

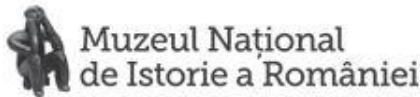


Discovering the Archaeologists of Slovakia 2012-14

Eduard Krekovič/ Danica Staššíková - Štukovská
Published by Comenius University Bratislava 2014



All contents copyright © 2014 by Eduard Krekovič and Danica Staššíková - Štukovská.



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." Comenius University 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 978-80-223-3679-6

This project acted as the Slovak 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.

Contents

Tables	5
Figures	6
Introduction	8
The goals of the project	8
Legal norms on archaeology	9
Archaeologists in the Slovak republic	10
Institutions operating in archaeology in Slovakia	10
The protection of (archaeological) monuments and historic sites (hereinafter referred to as “cultural heritage protection”)	11
Archaeological Institute of the Slovak Academy of Sciences (SAS)	12
Museums	13
Universities	14
Private companies	14
Questionnaire	15
Data collecting	15
Methodology for evaluation of the collected data	16
Questionnaire successfulness	17
A comparison of the succes of the questionnaire with the previous DISCO project	19
Discovering the archaeologists in the Slovak republic – archaeological institutions	19
Archaeological institutions according to their founders	19
Archaeological institutions according to their main activities	22
Archaeological institutions according to their main activities (in comparison to the results in 2007)	24
Geographical specification of archaeological institutions	25
Comparison of results of geographic specification of archaeological institutions to the year 2007	28
Discovering the archaeologists in the Slovak republic	30
Number of persons employed in archaeological institutions and working in archaeology in the year 2013	30
Number of persons employed in archaeological institutions in the year 2013 – comparison with the year 2007	34
Number of staff working in archaeological institutions according to their founder	36
Number of persons employed in archaeological institutions according to the geographical specification	37
Number of archaeologists employed in archaeological institutions according to the geographical specification - comparison to the year 2007	39
Size of the archaeological institutions by the number of employed archaeologists	40
Employment development of persons working in archaeology	41
Employment development in the years 2008-2012	42
Perspective of employment development in the near future (2014-2016)	42
Education and training of the staff working in archaeology	43
Satisfaction with the staff education and training	45
Degree of self-sufficiency performed in archaeological activities	46
Providing of archaeological support activities by cooperation with other institutions	48

Perspective providing of archaeological support activities by cooperation with other institutions	49
Discovering of archaeological community in the Slovak republic – staff	50
Age and gender of the staff working in archaeology	50
Citizenship of persons working in archaeology	55
Education and qualification	56
Working contracts of the staff working in archaeology	58
Earnings of archaeologists and other staff working in archaeology	61
Disabled Persons working in archaeology	62
Conclusion	63
Bibliography	63
Appendixs	64
Appendix 1 - directory and addresses of institutions employing archaeologists:	64
Appendix 2 - the cover letter	67
Appendix 3 - questionnaire	69
Appendix 4 - directory of web sites used in the work	79
Appendix 5 - list of posts in which archaeologists and other staff in archaeology are working as they were entered by respondents in accepted questionnaires	80

Tables

Table 1 - correlation of data in of the questionnaire in all institutions employing the archaeologists in the Slovak Republic.	17
Table 2 - organisations and their founders.	20
Table 3 - number of organisations employing archaeologists (according to correctly responded data).	20
Table 4 - archaeological organisation according to their founder (the data from other sources).	21
Table 5 - founder of the archaeological organisations according to the data from all sources.	21
Table 6 - prevailing activities at particular organisations in the year 2013.	23
Table 7 - archaeological institutions according to their main activities (comparison of the results with 2007).	25
Table 8 - geographical specification of archaeological institutions in 2013.	25
Table 9 - archaeological institutions according to their seat in regions of Slovakia in 2013.	27
Table 10 - results of analysis of geographical specification of archaeological institutions according to their seats in regions in 2014 and in 2007.	29
Table 11 - number of staff working in archaeology (by organisation categories) based on data from responded questionnaires.	31
Table 12 - number of staff working in archaeology (by organisation categories) based on data from other sources.	32
Table 13 - number of staff working in archaeology, data from all sources.	33
Table 14 - comparison of all persons working in archaeology in 2013 to the year 2007.	34
Table 15 - persons employed in archaeological institutions according by the founder.	36
Table 16 - number of institutions and persons in the regions of the Slovak republic. Data from all sources.	37
Table 17 - number of archaeologists in the regions (UTU) according to geographical specification.	38
Table 18 - comparison of the number of archaeologists in particular regions according to their geographical specification to the results in 2007 (<i>Fottová a kol. 2008, 42, tab. 4.21</i>).	39
Table 19 - size of archaeological institutions according to their founder. Data from all sources.	40
Table 20 - employment development of persons working in archaeology in the years 2008-2012 (data from questionnaires).	42
Table 21 - employment development of persons working in archaeology planned for the years 2014-2016. Data from the questionnaires.	42
Table 22 - employees training provided by employing institution (data from the questionnaires).	43

Table 23 - positive replies on training fields provided by employers. (Data from the questionnaires).	44
Table 24 - responses to the question on a level of preparation of employees for their present-day practice (data from the questionnaires).	45
Table 25 - providing of archaeological support activities by own means (data from the questionnaires).	46
Table 26 - providing of archaeological support activities by cooperation with other institutions. Data from the questionnaires.	48
Table 27 - perspective providing of archaeological support activities by cooperation with other institutions. Data from the questionnaires.	49
Table 28 - presumption of providing of activities from Table 27 by own employees within two nearest years. Data from the questionnaires.	49
Table 29 - number of men and women employed in archaeology (data from all sources).	50
Table 30 - employed archaeologists: number of men and women (data from all sources).	51
Table 31 - other staff in archaeology: number of men and women.	51
Table 32 - archaeological organisations according to their main activity and museums according to the founder - the numbers of men and women in age groups in the "archaeologist" category.	52
Table 33 - number of men and women in age groups in the „technical support staff“, „other specialised researchers“, and „others“ categories.	53
Table 34 - number of men and women in age groups in all categories of employees in archaeology.	53
Table 35 - average age of staff working in archaeology.	54
Table 36 - comparison of the data on number of women and men in the archaeology to those in 2007.	55
Table 37 - archaeologists by citizenship (data from the questionnaires).	55
Table 38 - the highest education obtained by archaeologists according to the organisations; archaeologists at the museums are count according to the founder of the organisation according to the “founder” (data from all sources).	57
Table 39 - highest achieved education – all staff in archaeology (data from all sources).	58
Table 40 - working time length of archaeologists in the “organisation” category. Data from the questionnaires.	59
Table 41 - working time length of technical support staff and others in archaeology. Data from the questionnaires.	59
Table 42 - working time of archaeologists according to the “organisation” category. Data from the questionnaires and other sources.	60
Table 43 - working time of technicians according to the “organisation” category. Data from the questionnaires and other sources.	60
Table 44 - average salaries of employees in archaeology. Data from the questionnaires.	61
Table 45 - average salaries of employees in archaeology according to the “organization” category. Data from the questionnaires.	61
Table 46 - annual salary of the basic categories of workers. Data from the questionnaire.	62
Table 47 - number of employees with disability (data from the questionnaires).	62

Figures

Figure 1 - the success of the questionnaire: a - within the main institution (58); b - in the context of all workplaces, including detached (74).	17
Figure 2 - the succes of the questionnaire in workplaces employing archaeologists.	18
Figure 3 - ratio of organisations employing archaeologists founded by the State and of those founded by the region, city, town, or private entity.	22
Figure 4 - Basic geographical interests of archaeological institutions and their departments (data from all sources).	26
Figure 5 - Number of archaeological organizations according to regions (data from all sources).	27
Figure 6 - number of archaeological institutions in administrative regions of Slovakia.	28
Figure 7 - comparison of numbers of archaeological institutions according to their seats in regions in 2014 and in 2007.	29
Figure 8 - the percentage of the ratio of the numbers of individuals collected from the questionnaires and those from other sources.	32

Figure 9 - ratio of the number of archaeologists, archaeologists with licence and other persons working in archaeology (according to categories) based on the data from all sources.	33
Figure 10 - percentage expression of number of persons employed in archaeology according to the founder. Data from all sources.	36
Figure 11 - representation of the number of persons employed in archaeology in upper-tier territorial units.	38
Figure 12 - number of institutions and archaeologists according to regions (UTU).	39
Figure 13 - percentage expression of the size of institutions according to the number of employed archaeologists. Data from all sources.	41
Figure 14 - other staff working in archaeology (data from the questionnaires).	56

DISCOVERING THE ARCHAEOLOGISTS OF EUROPE 2012 – 2014

SLOVAK REPUBLIC

„This project has been funded with support from the European Commission. This publication [communication] reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.“

Introduction

The report presented below is a result of Slovak contribution to the EU project „Discovering the archaeologists of Europe 2012 – 2014“ and was carried out within the time period from October 1st 2012 up to September 30th 2014. Finally, twenty one publications from nineteen EU states (Belgium, Cyprus, Czech republic, Denmark, Estonia, Germany, Greece, Ireland, Italy, Latvia, Netherlands, Poland, Portugal, Austria, Slovakia, Slovenia, Spain and the United Kingdom) and from two non-members (Bosnia-Herzegovina and Norway) have been published.

The whole international project was coordinated by the project coordinator, the York Archaeological Trust for Excavation and Research Limited from the United Kingdom (the European project coordinator Kenneth Aitchison); Slovak partner was the Comenius University in Bratislava.

This project followed an earlier project carried out within the years 2006 – 2008, which involved twelve EU countries (Belgium, Czech Republic, Ireland, Cyprus, Greece, Netherlands, Hungary, Germany, Austria, Slovak Republic, Slovenia, and Great Britain). An international report of all employers is available: Aitchison 2009, Slovak national reports: Fottová, E., Stašíková-Štukovská, D., Benediková, L., Michalík, T. 2008, available to: http://www.discovering-archaeologists.eu/national_reports/DISCO_national_SK_slovak.pdf. Inspiration similar project from 2002/2003 realized in Great Britain (Aitchison, K. / Edwards, R. 2003), and that was a follow-up to the earlier project from the years 1997/1998 (Aitchison 1999).

The goals of the project

The project goals, like the previous ones, aimed in collecting and evaluating the data that characterise archaeological community in Europe from different points of view. In particular, the topics were a success of archaeologists on the labour market in terms of education and gender, collected the information about institutions employing the

archaeologists and the specifics of individual states. The opportunity to compare the project results to those obtained in 2006-2008 was important and the same was relevant about verification the impact of the economic crisis on the above, as well as the conversion of archaeological communities in the states under study. The most appropriate initial conditions in the project were found in the United Kingdom, where four projects were carried out altogether during 1997-2014 (<http://www.discovering-archaeologists.eu/>) and Ireland, where three project were carried out during 2002-2014 (CHL Consulting Co. Ltd. 2002. McDermott, C/La Piscopia. 2008).

Legal norms on archaeology

The Slovak Republic has arisen in January 1st 1993 as a successional state after the break-up of common Czech and Slovak Federative Republic (1990 – 1992). It used to be a part of the Czechoslovak Socialist Republic (1960-1990) and earlier - after the end of World War II from 1945 to 1960 a part of Czechoslovakia. Protection of cultural heritage as well as institutions employing archaeologists were abided by common Czechoslovak acts¹.

Currently applies Act No. 49/2002 Coll. on the protection of monuments and historic sites (hereinafter referred to as "the Act"), which came into force in April 1st 2002, except the art. 35 par. 3 the Act, that came into force on January 1st 2004. The act invalidated the Act no. 27/1987 and several regulations valid till 2002 (art 46 of the Act no. 49/2002 Coll.). The Act no. 49/2002 Coll. is in present valid legal regulation that fixes conditions of cultural heritage monuments and historic sites in accordance with scientific knowledge and on the basis of international conventions in the field of preservation of European and world cultural heritage to which the Slovak Republic has acceded (art. 1 par. 1 of the Act). The Act adjusts "the organisation and competence of state administration authorities and territorial self-government authorities, as well as the rights and duties of owners and other legal entities and natural persons, and the imposition of fines for unlawful conduct in the field of the protection of monuments..." (art. 1 par. 2 of the Act). The Act no. 49/2002 Coll. has been complemented by the regulation of the Ministry of Culture of the Slovak Republic 16/2003 (on detailed activities of the Committee for the verification of special professional qualifications for carrying out research on monuments and historic sites. The regulation also specifies conditions of obtaining of these special professional qualifications and research documentation). The Act was up-to-now amended by the Act no. 479/2005 Coll. (art. XIV) and by the Act no. 208/2009 Coll. Direct impact on archaeological practice is the sixth part of the Act, the latest revision of the affected par. 35-41 (http://www.pamiatky.sk/Content/Data/File/sluz_predpis/208_2009-novela_49_2002.pdf, s.7-8). The Act defines state administration authorities for the protection of monuments and historic sites, which are the Ministry of Culture of the Slovak Republic, the Monuments Board of the Slovak Republic and Regional Monuments Boards (art.3), advisory and

¹ Details of the development of legal standards were referred to in the first report (Fottová et al. 2008, 8-10), for this reason, here we present only a general view and the changes which have taken place after 2008.

controlling ministry authorities (Inspection of Monuments and Historic Sites of the Ministry, Monuments Council, Archaeological Council, Committee for the verification of special professional qualifications for carrying out research on monuments and historic sites (art. 5-8). The act determines also financing of research conditions for carrying out research, with finds, records on and the use of archaeological sites.

The seventh part of the Act specifies offences and other administrative delinquencies and sanctions in the Act violations.

Archaeologists in the Slovak republic

A person may work as an archaeologist in the Slovak Republic if he/she has completed a university degree in social sciences focused on archaeology (pre-history, mediaeval or classical archaeology, Egyptology), at least to a Master's Degree level (Mgr. title). Bachelors (Bc.) do not work in Slovak archaeology as scientists, but they can be employed as technicians or to carry out archaeological activities at regional museums. Archaeologists employed in archaeological institutions in Slovakia perform various professional and scientific activities in connection with principal role and prime subject of the institution that employs them (there is possible overlapping of activities for some of them).

Archaeologists in Slovakia devote themselves to the science and research, field archaeological research, education and training, cultural heritage protection and museology. Present-day field archaeological research is done mostly as rescue excavations since there are almost no financial sources for systematic archaeological research. The preservation of archaeological sites is the only way to obtain new funds for further scientific investigations. For practicing field archaeological research the archaeologists need to obtain a certificate of professional competence on the basis of an authorization issued by the Ministry of Culture for a five-year period (unofficially called "license"). We will talk further about this topic.

There are also experts among the archaeological community in Slovakia, who have studied archaeology in addition to another discipline in the field of natural, technical or social sciences, but it is not a requirement for two-subject qualification for obtaining employment and position in archaeology and for practicing archaeological research. This situation is more random than conceptually created.

Institutions operating in archaeology in Slovakia

Archaeology in Slovakia covers several types of institutions, activities of which differ. According to their activities and orientation, these organisations can be divided into five basic categories².

² This division was used in the evaluation of the data from the survey of archaeological community in the Slovak Republic, categories of organisations in archaeology (chapter V). The same subdivision was used in an older Disco-project, which we haven't repeated here (Fottová a kol. 2008, 10).

The protection of (archaeological) monuments and historic sites (hereinafter referred to as “cultural heritage protection”)

We have put in the subtitle into brackets the word (archaeological), to point out that we are dealing with that part of the actions and regulations oriented towards that are specialized in protection of monumental heritage and archaeological sites. The state administration authorities for the protection of monuments and historic sites are the Ministry of Culture of the Slovak Republic (hereinafter referred to as “the Monuments Board”) and Regional Monuments Boards (hereinafter referred to as RMB). The Ministry as the governmental central authority for the cultural heritage protection develops the concept for the protection of monuments and historic sites; controls the activities of the Monuments Board and reviews its decisions issued under administrative proceedings; directs and controls state administration in the field of the protection of the monuments and historic sites together with territorial self-government authorities, and with professional and research institutions.

