. 6. 2014).

Splet 4/Web 4: <http://iza2.zrc-sazu.si/sl/sodelavci#v> (dostop 31. 1. 2014)

Splet 5/Web 5: <http://www.arhej.com/o-podjetju/ekipa> (dostop 6. 6. 2014)

Splet 6/Web 6: http://arheoloski-biro.si/o_podjetju/ekipa/ (dostop 6. 6. 2014)

Splet 7/Web 7: http://www.ess.gov.si/delodajalci/iskanje_delavca/po_regijah?q=1&s=1 (dostop 19. 1. 2014 in 10. 6. 2014)

8 List of figures

- Figure 1 – organisation structure.
- Figure 2 – sources of financing with average shares of types of financing.
- Figure 3 – inclination towards investments in the promising activities.
- Figure 4 – number of employees.
- Figure 5 – changes in the number of employees in the previous years.
- Figure 6 – are the salaries in your organisations linked to pay scales?
- Figure 7 – according to which pay scale are your employees paid?
- Figure 8 – are trade unions presented in your institution?
- Figure 9 – which trade union is present in your institution?
- Figure 10 – number of employees one year ago.
- Figure 11 – number of employees three years ago.
- Figure 12 – number of employees five years ago.
- Figure 13 – number of employees in one year.
- Figure 14 – number of employees in three years.
- Figure 15 – number of employees in five years.
- Figure 16 – education and vocational training.
- Figure 17 – do you employ new entrants to the profession?
- Figure 18 – how much the new entrants to the profession are ready for the profession?
- Figure 19 – how long (on average) do you spent on their raining?
- Figure 20 – how well the current educational programs adhere to the needs of the profession?
- Figure 21 – has your organisation brought in external experts for non-archaeological purposes and in which areas?
- Figure 22 – has your organisation brought external experts for technical, archaeological purposes and in which areas?
- Figure 23 – which non-archaeological skills will be at the forefront of employee education in the following 2 years?
- Figure 24 - which technical, archaeological skills will be at the forefront of employee education in the following 2 years?
- Figure 25 – employment type.
- Figure 26 – gender.
- Figure 27 – age distribution of respondents.
- Figure 28 – nationality of respondents.
- Figure 29 – what is your main activity in the workplace?
- Figure 30 – does your income include bonuses?
- Figure 31 – does your income include stimulations?
- Figure 32 – number of working hours per week.
- Figure 33 – employees' educational level.
- Figure 34 – funding of posts.
- Figure 35 – duration of employment in the present posts.
- Figure 36 – entire period of employment.
- Figure 37 – were you ever registered at the Employment Service?
- Figure 38 – have you ever worked in a job not directly related to archaeology?
- Figure 39 – distance between workplace and place of residence.

Figure 40 – longer absence from home due to work commitment.
Figure 41 – have you ever worked abroad?
Figure 42 – are you willing to work abroad?
Figure 43 – foreign languages spoken.
Figure 44 – what are your duties?
Figure 45 – what are the shortcomings of your work?
Figure 46 – work at home.
Figure 47 – membership in foreign and national professional organisations.
Figure 48 – work in the archaeological field during studies.
Figure 49 – duration of work in the archaeological field during studies.
Figure 50 – would you be willing to provide personal or additional funds for such employment?
Figure 51 – do you have children?

9 List of tables

Table 1 – the number and percentage of filled-out questionnaires according to types of organisations.

Table 2 – the geographical regions included and number of responses.

Table 3 – average number of employees according to the type or field of employment.

Table 4 – the fluctuation in the number of employees in the previous years.

Table 5 – number of employees one year ago.

Table 6 – number of employees three years ago.

Table 7 – number of employees five years ago.

Table 8 – number of employees in one year.

Table 9 – number of employees in three years.

Table 10 – number of employees in five years.

Table 11 – education and vocational training.

Table 12 – external experts for non-archaeological purposes in the last year.

Table 13 – external experts for technical, archaeological purposes in the last year.

Table 14 – non-archaeological skills at the forefront.

Table 15 – technical, archaeological skills at the forefront.

Table 16 – job title and number of respondents.

Table 17 – employment type of respondents.

Table 18 – age of the respondents.

Table 19 – main activities in the workplace.

Table 20 – number of working hours per week.

Tina Kompare, Irena Lazar, Vesna Pintarič Kocuvan

Discovering the Archaeologists Europe – Discovering the archaeologists of Slovenia 2012 – 2014

Annales Mediterranei

Editor in chief / Odgovorna urednica: Alenka Tomaž

Editorial board / Uredniški odbor: Katja Hrobat Virloget, Boris Kavur, Irena Lazar, Gregor Pobežin, Katharina Zanier

Translation / Prevod: Gregor Pobežin, Vesna Pintarič Kocuvan

Technical editor / Tehnična priprava in redakcija: Tina Kompare, Andreja Izlakar

Design / Oblikovanje: Andreja Izlakar in PJP d.o.o.

Computer layout / Računalniška priprava: Andreja Izlakar in PJP d.o.o.

Print / Tisk: PJP d.o.o.

Publisher / Izdala: Univerza na Primorskem, Znanstveno-raziskovalno središče, Inštitut za dediščino Sredozemlja ©, Univerzitetna založba Annales Koper 2014

For the publisher / Za založnika: Rado Pišot

Address and seat / Naslov in sedež založbe: Univerza na Primorskem, Znanstveno-raziskovalno središče, Garibaldijeva 1, PP 612; tel.: + 386 5 66 37 700, fax: + 386 5 66 37 710; e-mail: annales@zrs.upr.si; <http://www.zrs.upr.si>