Regional Monuments Boards (RMB) represents state administration through their territorial units, which are the same as the administrative territories of the regions. Regional Monuments Boards are the first instance competent administrative authorities to take decisions on the rights and duties of legal entities and natural persons in the field of the protection of monuments and historic sites. Regional Monuments Boards (RMB) decide on the type, extent, method, intended date of the end of research and disposal of findings. Regional Monuments Boards, in cooperation with the competent building authorities ensure conditions for protection of archaeological sites during the planning and building permit proceedings and in cooperation with the territorial self-government authorities. They ensure professional conservation, suitable use and presentation of immovable archaeological finds and archaeological sites if possible in their original settings. The Regional Monuments Boards keep records on archaeological sites in different regions on the basis of extracts from the register of archaeological sites kept by the National Heritage Office.

The Monuments Board executes state administration as second instance authority in the field of the protection of monuments and historic sites. Regional Monuments Boards decide as the first instance authority concerning the same matters. The Monuments Board decides on the necessity to carry out rescue research on a proposal by the building authority, by the Regional Monuments Board or on its own initiative. The Monuments Board cooperates with NGOs, civic associations and foundations established in order to protect, use and present monuments and historic sites. It participates in international projects for the protection and renovation of cultural heritage monuments and historic sites and cooperates with international organisations and partnering institutions abroad; performs other functions on the territory of Slovakia (keeps an archive in the field of protection of monuments and historic sites; ensures research and restoration works, ensures the development of theories and methodologies, executes and coordinates educational, editorial and promotional activities, documentation and etc.

There is another body except the state administration that can participate in protection of the Monument heritage in the Slovak republic. There is only one such monument preservation institution, which was established in 1968 under the name Urban Heritage Preservation and Conservation Management Institute. In 1992 it was transformed into The Urban Institute for Protection of Monuments (hereinafter referred to as UIPM). UIPM is one of the key organizations that professionally supervise the reconstruction of monuments and historical buildings in Bratislava. It has been involved from the very beginning of the process, when at the request of the investors technical specifications should be drawn up for the preparation of restoration, reconstructions and protection of the monuments in the city historic zones and territories. UIPM provides professional help in archaeological excavation and research, technical assistance, registration, processing of information, handouts and incentives on the territory of Bratislava (more to the activity, see <http://www.muop.bratislava.sk>).

Archaeological Institute of the Slovak Academy of Sciences (SAS)

The Archaeological Institute is the biggest and the only archaeological scientific organisation in Slovakia that has been legally established for this purpose by the Slovak Academy of Sciences as one of its bodies. In accordance with the Archaeological Institute Establishment Deed issued by the Slovak Academy of Sciences on September 9, 2003, the Archaeological Institute was established on June 18, 1953 as a scientific organisation of the Slovak Academy of Sciences. In compliance with the Article 1 of the Establishment Deed, the Archaeological Institute develops scientific research activities within the discipline archaeology and related disciplines; performs and coordinates archaeological investigations within the whole country; carries out scientific education; publishes results of scientific research in periodical and non-periodical specialized magazines and books; creates and manages academic and comparative collections and their documentation from archaeological sites in Slovakia, keeps records on archaeological sites and excavations (Central Evidence of Archaeological Sites in Slovakia /CEANS); gives professional opinions and expertise for local administration authorities, state government administration and specialized state authorities.; It also performs entrepreneurial activities as specified by the art. 15 par. 6 of Act no. 133/2002 Coll. on the Slovak Academy of Sciences, in connection with its principal role.

The Archaeological Institute has its seat in Nitra and has detached working places in Košice and Spišská Nová Ves and a research base in Zvolen. For objective reasons, i.e. with regard to the fundamental purpose and scope of activities as defined in the Charter, representatives of the Archaeological Institute have significant representation in Archaeological Council, the advisory body of the Ministry of Culture of the Slovak Republic.

Archaeological Institute is the publisher of the scientific journals *Slovenská archeológia*, *Študijné zvesti AÚ SAV (ŠZ AÚ SAV)*, *Archeologické výskumy a nálezy na Slovensku (AVANS)*, *Východoslovenský pravek* and in cooperation with The National Numismatic Committee - the journal *Slovenská numizmatika*. There are monographic series *Archaeologica Slovaca Monographiae* (with sub-series of *Studia*, *Communicationes*, *Catalogi*, *Fontes*), *Acta*

Interdisciplinaria Archaeologica and Archeologické pamätníky Slovenska. Within the monographic series Materialia Archaeologica Slovaca volumes I-XIII were published (afterwards these series were stopped).

Museums

Museums, according to the art. 11 par. 1 of the Act no. 115/1998 Coll. on museums and galleries and protection of artefacts of museum and gallery value as amended (further in this paragraph only “Act”) are defined as:

- a) national
- b) regional
- c) local

Founders of museums and Galleries are (§ 11 of the Act): state government central authority (establishes national specialized museums); upper tier territorial unit (UTU) as a regional government (establishes regional museums and galleries) or municipality (establishes local museums and galleries). Museum/gallery principal role as defined in the art. 2 par. 3 under the Act no. 115/1998 Coll. is acquiring, treating by scientific methods and professionally managing of finds obtained throughout scientific exploration and research. Finds deposited in museum and galleries have to be subsequently exhibited to the public and used in public interests. National museum and gallery is represented by the Slovak National Museum and the Slovak National Gallery, which are the top Slovak institutions in the sphere of acquiring of artefacts; scientific research; methodological research; education; coordination; dissemination of information; statistical bench-marking (art 11 par. 3 of the Act. No 115/1998 Coll. as amended). All the three museum categories (i.e. national, regional and local) perform archaeological activities. Most of the activities are performed by the Archaeological Museum – part of the Slovak National Museum in Bratislava. The Archaeological Museum is a specialized museum with the whole-set scope of activities. It is oriented to acquiring, recording, restoring, depositing, presentation and publishing of archaeological finds from the territory of Slovakia from the prehistoric period up to the Late Middle Ages. Scientific research in the Slovak National Museum is mainly a field research and survey that are performed in close cooperation with other related institutions and scholars. The Archaeological Museums provides professional consultations for public, supplemented by screening videos and instructions on the archaeological sites, and consultations by the professional staff for the public. The Archaeological Museum also publishes its own scientific magazine (e.g. Zborník SNM – Archeológia).

Other museums with archaeological activities carried out by archaeologists, operate according to the needs of the region, willingness of the management body of a particular Museum and the enthusiasm of the particular archaeologist.

The main activities of the museums are:

- Exhibitions and events with archaeological contents (e.g. days of experimental archaeology, projects for children and schools and etc.);

- Archaeological field research by their own means (if they have the authorization and special professional qualification for carrying out archaeological research), or in cooperation with other institutions.

Universities

The Universities are according to the art. 1, par. 1 of the Act no. 131/2002 Coll. as amended (further in this paragraph only “Act”; complete statutory text – Act.No. 175/2008 Coll.) are defined as supreme educational, scientific and art institutions of Slovakia. The art. 2, par. 2 of the Act distinguishes

- Public universities (public and autonomous institution that is established and dissolved by the law);
- State universities (established by ministries);
- Private universities.

Their principal role is to provide university education and creative scientific research or creative artistic activities (art. 1 par. 3 of the Act). According to the art. 7 of the Act no. 172/2005 Coll. on organizing of the state support to the research and development and on complementing the act no. 575/2001 Coll. on organizing of the government activity and central state administration as amended, universities are defined as legal entities performing research and development.

There are three universities in Slovakia where archaeology (field of study no. 2.1.25) or classical archaeology (field of study no. 2.1.26) is taught. They are Comenius University in Bratislava, Constantine the Philosopher University in Nitra and Trnava University in Trnava. Archaeologists participate in teaching related social and scientific disciplines at other four universities (University of Prešov in Prešov, University of SS. Cyril and Methodius in Trnava, Matej Bel University in Banská Bystrica and Constantine the Philosopher University in Nitra). All these universities are public and ones with autonomous administration. That’s why they are stated here as independent group according to the range of their scientific tasks. Archaeologists employed at the universities carry out field investigations together with teaching activities within their own institutions.

Private companies

Private archaeological companies were established in Slovakia since 2006. Their principal aims are to execute archaeological research in Slovakia, mainly rescue research in compliance with the art. 37 of the Act 49/2002 Coll. on the protection of monuments and historical sites. There were 13 private archaeological companies with the required authorization and special professional qualification for carrying out archaeological research on the territory of Slovakia by the December 2013. The emergence of private companies was triggered by the need to carry out increased archaeological research of mostly rescue

character in connection with the development of construction activities, changed legislation and strict regulations and procedures.

Main activities of each archaeologist in the Slovak Republic show that they depend to a large extent on the characteristics of the institution that employed him/ her. It is personal commitment of each individual and of each institution to what extent they would enter into areas defining their core profile. Cooperation between different types of institutions and their employees is a common practice and varies according to the actual needs of different institutions, or on the basis of current public requirements and demands.

Questionnaire

The main form of data collection on the archaeological community was a "questionnaire" in the project Disco, which was sent to the institutions employing the archaeologists and executing archaeological activities. The concept of the questionnaire in order to collect comparable data among the Member States was guided by aim to map archaeological community in Europe from a variety of perspectives. The questions were drawn up according to the proven model of the questionnaire, which was used in the Discovering 2006-2008 (*Fottová et al., 2008*). A few minor changes made have related to the assignment of the project Discovering 2012-2014. The questionnaire consisted of two parts. The first part surveyed basic information about the institution under investigation; the second part was focused on various categories of employees in the field of archaeology, according to their role at the institution. The questionnaire is provided in this work (annex 3). It was sent along with an accompanying letter (annex 2).

Data collecting

Before distribution of the questionnaire, the address book of institutions employing archaeologists or performing archaeological activities was prepared. A directory from the previous project Discovering list 2006-2008 was used (*Fottová et al. 2008, annex 1*) before creating this new address book. The institutions that do not employ archaeologists were excluded but other institutions that employ archaeologists were complemented to those of older directory. We verified personally the presence of archaeologists in the institutions before the creation of the address book directory and then the questionnaire was merely distributed. To the formation of the current directory of the institutions or their departments that employ archaeologists and carry out archaeological activities, we also used the website of the Ministry of Culture of the Slovak Republic (The list of legal entities authorized to carry out archaeological research, The list of consultants at the Archaeological Council, The list of museums and art galleries of Slovak Republic); website of the Monuments Board of the Slovak Republic (in particular The List of archaeologists of the MB SR); website of The Slovak Archaeological Society (List of the members of the Slovak Archaeological Society); List of museums within The Slovak National Museum (Internet addresses are set out in annex No. 4 in this work). We used also personal contacts, thus

creating a list of the 74 institutions or their departments with addresses that were valid to the March 31th, 2013 (annex 1).

Methodology for evaluation of the collected data

We take into account the basic number of institutions for the statistical evaluation of data, namely the number of offices without detached and regional offices of the Monument Heritage Board of the Slovak Republic. The same applies for the Archeological Institute at the Slovakian Academy of Science. We worked with 58 work places from the address book. We evaluated data from both perspectives too sometimes including detached workplaces. Then the number of institutions reached altogether 74.

Data have been evaluated from different perspectives and aspects:

a/ According to the main activity of the institution;

b/ According to the founder of the institution;

c/ According to the category of organization.

The main activities of the archaeological institutions are recognised according to their main area of specialization such as: preservation and exhibition of artifacts and etc. - for museums, teaching and education - for universities, excavation and field research - for private companies, conservation and protection - for archaeological heritage preservation, scientific research and field excavations - for AI SAS. For more information (see also the chapter on Archeology in the SR in *Fottová et al., 2008, report 7-17*).

We differentiate four variants of institutions in Slovakia from the perspective of their establishment and ownership: State, regional authorities, municipalities or Private Companies.

Categories of workplaces are as the same as in the previous project Disco and are such as follows: museums, universities, Academy of sciences, Cultural heritage protection and private organisations (*Fottová et al., 2008, 21*).

A number of questionnaires were returned not fully completed or confused in some sections. The most common misunderstanding of respondents from the museums was on the part of question 3 in the first part of the questionnaire, which concerned the number of workers. 58% of respondents' answers referred to all the workers of the Museum employees instead of referring only to archeologists or employees working with archaeological findings (for example, restaurateurs). The most common misunderstanding among all the respondents included questions about the number of workers - No. 3 and No 5 in part 2. There were many discrepancies within the answers of such a major employer as the Archeological Institute. The data did not match on the number of persons according to the age and gender with the data on working time/ man hours (question No 3 and No 5 in part 2), and again these data did not correspond with the number of employees (question No 3 in part 1). These discrepancies were checked using Internet where appropriate, or consulted with the respondents. The answers were corrected according to the actual number of archeologists or other employees working on the archaeological field. In case of Internet data, we used the internal AI SAS personnel register published on the page of their

website, in order to obtain the actual figure and to find out the number of archaeologists and other professionals working in this institution currently.

For those institutions, from which we did not receive a response, we added information on the actual numbers of archaeologists from their website. However, it was not possible to receive answers to all the questions in this questionnaire; there were some questions we couldn't correct or update. For this reason, the initial data for each question may differ according to the number of responses that were available.

Questionnaire successfulness

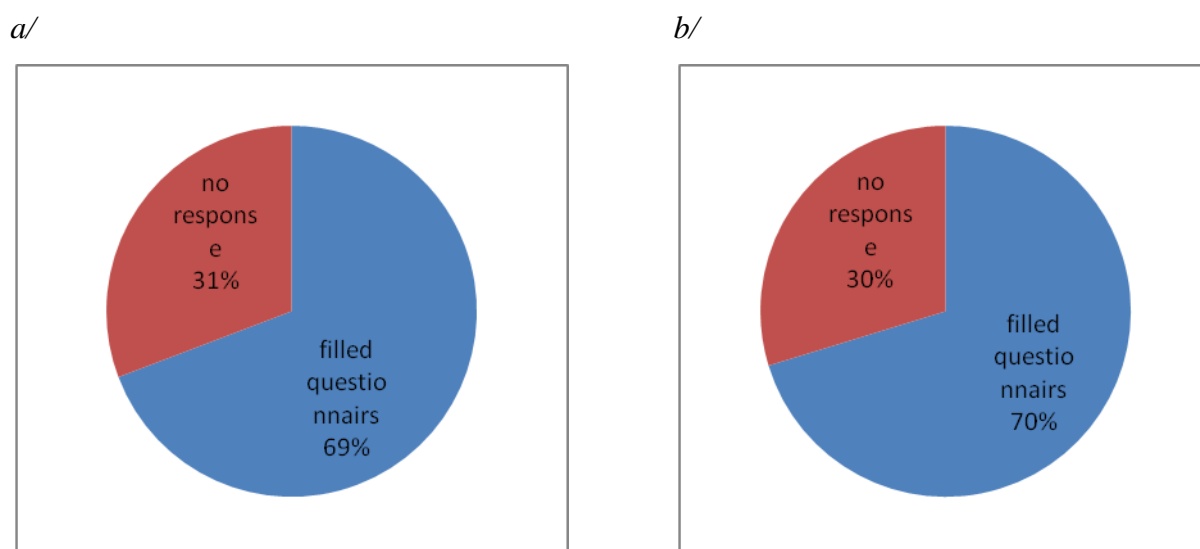


Figure 1 - the success of the questionnaire: a - within the main institution (58); b - in the context of all workplaces, including detached (74).

Organisation category	Number of organisations employing archaeologists	Number of responded questionnaires	Number of orgs. ignoring questionnaires
Museum	35	24	11
University	7	3	4
SAS	4	4	0
Cultural heritage protection	15	15	0
Private companies	13	6	7
Total	74	52	22

Table 1 - correlation of data in of the questionnaire in all institutions employing the archaeologists in the Slovak Republic.

The questionnaire was originally sent to 58 archaeological institutions. There are total 74 institution that employ archaeologists and implement a variety of archaeological activities. They returned 36 filled questionnaires relating to 52 offices. The success of the questionnaire by the number of sent and filled in questionnaires expressed as a percentage is 69%. The success of the questionnaire in absolute numbers of institutions, including local and detached workplaces, expressed as a percentage was 70%. 22 institutions (30%), known from the Internet sources in Slovakia to be employing archaeologists, never filled the questionnaires either by the extended deadline (1.12.2013) nor afterwards. Correlation of numbers between offices that provided filled questionnaires and those which ignored them is graphically expressed in Figures 1a, 1b.

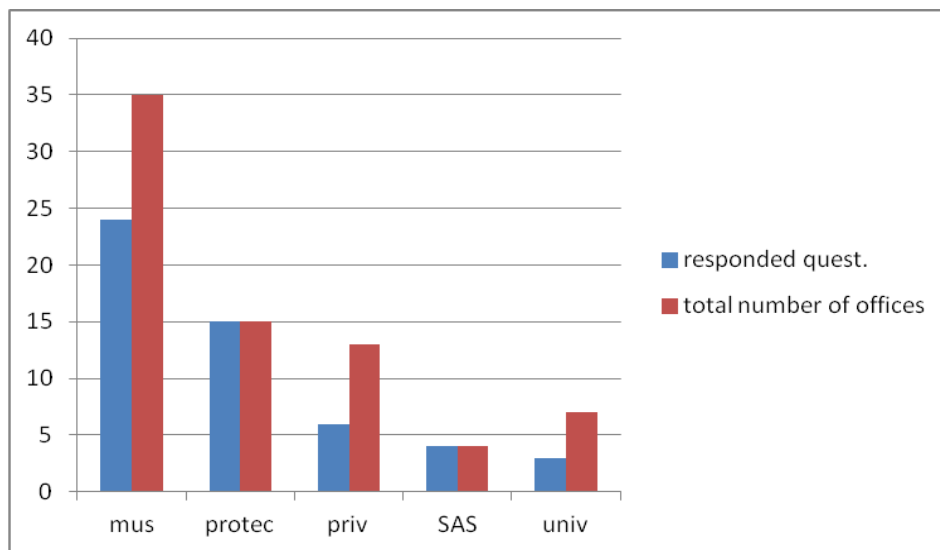


Figure 2 - the succes of the questionnaire in workplaces employing archaeologists.

For more convenient presentation of this survey in tables and charts, we have reduces the names of the workplaces following the previous part of the project DISCO (Fottová et al., 2008,21). The abbreviation categories are such as follows:

- Culture heritage protection* - heritage protection (or protect)
- Archaeological Institution of Slovak Academy of Sciences* – SAS
- Museums* – museums (or mus)
- Private companies* – private (or priv)
- Universities* – universities (or univ)

The assessment shows that the museums provided the most numerous quantities of filled questionnaires; the State authorities - the administration for the protection of cultural heritage and the Archaeological Institute (table 1) provided 100% of questionnaires for the workplaces – parts of their institutions; It should be noted again, that the Archaeological Institute responded to the one questionnaire for all its' 4 workplaces; the same applies for the Monument Board, which answered one questionnaire for all the 14 workplaces where archaeologists were employed; Separately responded the oldest workplace specialised in cultural and archeological heritage protection which is The Urban Institute for Heritage Protection (UIHP) of Bratislava.

A comparison of the succes of the questionnaire with the previous DISCO project

Success of the questionnaire within the first Disco Project 2007 was evaluated on several levels from different perspectives. Success within all the respondent groups was 70%, within the group of institutions employing archeologists the success rate was 87% (*Fottová et al., 2008, 21-23*). If we take into account the indication of success in all the institutions, the success rate was as the same in 2014, as in 2007 - 70%. From the perspective of the institutions employing the archaeologists, the questionnaire was more successful by 16% in 2007. From the perspective of comparison of the number of institutions involved in Disco Project 2007, and in the current DISCO 2014 - the last one was slightly more successful, when we managed to get answers from 52 institutions employing archaeologists. From the above facts we can infer that the archaeological community in Slovakia continues to be interested in the Disco Project and in its' results and conclusions.

Discovering the archaeologists in the Slovak republic – archaeological institutions

Detailed investigation has been made in this chapter on organisations employing the archaeologists and also on numbers of archaeologists and other individuals working in archaeology. The structure of the sub-chapters follows the order of questions in the questionnaire as close as possible.

In introductory chapters of this work, the attention has been paid to the classification and detailed description of basic categories of institutions, in which Slovak archaeologists can be employed (Chapter III. 1-5). Questions related to the activities of these organisations were the subject of the first part in the questionnaire. They referred to founders, their prevailing activities and geographical delineation according to headquarters location and prevailing activities.

Archaeological institutions according to their founders

In Slovak Republic, any institution performing archaeological activities can be established by the state or by any Upper-tier territorial unit (UTU), town or city, private person or organization. In the case of state organisations we specifically singled out the Slovak Academy of Sciences (SAS) and Slovak universities (Table 2).

Organisation category	Founder
Museum (town)	Town
Museum (regional)	Upper-tier territorial unit
Museum (national)	State
Cultural heritage protection	Town
Cultural heritage protection	State
SAS	State
University	State
Private orgs	Private orgs

Table 2 - organisations and their founders.

We obtained responses from 52 organisations which have sent back the questionnaires. The founder was not given in three of them or the answers were missing altogether. We checked the missing information on Internet. Evaluation of the responses from the organisations concerning their founders and main areas of their activities (No. 1.1 in the questionnaire) are given in Table 3. This applies to 49 organisations and their local offices.

Organisation category	State	UTU	Town	Private
University	2	-	-	-
SAS	4	-	-	-
Cultural heritage protection	14	-	1	-
Museum	5	14	3	-
Private orgs	-	-	-	6
Total	25	14	4	6

Table 3 - number of organisations employing archaeologists (according to correctly responded data).

Results of responses about the founder and the main areas of activity (No. 1.1 in the questionnaire), which have not been replied properly or are missing (25 organisations), are given in Table 4. They are based on information from other sources.

Category	State	UTU	Town	Private
Universities	5	-	-	-
SAS	-	-	-	-
Cultural heritage protection	-	-	-	-
Museums	2	11	-	-
Private orgs	-	-	-	7
Total	7	11	-	7

Table 4 - archaeological organisation according to their founder (the data from other sources).

Evaluation of question concerning the founder and the main areas of activity (No 1.1 in the questionnaire) based on information from all sources applies to 74 institutions, including their local workplaces. The question about the founder of any organisation employing archaeologists in Slovakia could be answered for all 74 organizations and their local workplaces, as all of them have this information available on Internet. Results of this evaluation are given in Table 5.

All archaeological workplaces at universities are part of the state universities. So far, none of private universities has archaeological department. The State is also the founder of SAS, majority of the offices of archaeological heritage protection and some museums. In total, there are 30 institutions or their departments, which were founded by the State (Table 5). Organisations, which were not founded by the State and that are owned and founded by an Upper-tier territorial unit or a city together with the institutions established by private owners, are slightly predominating. According to the results of the survey in Disco 2014, there are 44 such institutions in Slovakia. Proportional representation of institutions or their parts founded by the State and by other founder is given in Figure 3 (with data from all sources).

Category	State	UTU	Town	Private
Universities	7	-	-	-
SAS	4	-	-	-
Cultural heritage protection	14	-	1	-
Museums	5	27	3	-
Private orgs	-	-	-	13
Total	30	27	4	13

Table 5 - founder of the archaeological organisations according to the data from all sources.

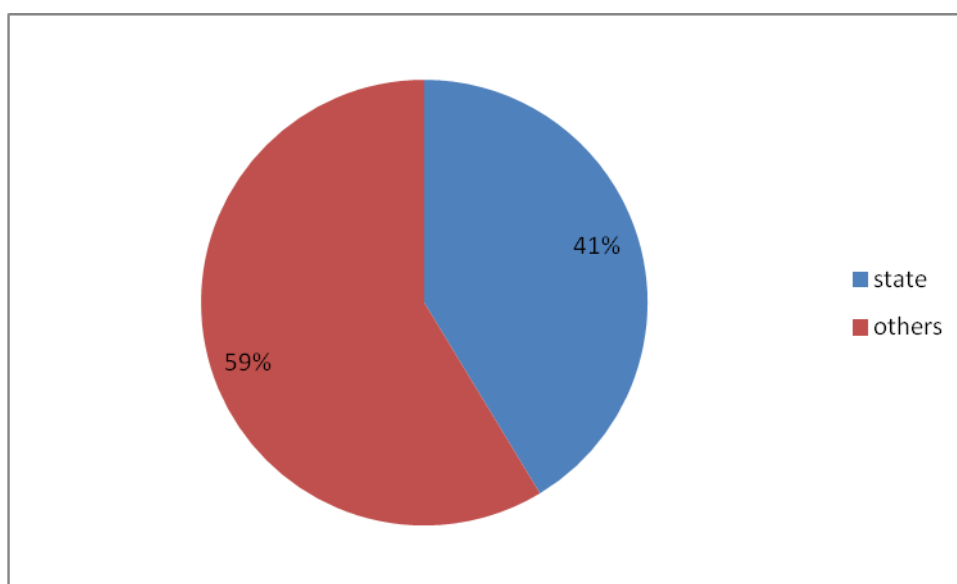


Figure 3 - ratio of organisations employing archaeologists founded by the State and of those founded by the region, city, town, or private entity.

Archaeological institutions according to their main activities

Prevailing activities were pre-defined in the questionnaire according to the legal regulations and acts that specify the main subject and principal role of the particular institutions. They mostly coincided with principal roles of institutions as the law has defined them (details see in chapter III in this article). Possible prevailing activities were summed up into following categories (*Questionnaire, Appendix 3, question 1.1_first line*):

- a) Field research and related scientific tasks³;
- b) Cultural heritage protection;
- c) Museum activities;
- d) Education;
- e) Technical, organisational activities, services, special analyses.

³ Under this category can be further: a/ field research and dedicated scientific tasks, which are dedicated to offices of the Academy of Sciences; b/ field research oriented in rescue excavations, which are the reason and at the same time economic basis for existence of particular organisation, whose founder is a private person.

Prevailing activities	Field research and related scientific tasks 2013	Cultural heritage protection 2013	Museum activities 2013	Education 2013	Technical, organisational, services, special analyses 2013
Cultural heritage protection	-	15	-	-	-
SAS	4	-	-	-	-
Universities	-	-	-	7	-
Museums	-	-	35	-	-
Private orgs	13	-	-	-	-
Total	17	15	35	7	0

Table 6 - prevailing activities at particular organisations in the year 2013.

It should be noted that the working activities of archaeologists usually varied more often than it was stated in the questionnaire, where only the principal role was declared. They carried out other additional activities, such as fieldwork and research, lectures, editorial works, publishing, protection, a collection of archaeological artefacts, their documentation, etc. These questions aimed not to discover whether or not and to what extent the archaeologists were involved into additional activities. Majority of the respondents understood the question correctly and 49 of them put on their main activity. Two respondents filled out all the operations performed at their workplaces and one respondent didn't answer the question. The answers about the main activities of these three respondents together with those of other 22 organisations, which didn't responded too, were completed through Internet sources (see *Annex 4*). Evaluation of the responses to this question is given in Table 6, and it includes all institutions and their local workplaces valid for the year 2013.

Most of the institutions have prevailing activities oriented towards museum work or cultural heritage protection. Least of all institutions are engage in education and training.

Archaeological institutions according to their main activities (in comparison to the results in 2007)

The data from 2013, relating to the workplace from all sources, were compared to those obtained in the older DISCO project in 2006-2008 (*Fottová et al. 2008, 22, table 3.3*) and they were presented in Table 7. This comparison showed that the biggest change occurred in the field of research as a main activity and in the number of private organizations. The last have increased dramatically from the number of initially three institutions to 13 in 2013 (the increase by more than 300%). The number of institutions engaged in cultural heritage preservation has increased by 25%. According to our results and in comparison with the year 2007, the number of museums that employ archaeologists decreased by 1. This result, though being a small diminution, cannot be regarded as a positive one, because it shows a trend of stagnation in employment of archaeologists at the museums. It happens, despite the fact that the majority of museums in Slovakia have archaeological collections, there aren't archaeologists employed in many of them or their number is not sufficient.

, Little has changed in the archaeological institutions that declare education as their main activity in comparison with the year 2007. Their number increased by one. The SAS has remained unchanged; the Archaeological Institute has its seat in Nitra and has two detached working places in Košice and Spišská Nová Ves (that is managed by the Department in Košice) and a research base in Zvolen. The same situation with the detached workplaces of the Archaeological Institute SAS was in 2007 (*Fottová et al., 2008, 41*). The DISCO analysis in 2007 took into account statistically all the working basis at the AI SAS for one workplace (including the detached working basis in Košice, Spišská Nová Ves and in Zvolen). On the other hand, individual working places of other central institutions (e.g. Regional Monuments Boards) were taken for one working place each (*Fottová et al., 2008, 19, table 3.1 etc.*). In this work we unified the methodology of the analysis and took every central organization and detached workplaces, where archaeologists are employed, separately.

Concerning the working places, which provide technical, organizational or special analytical services for archaeologists exclusively, the situation has remained unchanged. Unlike like 2007, no such institution exists in Slovakia in 2013. However, there are professional workplaces (universities), which employ experts such as anthropologists, who co-operate with archaeologists and who originally worked in the Archaeological Institute SAS for many years. The activity in these departments, however, cannot be considered as main one or even specialized for archaeological use, so we could not classify them as archaeological institutions or as those with archaeological activities.

Prevailing activities	Field research and related scientific tasks 2013 / 2007	Cultural heritage protection 2013 / 2007	Museum activities 2013 /2007	Education 2013 / 2007	Technical, organisational, services, special analyses 2013 / 2007
Cultural heritage protection	-	15/12	-	-	-
SAS	4/4	-	-	-	-
Universities	-	-	-	7/6	-
Museums	-	-	35/36	-	-
Private orgs.	13/3	-	-	-	-
Total	17/7	15/12	35/36	7/6	0/0

Table 7 - archaeological institutions according to their main activities (comparison of the results with 2007).

Geographical specification of archaeological institutions

	The whole Slovakia	Region (Upper-tier territorial unit)	Town
Cultural heritage protection	1	13	1
SAS	1	3	-
Universities	7	-	-
State Museums	6	-	-
Regional (UTU) museums	-	23	3
City museums	-	-	3
Private orgs	13	-	-
Total	28	39	7

Table 8 - geographical specification of archaeological institutions in 2013.

The impact of activities of the archaeological institutions can cover the whole Slovakia or smaller geographical areas, such as a county or city. This fact was evident through the questionnaire response (*Appendix 3, question 2*). The question was replied by all (52) respondents. For the remaining 22 institutions (which did not respond the questionnaire), we found the answer within the information published in their website (*see the list in the Annex 4*).

We sorted archaeological organisations into categories according to their main activities in order to evaluate their geographical specification. We divided the category of Museums further into state museums, regional (UTU) museums and city museums. We evaluated all the organizations employing archaeologists (74). The evaluation is presented in Table 7.

The results given in Table 7 shows that there are 28 institutions oriented towards archaeological activities on the whole territory of Slovakia; 39 organizations have regional impact and remaining 7 archaeological institutions are dedicated to the preservation of archaeological sites and monuments in their particular town and local surroundings. This means that there are 46 institutions or their branches in Slovakia, i.e. 62% of all the organizations employing archaeologists, execute activities which are oriented regionally. (*Figure 4*). Activities of private organizations cover the whole Slovakia.

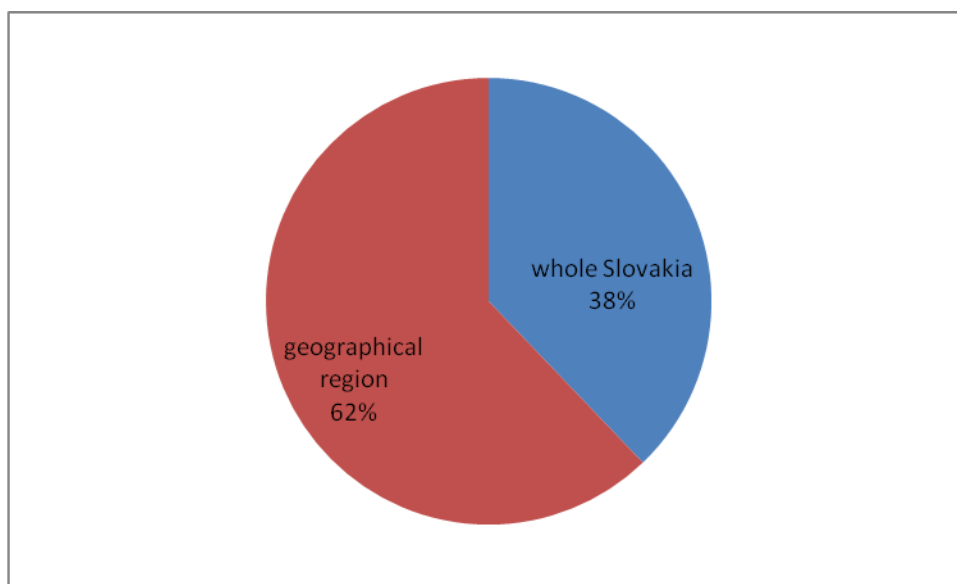


Figure 4 - Basic geographical interests of archaeological institutions and their departments (data from all sources).

The survey of the geographical specification of the archaeological institutions has shown allocation of archaeological institutions by regions. We got the data from the questionnaire (*Annex 3, question 1.2*), where participants had to highlight the regions covered by their activities. In cases where respondents marked out more than one region or another place (e.g. town, district or the whole Slovakia), we have taken into account the region where the organisation has its' seat. The institutions, which did not reply the questionnaire, were allocated according to their seat. Geographical specification of the institutions employing

archaeologists according to their seat is given in Table 9. The table takes into account all the working places employing archaeologists in Slovakia (Figure 5).

Region (Upper-tier territorial unit, UTU)	Number of archaeological institutions. Geographical specification – 2014
Bratislava	12
Trnava	6
Nitra	12
Trenčín	4
Banská Bystrica	12
Žilina	9
Košice	10
Prešov	9
Total	74

Table 9 - archaeological institutions according to their seat in regions of Slovakia in 2013.

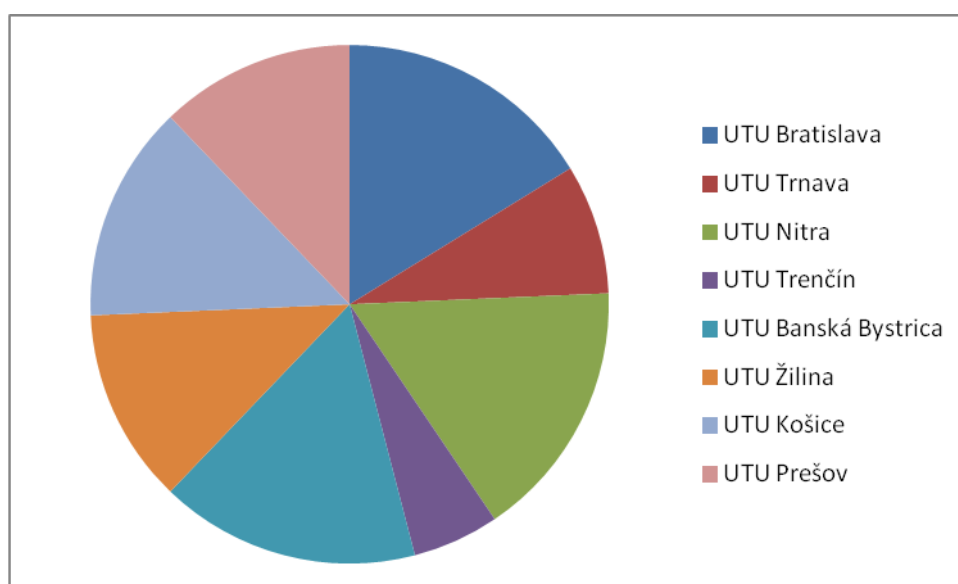


Figure 5 - Number of archaeological organizations according to regions (data from all sources).

It is evident from the data analysis that most of the institutions employing archaeologists are in the regions of Bratislava, Nitra and Banská Bystrica – 12 in each. There are 10 archaeological institutions or their field offices in Košice region; There are 9 such

organisations in Prešov region and Žilina region in each of them. Least of all the archaeological institutions Trnava region (6) and in Trenčín region (4) have detached local offices around their regions.

The territory of Slovakia is divided and concentration of archaeological sites varies in different parts of the territory and within the regions as well. Archaeological sites are the most frequent in lowland parts in the regions of Bratislava, Trnava, Nitra, Banská Bystrica and Košice. The number and importance of archaeological sites were determined also by historical events and development of archaeological cultures. From this point of view, the territories along the middle stream of Váh river have been significant, which are parts of Trnava and Trenčín administrative regions now.

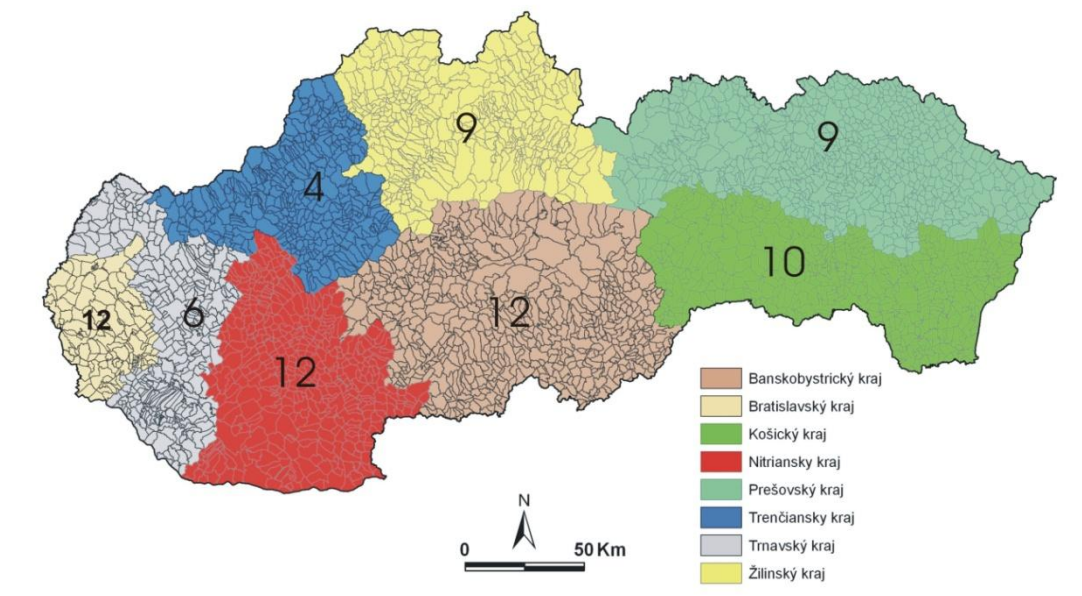


Figure 6 - number of archaeological institutions in administrative regions of Slovakia.

Comparison of results of geographic specification of archaeological institutions to the year 2007

The present-day data from 2014 are compared to those from 2007 (we compared data for all the institutions) in the Table 8. The results indicate that the number of archaeological institutions or their offices has increased in 6 regions; in one region the number is the same; and in one region the number has decreased. Most of new institutions were established in Košice region, which was the region with very low number of archaeological organizations in 2007 though the region was rich in archaeological sites. Their number have increased from four to ten in 2014. On the other side, the regions of Trenčín and Trnava although rich in archaeological sites, have very small number of archaeological workplaces. In comparison to

2007, the number of these organizations in Trnava region has even decreased by one in 2014. The number of archaeological workplaces has not changed in Prešov region.

Region (Upper-tier territorial unit, UTU)	Number of organisations employing archaeologists by regions – 2013	Number of organisations employing archaeologists by regions - 2007
UTU Bratislava	12	10
UTU Trnava	6	7
UTU Nitra	12	9
UTU Trenčín	4	3
UTU Banská Bystrica	12	9
UTU Žilina	9	7
UTU Košice	10	4
UTU Prešov	9	9
Total	74	58

Table 10 - results of analysis of geographical specification of archaeological institutions according to their seats in regions in 2014 and in 2007.

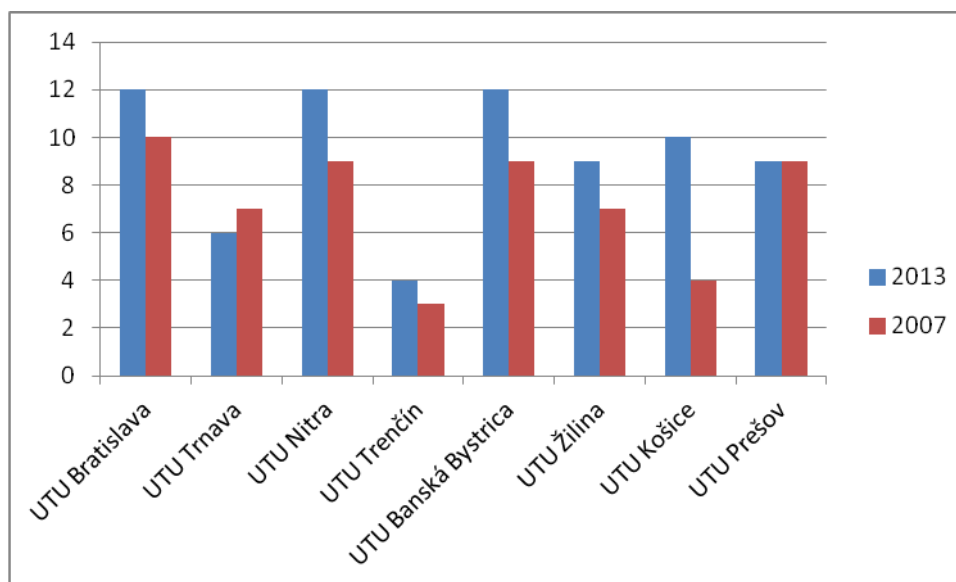


Figure 7 - comparison of numbers of archaeological institutions according to their seats in regions in 2014 and in 2007.

Discovering the archaeologists in the Slovak republic

Number of persons employed in archaeological institutions and working in archaeology in the year 2013

As a basis for archaeologist's employment, any form of working contract is taken into consideration, even if that person has zero work time (for example, due to maternity leave or a summon to government bodies), but the validity of the contract is not terminated and a person can follow the work when their commitment is off. These job vacancies may be filled temporarily by employing archaeologists for the time of duration of this legally allowed commitment. The aim of this project is not to control how many people are currently sitting at work, but how many archaeologists have concluded any form of employment contract or of agreement on work activities. Person in the internal doctoral candidate were counted as employees if they are incorporated into projects or directly into staff of the institution. External candidates are usually employed in some institution, where they are counted. Persons who are employed in several institutions are counted only in that institution, where they have the greatest part-time job. By these steps we tried to prevent a statistical error of double or multiple counting of one person.

Archaeologist is a professional or scientific worker with corresponding minimum university education with Mgr. (Master of Art) degree. Other persons working in archaeology are technical support staff (draftsmen, technicians working on treatment of archaeological findings, restorers, etc.) and other specialised researchers from related disciplines who are working in archaeology (palaeoenvironmental specialist, archaeozoologists, anthropologists, numismatists, geophysicists, geodesists, etc.). The list of names of positions (*Appendix 5*) was compiled from responses from questionnaires (*Annex 3, question 2 .1A*). As "others in archaeology" engaged in archaeological institutions⁴ are counted persons working in institutions focused on archaeology exclusively, e.g. the Archaeological Institute of the Slovak Academy of Sciences or the Archaeological Museum of Slovak National Museum and others. For these archaeological institutions all staff was taken into account as persons working in archaeology. This method cannot be applied to all institutions, which are employing archaeologists or are dedicated to archaeological work. Museums, for example, are employing archaeologists in addition to other professionals, such as zoologists, botanists, ethnographers, librarians, economists, etc. There is no problem to find out the number of archaeologists among the staff. The problem, however, are restorers, lecturers and other staff members, who need not be focused on archaeological work technically. For these organizations only persons whose activity in archaeology was confirmed by their employer were taken into account (in the case of completed questionnaires) or we obtained the information from other sources. We followed the numbers of people who are led as employees in a particular organization; the data validity is 31.3.2013.

⁴ We think the employees in administration, economy, library, etc.

Number of employees working in archaeology was given in all the questionnaires answered (36) and it includes 58 institutions or their parts. Some of the questionnaires, however, were not filled in correctly. The differences are present in comparison of the number of employees in part 1 to that following from the question of employment forms (*Annex 4, questions 2.5.6*). The aim of this project is to determine the actual number of employees in archaeology; therefore we paid great attention to identification of objective data about the number of employees and their corrections. We consulted the question with respondents in person and compared it to the data from Internet; we created a list of names and their professional status and by this way we verified the data in the questionnaires.

For the largest employer of archaeologists, the Archaeological Institute of Slovak Academy of Sciences, we updated the data from the questionnaire according to the list of employees that is published on the web site (http://www.archeol.sav.sk/onas_interp.php). A number of archaeologists in the questionnaire replied by the AI SAS was 66, but in the part 2 (job titles) were reported 74 people. According to our proposed methodology, we confirmed the correctness of the above given number by verification in the second reading. The AI SAS employs 74 archaeologists, 15 of which are internal doctoral candidates. These candidates are involved in projects or are in the staff of the AI SAS, therefore they were properly stated in the question 2.1, and included in the number of archaeologists. In other institutions we included doctoral candidates in the number of employees only if they participated in projects realized by the organization. Otherwise, we did not count them in the number of employees.

The most common misunderstanding in the question of the number of technicians and other workers in the archaeology occurred in questionnaires replied by museums. Part of the respondents filled in all their employees, with no specification of those working in archaeology or in an archaeological activity. For the profession of "archaeology" we verified the numbers of persons by the above-mentioned methodology.

The question on the number of archaeologists in the questionnaire is presented in the first row.

Organisation category	Number of Organisations	Number of archaeologists	Archaeologists with licence	Technical support staff	Other specialised researchers	Others in archaeology	Total (without the license data)
Culture heritage protection	15	34	11	0	0	1	35
Museums	24	41	19	21	1	5	68
SAS	4	74	40	48	6	15	143
Universities	3	21	10	2	3	0	26
Private orgs.	6	18	12	3	0	0	21
Total	52	188	92	74	10	21	293

Table 11 - number of staff working in archaeology (by organisation categories) based on data from responded questionnaires.

We received data for 293 persons working in institutions and carrying out archaeological prospecting activity (Tab. 11) from the questionnaires. This number includes 188 archaeologists, 74 technicians, 10 other creative staff working in archaeology, and 21 other persons working in archaeological workplaces.

Organisation category	Number of organisations	Number of archaeologists	Archaeologists with licence	Technical support staff	Other specialised researchers	Other in archaeology	Total (without the license data)
Culture heritage protection	0	0	0	0	0	0	0
Museums	11	12	1	9	0	0	21
SAS	0	0	0	0	0	0	0
Universities	4	7	3	0	0	0	7
Private orgs.	7	17	7	2	1	0	20
Total	22	36	11	11	1	0	48

Table 12 - number of staff working in archaeology (by organisation categories) based on data from other sources.

Twenty two institutions did not respond the questionnaire. For these institutions we found numbers of archaeologists on Internet. In the case of technical staff, we could not always find the number of persons; these data were not available in the sources that we had at our disposal. The twenty two institutions, which that did not fill in the questionnaire, are employing 36 archaeologists, 11 technical support staff and 1 specialised researcher, what is 48 persons in total (Table 12). These data represents 14% of all persons employed in archaeology in Slovakia (Figure 8).

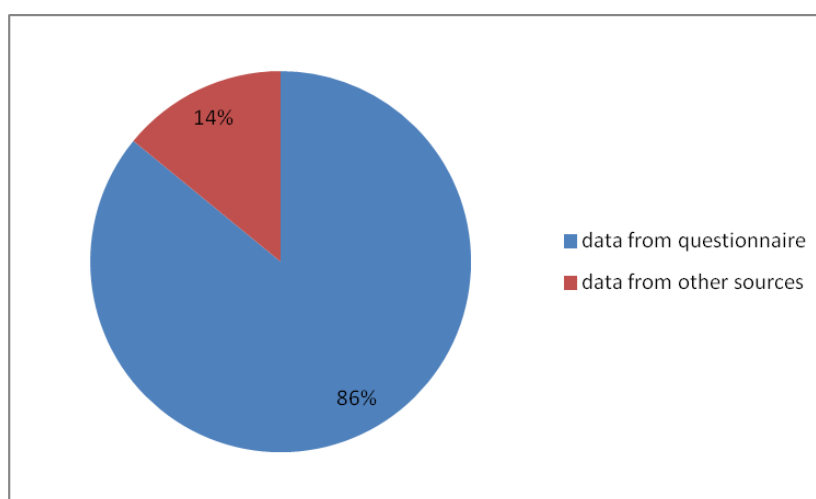


Figure 8 - the percentage of the ratio of the numbers of individuals collected from the questionnaires and those from other sources.

The number of all persons working in archaeology in 2013 was 341 (Table 13). Considering the requirements of archaeological research, the number of technicians (85) to archaeologists (224) can be considered low. Twenty one persons in the category of "others" in archaeology (administration, economics, etc.) can be interpreted in such a way that archaeologists themselves have to carry out a part of administrative and economic activities, apparently at the expense of their rest or their work. This situation may be ascribed to poor economic situation of archaeological institutions.

Organisation category	Number of organisations	Number of archaeologists	Archaeologists with licence	Technical support staff	Other specialised researchers	Other in archaeology	Total (without the license data)
Culture heritage protection	15	34	11	0	0	1	35
Museums	35	53	20	30	1	5	89
SAS	4	74	40	48	6	15	143
Universities	7	28	13	2	3	0	33
Private orgs.	13	35	19	5	1	0	41
Total	74	224	103	85	11	21	341

Table 13 - number of staff working in archaeology, data from all sources.

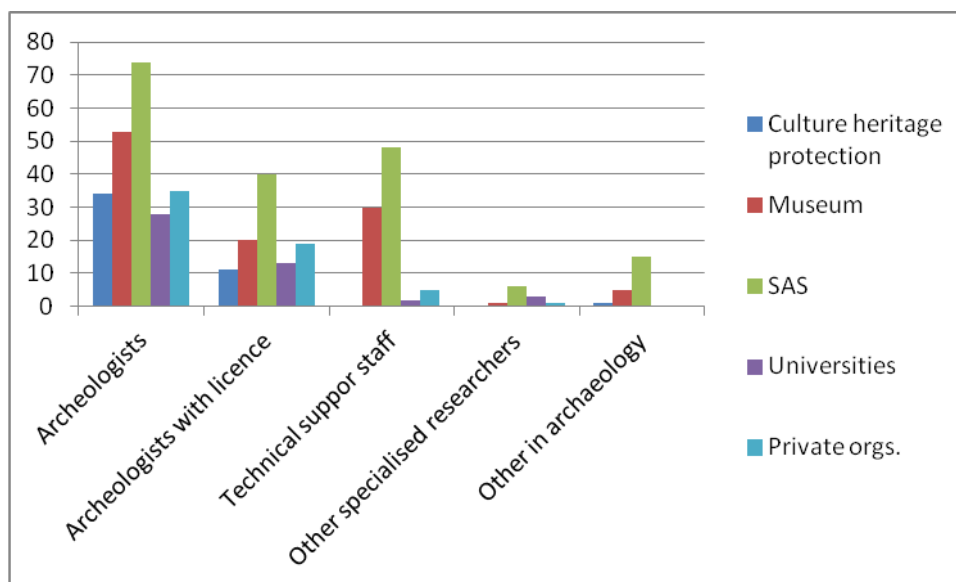


Figure 9 - ratio of the number of archaeologists, archaeologists with licence and other persons working in archaeology (according to categories) based on the data from all sources.

The number of persons working in archaeology by the institution's main activity is given in Figure 9. Most archaeologists work in the field of scientific research and field working (184 persons in total, 109 of them are archaeologists). Eighty nine people work in museums, 53 of them are archaeologists. Thirty five persons, 34 of which are archaeologists, work in the protection of archaeological heritage. Thirty three persons work in education; 28 of those are archaeologists (Table 13).

Regarding the information from all sources, most archaeologists at one workplace is employed in the AI SAS (74). The second largest employer of archaeologists is museums. Institutions in these two categories are also employing the largest group of technicians (78); only 7 technicians are employed in another category of archaeological institutions.

Other specialised researchers from related disciplines working in the archaeology are employed mainly in the AI SAS, where majority of them is working, but they are employed also in institutions of other categories with the exception of those in the field of cultural heritage protection, where no archaeologist is employed.

In the category of archaeologists special attention was paid to archaeologists with a specific competence to carry out archaeological research (*detailed in chapter II of this work*). According to our findings, 103 archaeologists were allowed to do archaeological research with the licence in Slovakia in March 2013. Most of these archaeologists are working in the AI SAS and in museums; least of them are employed in the field of cultural heritage protection (Table 13).

Number of persons employed in archaeological institutions in the year 2013 – comparison with the year 2007

Organisation category	Number of organisations / 2007	Archaeologists / 2007	Archaeologists with licence / 2007	Technical support staff / 2007	Other specialised researchers / 2007	Others in archaeology / 2007	Total (without the license data) / 2007
Culture heritage protection	15/12	34/29	11/7	0/4	0/0	1/x	35/33
Museums	35/36	53/50	20/23	30/53	1/0	5/x	89/103
SAS	4/4	74/56	40/37	48/45	6/7	15/x	143/108
Universities	7/6	28/35	13/8	2/3	3/3	0/x	33/41
Private orgs.	13/3	35/16	19/5	5/6	1/0	0	41/22
Total	74/58	224/186	103/80	85/111	11/10	21/x	341/307

Table 14 - comparison of all persons working in archaeology in 2013 to the year 2007.

When comparing the results of employment of persons in the archaeological institutions (Table 14) it is necessary to pay attention to the methodology of obtaining these data first. Differences between the projects Disco 2012/2014 and Disco 2006/2008 regarding data collection, in particular, refer to the internal candidates. In 2007, the internal candidates were counted as employed archaeologists, engaged in the organization's projects and

activities or not. Therefore, the numbers of archaeologists at universities in 2013 compared to the year 2007 may be smaller because of the internal candidates, who are studying here and not involved in the activities of the workplace. Regarding the data from the Internet and our own findings, they are approximately 18 people. In 2013 twenty eight archaeologists were employed at universities; in 2007 they were 35 (*Fottová et al., 2008, 24, tab 4*). This result can be interpreted as reducing the number of archaeologists at universities. However, if we use the same methodology as in 2007 and add 18 doctoral candidates to 28 archaeologists, the number of archaeologists at universities in 2013 would be 46, i.e. by 11 archaeologists higher than in 2007.

There is one more difference in the methodology applied in Disco 2008 and Disco 2014 concerning the number of archaeologists employed in archaeological institutions. In 2007, the number of archaeologists included also archaeologists who worked in related fields, dealing with archaeology only marginally, e.g. in departments of culture in the UTU or in the Ministry of culture or in education process. In 2013, these people were not counted as archaeologists. According to our informal findings, there were about 10 persons, who have finished their studies in archaeology and in 2013 worked in related sectors. The number of employed archaeologists in 2013 has been reduced by these 10 persons in comparison to 2007.

Another difference in the methodology of collecting the employment data in 2013 in comparison to 2007 is the extension of the group "others" by all employees working in archaeological institutions (i.e. administration, economists, librarians, etc). In 2007, these categories of employees have not been taken into consideration. According to the results of the year 2013, these persons refer to the AI SAS, where there are 15. In museums 5 such persons is employed and one is in the field of cultural heritage protection. Together, there are 21 persons in the "others" category, who were not taken into account in 2007.

We have paid attention to the differences in the methodology of collecting data on the number of persons employed in archaeology in 2007 and 2013 in order to find out what a big mistake they can be in the total statistical results. It turns out that, in 2007 there were 30 persons, who have not been counted in the recent project; on the other hand there are 21 persons now, who are counted in 2013 and were not in the total number of archaeologists in the Disco 2007. As it follows from the above-mentioned, there is no big statistical error concerning the total number of persons employed in archaeology in 2013 and we can compare them with the results obtained in 2007. It can be concluded that the number of persons employed in archaeology in Slovakia has a slightly increasing trend (Table 14).

Regarding the number of technical profession, we follow the same methodology in 2007 and in 2013 as well (Table 14). The comparison shows that the number of technicians has decreased both in museums and in the institutions of cultural heritage protection. Permanently small number of technicians is employed at universities and in the private sector. A slightly increasing trend in employing technicians has been recorded in the AI SAS. In addition to the offices of cultural heritage protection, other creative professionals with a university graduation, who are specialists in archaeological issues (anthropologists, experts in numismatics, archaeobotanists, etc.), occur also in all other sectors. This is a very small group of people (11), which is 1 more person to 2007. In this group, one person less has been recorded in the Ai SAS in Nitra (Table 14).

Number of staff working in archaeological institutions according to their founder

Staff category	State	UTU	Town	Private	Total
Archaeologists	139	36	14	35	224
Technical support staff	54	26	0	5	85
Other specialised researchers	10	0	0	1	11
Other in archaeology	20	0	1	0	21
Total	223	62	15	41	341

Table 15 - persons employed in archaeological institutions according by the founder. Data from all sources.

Most persons working in archaeology are employed by the state, least of them are employed by town (Table 15). Institutions under Upper-tier territorial units and private organizations employ 103 people in total.

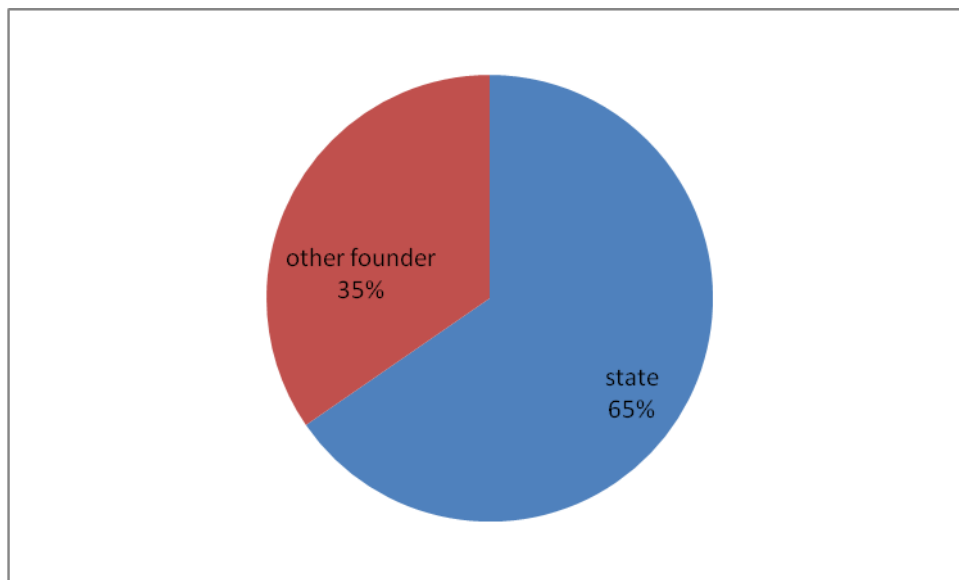


Figure 10 - percentage expression of number of persons employed in archaeology according to the founder. Data from all sources.

Percentage expression of persons employed in the archaeology shows that 65% of them are state employees and 35% are employed by others - UTU, city or private sector (Figure 10). Comparing this figure with the Figure 3 in this work, we can see that the state as the

founder of smaller number of institutions employs larger number of persons working in archaeology. Private institutions employ smaller number of people, what can be considered more economical. The question is whether this situation can be seen as a consequence of the economic crisis.

Number of persons employed in archaeological institutions according to the geographical specification

Region (Upper-tier territorial unit) UTU	Number of archaeological institutions by seats in the region	Museums – number of persons	SAS – number of persons	Universities – number of persons	Culture heritage protection – number of persons	Private orgs. – number of persons	Total
Bratislava	12	25	0	12	14	18	69
Trnava	6	5	0	7	2	1	15
Nitra	12	11	126	11	3	1	152
Trenčín	4	8	0	0	2	0	10
Banská Bystrica	12	16	4	1	4	7	32
Žilina	9	2	0	0	2	11	15
Košice	10	6	13	1	4	1	25
Prešov	9	16	0	1	4	2	23
Total	74	89	143	33	35	41	341

Table 16 - number of institutions and persons in the regions of the Slovak republic. Data from all sources.

Number of archaeologists employed in regions of Slovakia was learnt by all sources (Table 15). Most of the persons – 152 – are employed in Nitra region (UTU). Their number is related to the fact that the Archaeological Institute SAS, which is the largest employer of persons working in archaeology in Slovakia, has its headquarters there. The second greatest concentration of persons employed in archaeology is in Bratislava region – where 69 archaeologists are employed in 12 institutions. In other counties (UTU) a significantly smaller number of persons is employed in archaeology. The third region of Banská Bystrica has 32 persons employed in 12 organisations. In Košice region there are 25 and in Prešov region 23 persons employed in archaeology. The same numbers of 15 persons employed in archaeology are in Žilina and Trnava regions. The smallest number of persons employed in archaeology (10) is in Trenčín region. In Nitra, Banská Bystrica and Košice regions all categories of institutions employing archaeologists (universities, museums, organizations of

cultural heritage protection, Slovak Academy of Sciences and private organizations) are present. There is no workplace of the Archaeological Institute in Bratislava region, but there is the seat of the Slovak Academy of Sciences, so the region can be considered the fourth one, where all categories of archaeological employers occur.

The number of persons working in archaeology is given in the Figure 11, where Nitra region is predominant as a result of the AI SAS.

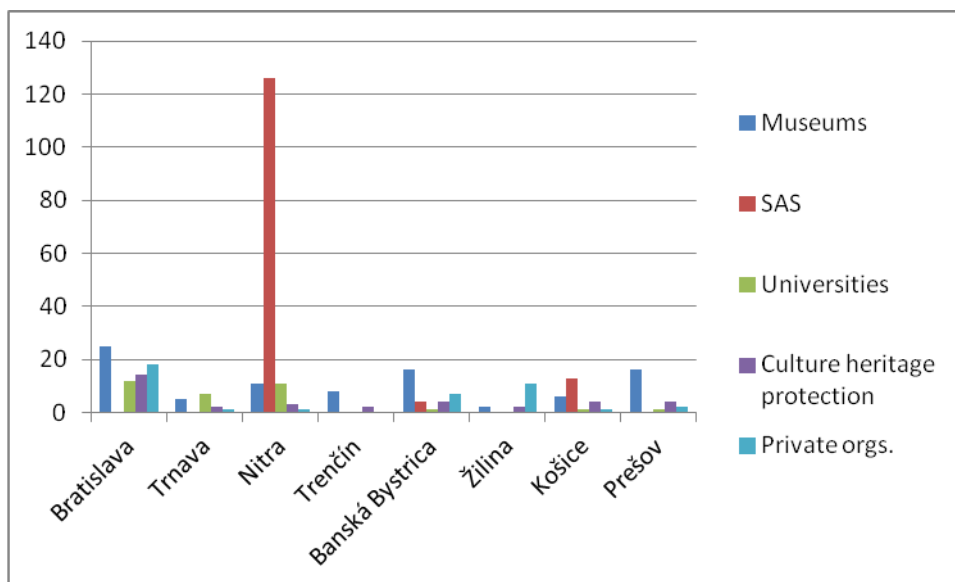


Figure 11 - representation of the number of persons employed in archaeology in upper-tier territorial units.

Region (Upper-tier territorial unit) UTU	Museums	SAS	Universities	Culture heritage protection	Private orgs.	Total
Bratislava	10	0	11	14	16	51
Trnava	7	0	6	2	1	16
Nitra	5	64	8	3	1	81
Trenčín	6	0	0	2	0	8
Banská Bystrica	7	4	1	4	7	23
Žilina	4	0	0	2	6	12
Košice	2	6	1	4	1	14
Prešov	12	0	1	4	2	19
Total	53	74	28	35	34	224

Table 17 - number of archaeologists in the regions (UTU) according to geographical specification.

According to all sources, the greatest number of archaeologist is employed in Nitra region (81). In Bratislava region 51 archaeologists are employed. In Banská Bystrica region, where the number of institutions (12) is the same as in Nitra and Bratislava regions, 23 archaeologists are employed. Minimum archaeologists are employed in Trenčín region (Figure 12).

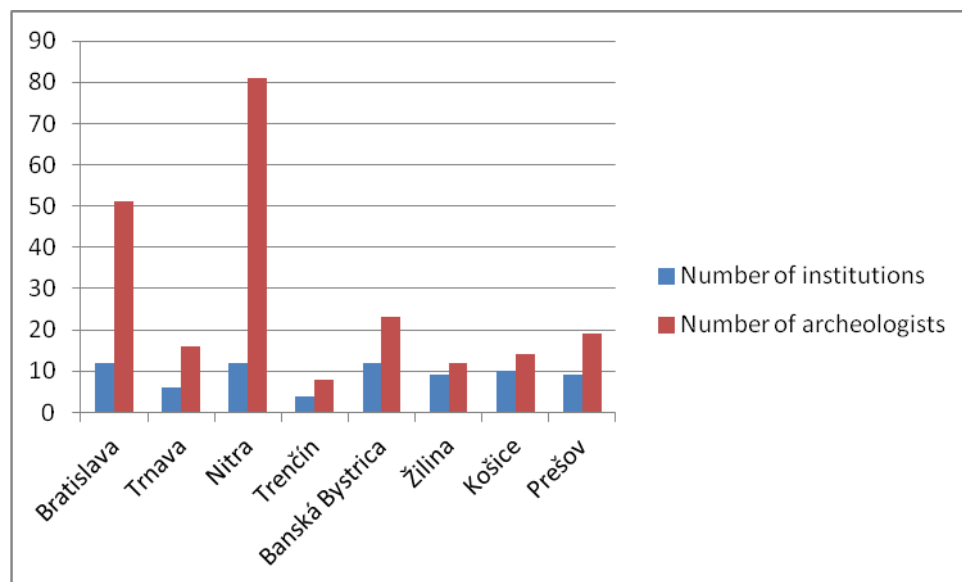


Figure 12 - number of institutions and archaeologists according to regions (UTU).

Number of archaeologists employed in archaeological institutions according to the geographical specification - comparison to the year 2007

Region (UTU)	Museums	SAS	Universities	Culture heritage protection	Private orgs	Total 2013 /2007
Bratislava	10	0	11	14	16	51/50
Trnava	7	0	6	2	1	16/18
Nitra	5	64	8	3	1	81/64
Trenčín	6	0	0	2	0	8/4
Banská Bystrica	7	4	1	4	7	23/18
Žilina	4	0	0	2	6	12/7
Košice	2	6	1	4	1	14/15
Prešov	12	0	1	4	2	19/10
Total	53	74	28	35	34	224/186

Table 18 - comparison of the number of archaeologists in particular regions according to their geographical specification to the results in 2007 (Fottová a kol. 2008, 42, tab. 4.21).

When comparing the results of archaeologists employed in the counties of SR, we used the results obtained from all sources in 2007. It can be seen that in all regions the number of archaeologists increased; the only exceptions are Košice and Trnava regions, where the number of archaeologists decreased. The biggest growth of archaeologists was in Nitra (18) and Prešov (9) regions. Regarding the employment of archaeologists in Nitra and Bratislava regions in 2013, there is no difference in comparison to the year 2007, when in these UTUs the most archaeologists were employed as well. A change in comparison to 2007 refers to the number of archaeologists in Banská Bystrica and Prešov regions, where this increase in 2013 put these regions among those with higher ratio of employed archaeologists. In Trenčín region the number of archaeologists increased by 4 in comparison to 2007, however, the region is one with the smallest number of employed archaeologists.

Size of the archaeological institutions by the number of employed archaeologists

Founder	Number of archaeologists in institution						Number of institutions
	1	Max. 3	Max. 5	Max. 10	Max. 20	More than 20	
State	12	5	1	1	-	-	19
UTU	21	5	1	-	-	-	27
Town	2	1	-	1	-	-	4
Universities	3	2	-	1	1	-	7
SAS	1	-	2	-	-	1	4
Private orgs	7	2	2	2	-	-	13
Total	46	15	6	5	1	1	74
%	62%	20%	8%	7%	2%	1%	

Table 19 - size of archaeological institutions according to their founder. Data from all sources.

Archaeological organisations are employing different numbers of archaeologists. We used the number of archaeologists for the criterion of their size (Table 19). In majority of state institutions (museums and offices of cultural heritage protection) one archaeologist is

employed. The same situation is in the museums established by the region. One archaeologist is employed in each of three universities and in a half of organizations in private sector. The Slovak Academy of Sciences has one field office with one archaeologist and it is the only one institution in Slovakia, where more than 20 archaeologists are employed in Nitra.

Expressed in a percentage, there are 62% of organizations in Slovakia with one employed archaeologist and 20% of them, where 2-3 archaeologists are employed. This fact shows that small organizations with 1-3 archaeologists, which is 82% (Figure 12), are prevailing in Slovakia. This situation was the same in 2007 (*cf. Fottová et al 2007, 30-31, table 4.6*).

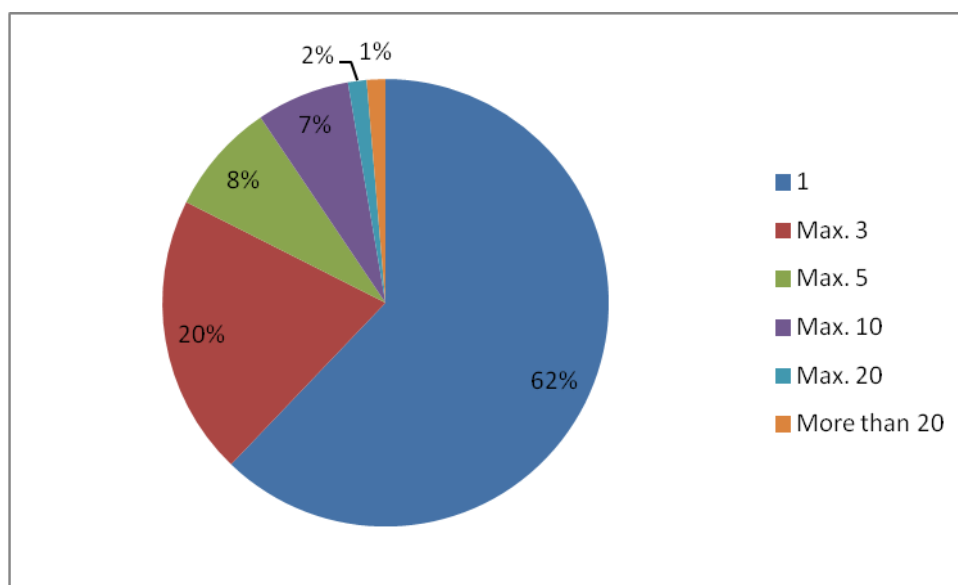


Figure 13 - percentage expression of the size of institutions according to the number of employed archaeologists. Data from all sources.

Employment development of persons working in archaeology

Development of employment (*Attachment 3, question 1.4* in the questionnaire,) has been monitored within the period of 2008-2012 in comparison to the situation in 2013 and in two categories – „archaeologists“ and „others“ (i.e. technical support staff, other specialised researchers and others in archaeology together). This question can be answered only by the employer; it cannot be obtained from other sources. The question was replied in all 36 questionnaires (Tab. 11). The answer remained unknown for 22 institutions that have not filled in the questionnaire.

Employment development in the years 2008-2012

		More than in present /orgs. number	%	Same than in present /orgs. number	%	Less than in present /orgs. number	%	I don't know	%
2008	Archaeologists	5	14%	24	67%	3	8%	0	0%
	Others	5	14%	16	44%	3	8%	1	3%
2010	Archaeologists	6	17%	24	67%	4	11%	0	0%
	Others	5	14%	16	44%	7	19%	1	3%
2012	Archaeologists	3	8%	33	92%	0	0%	0	0%
	Others	6	17%	20	55%	5	14%	0	0%

Table 20 - employment development of persons working in archaeology in the years 2008-2012 (data from questionnaires).

All 36 respondents replied the question on the employment development in the years 2008-2012 (Table 20). Most of the respondents declared the same situation in employment of archaeologists (in global 75% of institutions) and other persons working in archaeology for the last 5 years. The global crisis seems not to influence the employment of archaeologists - 13 % of the institutions have reported an increase in the number of employed archaeologists; 9,5% of the organizations have reported a decrease. The given figures suggest the stagnation in employment. Compared to the last project, the real situation has been a little better than the prognosis – 4 institutions had planned a growth in the number of archaeologists for the years 2008 and 2010 (*Fottová et al., tab. 8.2*); in fact, new archaeologists have been employed by 5 or 6 employers.

Perspective of employment development in the near future (2014-2016)

		More than in present /orgs. number	%	Same than in present /orgs. number	%	Less than in present /orgs. number	%	I don't know	%
2014	Archaeologists	6	17%	26	72%	0	0%	3	8%
	Others	6	17%	19	53%	2	5%	3	8%
2016	Archaeologists	6	17%	19	53%	1	3%	8	22%
	Others	7	19%	9	25%	4	11%	8	22%

Table 21 - employment development of persons working in archaeology planned for the years 2014-2016. Data from the questionnaires.

All 36 respondents replied the question. Majority of them (63% on average) is expecting the same situations again; only half of them, however, have this assumption as far as the year 2016 is concerned. 17% of employers supposed an increase in the employment of archaeologists in the next three years, which sounds slightly optimistically. 3% of the institutions assume a decrease. The number of "don't know" responses has slightly increased, which is understandable given the uncertainty in planning for a longer period of time (2016). The decline in the number of archaeologists is not planned, which is pleasing, though regarding the number of graduates (20-30 a year) we assume that most of them will not work in archaeology – as long as they would not found a private company (as it was in the period 2008-2012).

Education and training of the staff working in archaeology

Some organizations provide their staff with trainings relevant for the working tasks exacted in their working positions (*Attachment 3, question 1.5a*). The question on the staff training in the institutions has been defined for 9 areas and one vacant left for another possible area not given in the questionnaire. All respondents except one replied the question, but they did not fill in each area. The number of responses to a particular area was different, changing in a different number, so is the number of responses given in the last column of Table 22.

Training needs	Yes	No	I don't know	Number of data from questionnaires
Basic field investigation methods	9	23	1	33
Basic field documentation	9	23	0	32
Basic geodetic works	6	25	0	31
Work with PC	12	18	0	30
Photodocumentation	6	25	0	31
Basic treating of arch. material	14	18	0	32
Ecofacts collection	4	26	0	30
Preservation of finds	13	18	0	31
Foreign languages	3	26	1	30
Other (please specify)	4	10	1	15

Table 22 - employees training provided by employing institution (data from the questionnaires).

Four of the respondents (3 museums and 1 cultural heritage protection institution) fill in the "Other" column with specific areas with which training they provide their workers employed in archaeology - they were 6 areas actually (we quote them as they were mentioned in the questionnaires):

- a/ Courses in the field of deposit stocks administration;
- b/ Maintenance of museum deposits;
- c/ Museum pedagogy;
- d/ Performance of state administration;
- e/ Culture management;
- f/ Communication with visitors;
- g/ Occupational safety and health at work (OSH), fire protection.

According to the content of these training courses, it is clear that they are intended for museum workers and for persons employed in the field of cultural heritage protection. Trainings in occupational safety and health (OSH) as well as the course of fire protection, though added only by one respondent, are compulsory for all employers in the Slovak Republic.

Category of the organization and the number of institutions that provide their employees with training in the area						
Training courses	Cultural heritage protection	Museums	SAS	Universities	Private orgs.	Total
Basic field investigation methods	0	4	1	0	4	9
Basic field documentation	0	4	1	0	4	9
Basic geodetic works	1	1	1	0	3	6
Work with PC	0	8	1	0	3	12
Photodocumentation	0	2	1	0	3	6
Basic treating of archaeological material	0	10	1	0	3	14
Ecofacts collection	0	1	1	0	2	4
Preservation of finds	0	11	1	0	1	13
Foreign languages	0	0	1	0	2	3
Other (please specify)	1	3	0	0	0	4

Table 23 - positive replies on training fields provided by employers. (Data from the questionnaires).

Comparing the data from the tables 22 and 23, we can find that only a minority of employers provides their employees with the possibility of further education in the activities related to their work in archaeology. This could be interpreted in such a way that university graduates come to practice well prepared. This may be true for certain activities (in particular, working with computers, foreign languages and the basics of the field techniques and documentation). Generally, the institutions probably act according to their needs and budget. Training courses are mostly related to maintenance and preservation of archaeological material and are organised by museums for their staff, which is understandable. For other institutions such training is less necessary. The Archaeological Institute of the Slovak Academy of Sciences has replied that it organizes all kinds of trainings, however, in the response did not determine if they are meant for all workers or only for specialised staff. Institutions of cultural heritage protection and universities do not offer any training. This is probably caused also by the fact that they organise field studies only in a limited extent, and some activities are not topical for them. Advancement in education in many activities, however, in all the institutions to a large extent depends on the initiative of individual persons.

Satisfaction with the staff education and training

The questionnaire also asked the respondents to express their opinion on quality of education and training of archaeologists, who finished university studies, in connection with demands and requirements of the employers. The result has been obtained only from the data in the questionnaires. This question was responded by 33 responders, 3 of the respondents didn't answer it.

	Yes	No	I don't know	Number of responses
Museums	9	10	4	23
Universities	3	0	0	3
SAS	0	1	0	1
Cultural heritage protection	0	2	0	2
Private orgs.	0	4	0	4
Total	12	17	4	33

Table 24 - responses to the question on a level of preparation of employees for their present-day practice (data from the questionnaires).

In this issue there is a slight dissatisfaction with institutions preparing graduates for the needs of practice. It is, however, a common point of view in nearly all disciplines and is related to the focus of university or high school study. Universities and high schools as well provide universal education assuming that graduates will obtain more specialised skills in practice without too much trouble. Therefore, it is obvious that universities are satisfied

with their work done in education of students (Table 24). Any specific reservations (which the questionnaire did not allow), however, could improve the education process. The previous Disco project reported the respondents's satisfaction with the education (*Fottová et al., tab 10.1.*), which can be interpreted in this project as a deterioration in quality of education in the present. This probably can be a consequence of rising demands put on fieldwork documentation or museum activities.

Degree of self-sufficiency performed in archaeological activities

This question (*Annex 3, question 1.5c*) was aimed at ascertaining the degree of self-sufficiency performed in archaeological research activities by own means.

	Yes	No	I don't know	Number of responses
Providing of field investigation –technician staff	28	7	0	35
Providing of field investigation – workers	19	16	0	35
Field documentation	31	3	0	34
Geodetic works	10	24	0	34
Photodocumentation	31	2	0	33
Basic treating of arch. material	33	2	0	35
Preservation of finds	23	12	0	35
Geophysical and other non-intrusive field investigation	5	30	0	35
Aerial reconnaissance	1	34	0	35
Research in archives	14	18	0	32
Building and historical research	3	32	0	35
Ecofacts obtaining and evaluating	5	28	0	33
Deposits creation	32	2	0	34
Exhibitions and lectures	32	3	0	35
Others (please specify)	4	5	3	12

Table 25 - providing of archaeological support activities by own means (data from the questionnaires).

This question was answered by different number of respondents (Table 25), some of them did not fill in any option. The question was aimed in determination of archaeological support activities performed by the respondents by their own means. In four questionnaires the following activities were given in the „other, please specify“ column:

a/ Museum-educational activities;

b/ Presentation of archaeological sites;

c/ Publication activities (4x).

All these additional responses show the fact that archaeologists are directly involved in preparation of paper works for publishing. It is known from experience that they are engaged in editorial work, as well as simple video editing. Again, it is a proof of insufficient financing of archaeological institutions, which cannot afford to pay editors.

Table 25 shows that the institutions usually perform their archaeological activities by their own means. The only exceptions are some activities that require special equipment and a specialised operator, e.g. geophysical survey, aerial reconnaissance, building and historical research or ecofacts obtaining and evaluating. These activities are performed only by five archaeological organisations. Few organisations (10) declared geodetic works. These results are similar to those of the previous Disco 2007 project (*Fottová et al. 2007, table 10.3*). It is known fact that archaeologists have to perform all documentation activities by their own means in the situation when support staff technicians are missing.

The situation could be different in private companies, which mostly have good instrumentation equipment. The Archaeological Institute of the Slovak Academy of Sciences is the best equipped archaeological organization in Slovakia.

Providing of archaeological support activities by cooperation with other institutions

	Yes	No	I don't know	Number of responses
Providing of field investigation – technician staff	10	24	0	34
Providing of field investigation – workers (others)	13	21	0	34
Field documentation	8	26	0	34
Geodetic works	28	6	0	34
Photodocumentation	4	31	0	35
Basic treating of arch. material	5	29	0	34
Preservation of finds	14	21	0	35
Geophysical and other non-intrusive field investigation	18	17	0	35
Aerial reconnaissance	14	20	0	34
Research in archives	7	27	1	35
Building and historical research	18	16	1	35
Ecofacts obtaining and evaluating	16	6	1	23
Deposits creation	8	26	0	34
Exhibitions and lectures	19	15	0	34
Arch. research management	5	29	1	35
Human resources management	3	30	1	34
Economic problems	4	28	2	34
Information technologies	11	21	3	35
Legacy	10	20	4	34
Translation and interpreting	13	21	0	34
Mass-media cooperation/popularising	19	14	1	34
Others (please specify)	1	10	2	13

Table 26 - providing of archaeological support activities by cooperation with other institutions. Data from the questionnaires.

In this question (*Attachment 3, question 1.5d*) the fields of cooperation with other institutions concerning special activities connected with archaeology have been found out. For the analysis only answers from the questionnaires (35) were used. Alike in the previous issues of this form, respondents replied to the various points in the different number and randomly. The questions were mostly answered by 34-35 responders; some questions were responded only by 23 or 13 of them. One respondent did not answer these questions at all. We used only the answers from the questionnaires. In the box "other (please specify)" the respondent had to specify real activity that is provided in cooperation with other institution. In one positive response the respondent did not write down the activity used, which was not included in previous topics.

Positive replies indicate real existence of cooperation among the institutions in the case there is no staff or equipment for some special activities. When comparing the number of institutions involved in the questionnaire, the cooperation is not large. The smallest measure of cooperation among archaeological organisations is carried out in the fields of human resources (3 positive answers), economic problems and photodocumentation (4 positive answers), basic treating of archaeological material and archaeological research management (5 positive answers). Compared to 2007, the results are similar with the

exception in the number of cooperating organizations. In 2013 the number of organizations, which cooperate with another institution in the fields of basic treating of archaeological material and of the archaeological research management, is even smaller than in 2007 (*cf. Fottová et al., 2007, table 10.4, p. 55*). The most institutions (80%) in 2013 cooperate with other organisations in geodetic works (28). The replies indicate that the institutions can collaborate with another organization, if they had enough money. It may not be the only reason, but it certainly is a decisive one.

Perspective providing of archaeological support activities by cooperation with other institutions

In the case of missing their own sources for performing of particular activity, plans of individual organisations to fill the missing post by their own employees in future were asked. In the questionnaire it was the question 1.5e (*Attachment 3, question 1.5e*).

Organisation category	Yes	No	I don't know	Number of responses
Museums	6	13	4	23
Universities	0	2	0	2
SAS	0	1	0	1
Cultural heritage protection	0	2	0	2
Private orgs.	1	2	2	5
Total	7	20	6	33

Table 27 - perspective providing of archaeological support activities by cooperation with other institutions. Data from the questionnaires.

This question was replied by only a part of the respondents. Most of them presented a dissenting opinion, 6 did not know and 7 considered the possibility. In the previous Disco project (2007), however, about a third of the institutions planned to deal with the situation by adopting a new employee (*Fottová et al., tab 10.5*).

In connection with discovering the opinion of the institutions on adopting new employees for missing activities, the next question (*Attachment 3, question 1.5f*) was aimed in finding out to which extent the institutions consider this task a priority (Table 28).

Organisation category	Yes	No	I don't know	Number of responses
Museum	4	10	5	19
Universities	0	2	0	2
SAS	0	0	1	1
Cultural heritage protection	0	2	0	2
Private orgs.	2	2	1	5
Total	6	16	7	28

Table 28 - presumption of providing of activities from Table 27 by own employees within two nearest years. Data from the questionnaires.

Most of the respondents did not consider their priority to solve the problem with the missing activities (Table 28). Seven respondents did not know and six institutions gave positive answers. Eight respondents did not comment on this issue at all. This result is largely a reflection of permanently insufficient financial support of archaeological institutions; therefore the organizations do not plan to complement the missing activities and do not consider solving the problem a priority. In the long term, however, this situation may have a negative impact on the activities of archaeological institutions.

Discovering of archaeological community in the Slovak republic – staff

In connection with the persons that work in archaeology, their numbers related to gender were monitored in the categories of working positions – archaeologists, technical support staff, other specialised researchers and others – in both the “institution” and “founder” categories. Further attention was paid to age, nationality, education, salary and employment of persons with reduced working capacity.

Age and gender of the staff working in archaeology

	Archaeologists		Archaeologists with the licence	Technical support staff and others		Others specialised researchers		Total
	Men	Women		Men	Women	Men	Women	
Number 2013	134	90	103	30	76	6	5	341

Table 29 - number of men and women employed in archaeology (data from all sources).

We have not received the data on gender and age of the archaeologists and other persons employed in archaeology from 22 institutions. We completed them from other sources, where the gender could be reliably determined. The results for all persons working in archaeology are presented in Table 29.

Organisation category	Men		Women		Total
	Number	%	Number	%	
State museum	10	4%	3	1%	13
UTU Museum	17	8%	19	9%	36
City museum	1	0,4%	3	1%	4
Cultural heritage protection	20	9%	14	6%	34
University	15	7%	13	6%	28
SAS	48	21%	26	12%	74
Private orgs.	23	10%	12	5%	35
Total	134	60%	90	40%	224

Table 30 - employed archaeologists: number of men and women (data from all sources).

The data in Table 30 were completed from all available sources. Twenty two respondents didn't return the questionnaire; we completed the gender data from other sources. The same method was used in obtaining the data presented in Table 31 that refer to the category of "others" working in archaeology.

	Men		Women		Total
	Number	%	Number	%	
Technical support staff	29	24%	56	47%	86
Others specialised researchers	6	5%	5	4.2%	11
Others in archeology	1	0.8%	20	17%	21
Total	37	31%	81	69%	118

Table 31 - other staff in archaeology: number of men and women.

Organisation category	Age group						Total
	> 20	20-29	30-39	40-49	50-59	≥60	
State museum	0/0	0/0	5/1	1/0	2/0	2/1	10/2
UTU museum	0/0	2/4	11/6	0/3	3/6	1/0	16/19
City museum	0/0	0/1	0/1	1/0	0/1	0/0	1/3
University	0/0	0/1	5/8	2/0	0/1	5/2	12/12
SAS	0/0	6/11	13/6	5/2	10/5	14/2	48/26
Cultural heritage protection	0/0	0/0	14/11	4/2	1/1	1/0	20/14
Private orgs	0/0	1/4	17/3	4/2	1/0	0/1	23/10
Total	0/0	9/21	65/36	17/9	17/14	23/6	130/86
Men/women in %	0/0	7%/24%	50%/42%	13%/10%	13%/16%	18%/7%	216
Both %	0	30_14%	101_47%	26_12%	31_14%	29_13%	

Table 32 - archaeological organisations according to their main activity and museums according to the founder - the numbers of men and women in age groups in the "archaeologist" category.

Notice: The number before the slash indicates the number of men, after the slash the number of women.

In completing the data from the institutions that didn't responded to the questionnaire, we failed in verifying age of 8 archaeologists. The percentage presented in Table 32 refers to 216 archaeologists.

	Age group						Total
	< = 20	20-29	30-39	40-49	50-59	>=60	
Technical support staff	0/0	3/7	11/9	11/33	2/6	2/1	29/56
Other specialised researchers	0/0	0/1	1/2	2/2	1/0	2/0	6/5
Others in archaeology	0/0	0/1	1/4	0/10	1/1	0/3	2/19
Total	0/0	3/9	14/15	13/45	4/7	4/4	37/80
Men/women in %	0/0	8%/11%	38%/19%	35%/56%	10%/9%	11%/5%	117
Both in %	0	10%	25%	41%	9%	9%	

Table 33 - number of men and women in age groups in the „technical support staff“, „other specialised researchers“, and „others“ categories.

Notice: The number before the slash indicates the number of men, after the slash the number of women.

	Age group						Total
	< = 20	20-29	30-39	40-49	50-59	>=60	
Archaeologist	0/0	9/21	65/36	17/9	17/14	23/6	130/86
Technical support staff	0/0	3/7	11/9	11/33	2/6	2/1	29/56
Other specialised researchers	0/0	0/1	1/2	2/2	1/0	2/0	6/5
Others in archaeology	0/0	0/1	1/4	0/10	1/1	0/3	2/19
Total		12/30	78/51	30/54	21/21	27/10	168/166
Men/women in %	0/0	7%/18%	46%/31%	18%/32%	12%/13%	16%/6%	334
Both in %	0	12,5%	39%	25%	12,5%	11%	

Table 34 - number of men and women in age groups in all categories of employees in archaeology.

Notice: The number before the slash indicates the number of men, after the slash the number of women.

Men archaeologists are prevailing over women archaeologists (Table 32). Expressed in percentage, men are on 20% more than women archaeologists. The mutual ratio of male and female archaeologists is 60% to 40%. This ratio, however, will probably change, since more women than men are currently studying archaeology.

In the category of other employees there are more women (69%) working in archaeology, therefore the ratio here is the opposite as for archaeologists (Table 33).

For the all categories of the staff working in archaeology the ratio of men and women is rather balanced (Table 34).

As far as the age is concerned, the 40-49 age group is the most numerous. Most persons over 60 years of age are working at universities and in the Archaeological Institute SAS. The youngest age category among the archaeologists is persons at the age of 20-29. In this age group women are predominating significantly, which could indicate the development leading to the balanced ratio between men and women in the archaeological professions. This phenomenon is also proved by the number of graduates of archaeology. In the period of 1950-2012, 46% of women finished their archaeological studies at the Comenius University. In the past decade, however, the ratio of men and women has changed – the archaeology has been studied by 47% of men. The situation is the same now - more women than men are studying archaeology at the Comenius University.

Majority of men and women in the category of “other staff in archaeology” are of the age of 40-49. Small numbers in younger age categories in technical professions seem to indicate decline in interest in archaeology, which is related to low wages.

	Men	Women	Both
Archaeologists	53	39	42
Technical support staff	41	42	41
Other specialised researchers	59	37	48
Others in archaeology	51	39	44

Table 35 - average age of staff working in archaeology.

The average age was calculated using the ten-year age groups (e.g. Tables 32-35). The median from each group was used to calculate the average age (e.g. the value 25 was used for the age category of 20-29).

The average age of men-archaeologists (53) is higher than that of women-archaeologists (39). The same situation is in the category of “other specialised researchers” (Table 35). In the category of “technical support staff “ the average age of men and women is rarely balanced.

Comparing the data on the numbers of men and women in archaeology to those from 2007, the situation concerning the ratio of male and female archaeologists has not changed (Table 36). Men were predominating in the category of “archaeologists” and women in the categories of “technical support staff” and “others in archaeology.

	Archaeologist 2013/2007		Archaeo- logists with the licence 2013/ 2007	Technical support staff and others in archaeology 2013/2007		Other specialised researchers 2013/2007		Total 2013 /2007
	Men 2013 /2007	Women 2013 /2007		Men 2013 /2007	Women 2013 /2007	Men 2013 /2007	Women 2013 /2007	
Number	134/ 121	90/66	103/80	30/41	76/65	6/5	5/5	341/307

Table 36 - comparison of the data on number of women and men in the archaeology to those in 2007.

In the category of “technical support staff” women of the age over 30 years were predominating in 2013 (Table 36) as well as in 2007 (*Fottová et al., 2007, 39*).

The average age of men archaeologists in 2007 was 41.8 and of women 39.4 (*Fottová et al., 2008, 40*). In the category of “technical support staff” the average age of men was 40,1 and of women 43.2. These results are similar to the findings in 2013 (Table 36).

Citizenship of persons working in archaeology

Organisation category	Slovak citizenship	Polish citizenship	German citizenship
Museums	67	0	0
Universities	26	0	0
SAS	141	1	1
Cultural heritage protection	35	0	0
Private orgs	22	0	0
Total	292	1	0

Table 37 - archaeologists by citizenship (data from the questionnaires).

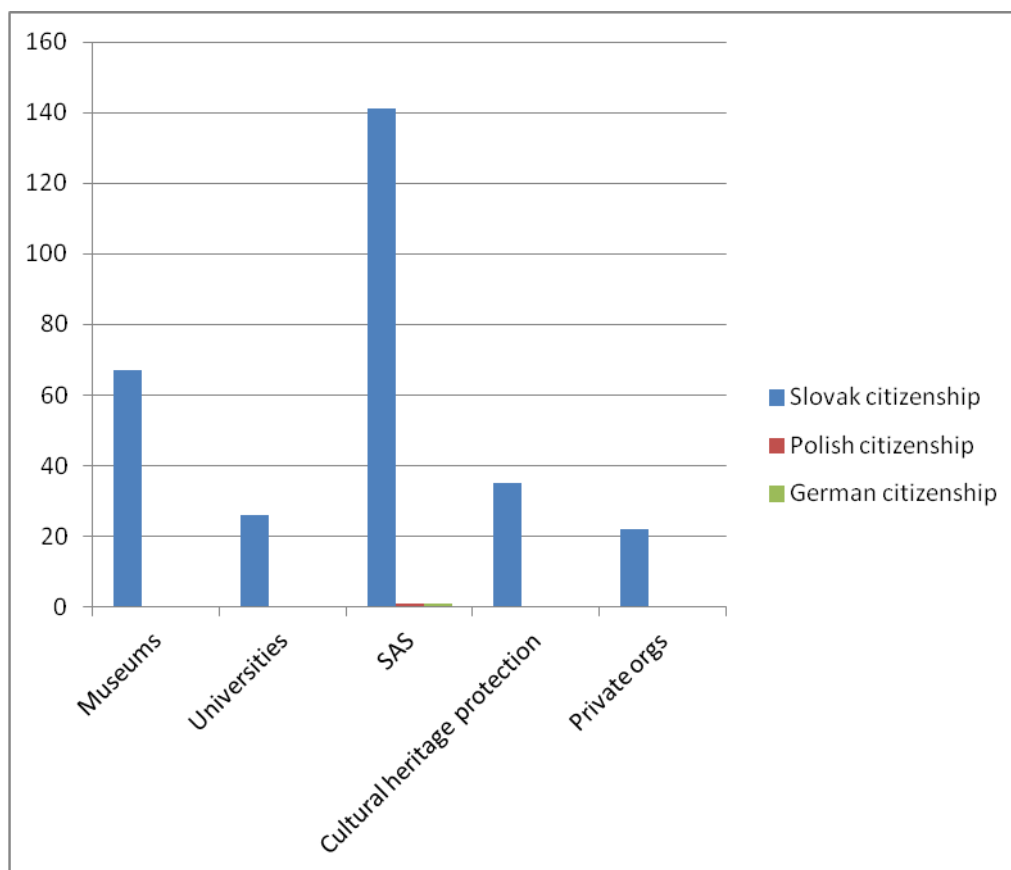


Figure 14 - other staff working in archaeology (data from the questionnaires).

Almost all archaeologists and all other persons working in archaeology have Slovak citizenship; one archaeologist has Polish and one has German citizenship. This figure is based on the total number of 292, i.e. all persons working in the archaeology given in the questionnaires. There is a possibility of more persons with different citizenship that can work in the institutions, which didn't response the questionnaire, e.g. at universities or in the private sector. There could be only few of them, however – we have an unofficial knowledge of one citizen from Brazil.

Compared to the results in the year 2007, the situation in employment of persons with a different citizenship in archaeology has not changed. In 2007, three of the employed persons had other than Slovak citizenship (*Fottová et al. 2008, table 6.1, 6.2, etc.*). In 2013, one person with the Polish citizenship and one person with the German citizenship were employed in Slovakia. We know about a person with Brazilian citizenship, but we don't have it confirmed from official sources, so we haven't put it into the results.

Education and qualification

The highest qualification degree achieved by the staff employed in archaeology was surveyed within the "organization" category.

The so-called Bologna process, that unifies the system of universities and academic degrees (http://www.europskaunia.sk/bolonsky_proces), as well as the three degrees of higher education have been explained in the first DISCO project (Fottová a kol. 2007, 52), therefore, these issues will not be dealt with in more details here. In this project, the education levels were divided into three basic categories: elementary, secondary and university education. Within the university education four groups were classified: the first is connected with bachelor (Bc.) degree; second with the Mgr., Ing., PhDr., RNDr. and other degrees equivalent to the second-degree of the university system. The third group includes scientific degrees Ph.D. and CSc. In fourth group the scientific and pedagogical degrees of „university lecturer“ (doc), „Professor“ (prof) and „Doctor Scientiarum“ (DrSc) are included.

Organization	Bc.	Mgr., PhDr., Ing. and equivalents	PhD., CSc.	doc., prof. DrSc.	Total	Missing data	Total archaeologists
State museums	-	7	5	-	12	1	13
City museums	-	2	2	-	4	0	4
UTU museums	1	30	5	-	36	0	36
Universities	-	2	15	8	25	3	28
SAS	-	32	31	11	74	0	74
Cultural heritage protection	-	28	7	-	35	0	35
Private orgs	-	28	6	-	-	0	34
Total	1	129	71	19	186	4	224

Table 38 - the highest education obtained by archaeologists according to the organisations; archaeologists at the museums are count according to the founder of the organisation according to the “founder” (data from all sources).

It is not surprising that all employed persons with degrees of doc., prof. or DrSc., are working in the Slovak Academy of Sciences or at universities. These workplaces have the largest concentration of persons with the third education degrees. In proportion to the number of persons employed, a rather big number of archaeologists with the third degree of university education is employed in city museums or state museums. In the private sector as well as in the museums founded by UTU, persons with the second degree of university education are remarkably frequent (Table 38).

Highest achieved education	Archaeologists	Others specialist researchers	Technical support staff and others	Total
Doc. prof. DrSc.	19	1	-	20
PhD. CSc.	71	3	-	74
Mgr. PhDr. Ing and equivalents	129	7	5	141
Bc	1	-	6	7
High school	-	-	67	67
Primary school	-	-	-	-
Missing data	4	0	28	32
Total	220	11	106	341

Table 39 - highest achieved education – all staff in archaeology (data from all sources).

In a group of “other specialist researchers” with a university degree, specialising in interdisciplinary research in archaeology, four persons has the third degree (Table 39), one of which has the title of university lecturer (doc.).

In the group of “technical support staff and others” there are more persons with secondary education and no person with the third degree of university education (Table 39).

The same situation with a slightly different data was found out regarding the evaluation of the numbers in the archaeological community in 2007 (*Fottová et al., 2008, 53*).

In Slovakia, archaeologists form a community with a high level of education (Table 39). Smaller number of persons with the third degree of academic education in the regional (UTU) and private institutions and also in the institutions of cultural heritage protection may indicate a trend of changing priorities. Archaeologists in these institutions have their interests directed to another priority as improving education. This situation can be well caused by economic reasons and the fact that in these places there is no career advancement, backed up by the need of higher education and consequently higher salaries as it is at universities or in the SAS.

Working contracts of the staff working in archaeology

As the first criterion in monitoring this item, the size of employment was divided into three categories (*Attachment 3, questions 2.5 and 2.6*):

- 1/ Permanent contract;
- 2/ Temporary contract, divided into the category of employment more than a half (“more than 20 hours per week”);
- 3/ Temporary partial, less than a half of the full-time („less than 20 hours per week“).

The second criterion was the length of the employment contracts, employment issues, i.e. whether it is meant for an indefinite time period or for a specific task, i.e. whether it is a contract for work or a working activity contract.

The statistics includes only archaeologists or other staff working in archaeology. Seasonal workers and students on archaeological excavations were not the item of this study.

Organisation category	Permanent contract	Temporary contract		Missing data
		More than 20 hours/week	Less than 20 hours/week	
Museums	47	1	-	5
Universities	21	6	-	1
SAS	49	13	-	12
Cultural heritage protection	34	-	-	-
Private orgs.	16	1	-	18
Total	167	21	-	36

Table 40 - working time length of archaeologists in the “organisation” category. Data from the questionnaires.

Organisation category	Permanent contract	Temporary contract		Missing data
		More than 20 hours	Less than 20 hours	
Museums	30	2	-	3
Universities	-	-	-	2
SAS	37	5	-	21
Cultural heritage protection	1	-	-	-
Private orgs.	2	-	-	3
Total	70	7	-	27

Table 41 - working time length of technical support staff and others in archaeology. Data from the questionnaires.

We were not successful in finding out the time work extent for all archaeologists and technical support staff. Some respondents provided us with the time work information for only a part of their staff or they didn’t give any information at all (Tables 40 and 41). Neither source could provide us with the information concerning the time work extent for all workers. Our data include 188 archaeologists from the total number of 224, what can be

considered a rather representative result. The obtained data indicate that archaeologists are mostly working on a permanent contract (Table 42). Regarding this situation a trend, no different result in the case of the unfound data can be presumed. Archaeologists with a partial time work extent are employed mostly in the Archaeological Institute SAS and at universities.

Organisation category	Permanent contract	Working contract	Partial time		Missing data
			Working activity contract	Contract for a work	
Museums	47	47	2	-	3
Universities	21	21	6	-	7
SAS	49	49	12	-	12
Cultural heritage protection	34	34	-	-	0
Private orgs.	16	16	1	-	18
Total	167	167	21	-	42

Table 42 - working time of archaeologists according to the “organisation” category. Data from the questionnaires and other sources.

In the categories of “technical support staff” and “others” in archaeology we obtained information of the time work extent for 77 persons, what can be considered a representative number, though not a complete one. The reasons are the same as in the “archaeologists” category. Also in these categories the staff is mostly working on a full-time permanent contract.

Organisation category	Permanent contract	Working contract	Partial time		Missing data
			Working activity contract	Contract for a work	
Museums	30	30	2	-	3
Universities	-	-	-	-	2
SAS	37	37	5	-	21
Cultural heritage protection	1	1	-	-	0
Private orgs.	2	2	-	-	3
Total	70	70	7	-	29

Table 43 - working time of technicians according to the “organisation” category. Data from the questionnaires and other sources.

The work time length is represented by a time period, for which the contract had been signed and by the form of a working contract.

Earnings of archaeologists and other staff working in archaeology

The question focused on salaries of people working in archaeology has proved to be problematic. Only a part of the respondents answered this question in the questionnaire. The question was answered by 148 archaeologists, one person from the category “other specialist workers” and 27 from “technical support staff”. Generally, this information is considered sensitive, which might explain the unwillingness of respondents to answer this question.

Organisation category	Archaeologists		Other specialist researchers		Technical support staff		Others in archaeology	
	Number of employees	Annual average salary	Number of employees	Annual average salary	Number of employees	Annual average salary	Number of employees	Annual average salary
State museum	9	8680	0	0	0	0	0	0
UTU museum	34	7560	0	0	22	5382	0	0
City museum	0	0	0	0	0	0	0	0
SAS	74	10309,5	0	0	0	0	0	0
University	11	12870	1	10580	0	0	0	0
Cultural heritage protection	6	7102	0	0	0	0	0	0
Private orgs.	14	9051	0	0	5	8050	0	0
Total	148	9262	1	10580	27	6716	0	0

Table 44 - average salaries of employees in archaeology. Data from the questionnaires.

Founder	Archaeologists		Technical support staff		Other specialist researchers	
	Number of employees	Annual average salary	Number of employees	Annual average salary	Number of employees	Annual average salary
State	100	9740	0	0	1	10580
Others	48	8305	27	6716	0	0

Table 45 - average salaries of employees in archaeology according to the “organization” category. Data from the questionnaires.

Employees	Number	Average salary	Monthly average salary in EUR
Archaeologist	148	9262	752
Technical support staff and others	27	6716	560
Others specialists researchers	1	10580	882
All	176	8773	731

Table 46 - annual salary of the basic categories of workers. Data from the questionnaire.

According to the Statistical Office of the Slovak Republic, an average amount earned per month in Slovakia in the professions included in Professional, scientific and technical activities was 933 euro in the year 2012 (according to the data of the Statistical Office on the Internet). In comparison to the data from the questionnaires, the average salary in archaeology is under this level. We consider this data on salary approximate as they refer to a half of the people working in archaeology. Therefore we did not compare these data to those from the Disco 2007 project. It is generally known, however, that salaries are gradually rising (along with prices).

Disabled Persons working in archaeology

The question monitoring the number of disabled persons working in archaeology was the *question 2.10* in the questionnaire (*Attachment 3*).

Organisation category	Number of archaeologists with disability	Number of other staff in archaeology with disability	Total number of employees with disability
Museums	0	1	1
Universities	0	1	1
SAS	1	2	3
Cultural heritage protection	0	0	0
Private orgs.	0	0	0

Table 47 - number of employees with disability (data from the questionnaires).

This question was responded by 35 institutions. Five persons with disability are employed in archaeology; one of them is archaeologist (Table 47).

The same number of persons with disabilities was also reported by the Disco 2007 project (*Fottová et al., 2008, 43, tab 5*). In 2007, one archaeologist and 4 other persons in the “others” category had modified working disability.

Conclusion

The global economic crisis had no effect on the number of employed archaeologists. On the contrary, their number has increased when compared to the previous project DISCO. It is because the number of private archaeological companies is on rise. In 2007 there were only 3, now (2013), 13 are officially registered. The reason for this increase is relatively simple. After finishing their studies, young graduates are seeking their first job. The problem is that there are very few new job positions in archaeology, especially in state institutions (which are the biggest employer in archaeology). Therefore, the fresh graduates are forced to start their own business in archaeology. In state institutions, the number of employees is still more or less the same.

The ratio of men and women is almost equal, with a very slight predominance of men. However, the overall trend suggests that in the future there will be a higher ratio of female archaeologists. It is caused by much higher number of female students at Slovak universities when compared to male students especially in the last 10 years.

As well as in the previous project we must state that the archaeology in Slovakia is seriously underfinanced. State institutions are the most visible example. The archaeologists are underpaid and there are limited possibilities of cooperation with other institutions. Field excavations, exhibition activities and particularly the research, publications and translation of scientific results would require considerably higher funding.

Bibliography

Aitchison, K. 1999: Profiling the Profession: A Survey of Archaeological Jobs in the UK. York, London and Reading: CBA, EH and IFA.

Aitchison, K. 2009: Discovering the Archaeologists of Europe: Transnational Report, <http://www.discovering-archaeologist.eu>.

Aitchison, K./Edwards, R. 2003: Archaeology Labour Market Intelligence: Profiling the Profession 2002/03. The Culture Heritage national Training Organisation and the Institute of Field Archaeologists, 2003.

CHL Consulting Co Ltd. 2002: A Profile of the Archaeological Profession and Educational Resources in Ireland: A Report to the Heritage Council and the Institute of Archaeologists of Ireland. CHL Consultants: Dublin.

McDermott, C. / La Piscopia P. 2008: Discovering Archaeologists of Europe, Ireland. National report. <http://www.ucd.ie/archaeology/research/researcha-z/disco/>

Fottová, E./Staššiková-Štukovská, D./Benediková, L./ Michalík, T.2008: Objavovanie Euópskej archeologickej komunity. (Národná správa Slovenskej republiky). Nitra 2008, ISBN 978-80-89315-07-9.

Appendixs

Appendix 1 - directory and addresses of institutions employing archaeologists:

ACANTHA Archeology, s.r.o., Cintorínska 7/5188, 98401 Lučenec

ACHILLES ARCHAEOLOGY, s.r.o., 1. mája 8, 902 01 Pezinok

ARCHAEOSERVICES s.r.o., Šulekova 2, 811 06 Bratislava

ARCHEOCENTER, s.r.o., Horné Saliby 628, 925 03 Horné Saliby

ARCHEOLÓGIA ZEMPLÍN, s.r.o., Kostolné námestie 10, 071 01 Michalovce

ARCHEOLOGICKÁ AGENTÚRA, s.r.o., Cukrová 14, 811 08 Bratislava

ARCHEOLOGICKÉ MÚZEUM SNM, Žižkova 12, P.O.Box 13, 811 06 Bratislava

ARCHEOLOGICKÝ ÚSTAV SAV, Akademická 2, 949 21 Nitra

ARCHEOLOGICKÝ ÚSTAV SAV - výskumné pracovné stredisko Košice, Hrnčiarska 13, 040 01 Košice

ARCHEOLOGICKÝ ÚSTAV SAV - vysunuté pracovisko Zvolen, Štúrova 2 960 53 Zvolen

ARCHEOLOGICKÝ ÚSTAV SAV - vysunuté pracovisko Spišská Nová Ves, Mlynská 6, 052 01 Spišská Nová Ves

ARCHEOVÝSKUM, s.r.o. Liptovský Mikuláš, Majeríková 1215/1, 03101 Liptovský Mikuláš

AZ PLUS, s.r.o., Štefánikova 2326/22, 06601 Humenné

BALNEOLOGICKÉ MÚZEM, Beethovenova 5, 921 01 Piešťany

ETNOGRAFICKÉ MÚZEM SNM, Malá hora 2, P.O.Box 155, 036 80 Martin

GEMERSKO-MALOHONTSKÉ MÚZEM, Námestie M. Tompu 24, 979 01 Rimavská Sobota

HORNONITRIANSKE MÚZEUM, Košovská cesta 9, 971 01 Prievidza

HRADNÉ MÚZEUM, Hlavná ul. 14, 986 01 Fíľakovo

ITHAKA BB spol. s r.o., Kukučínova 6/3795, 971 01 Banská Bystrica

KRAJSKÝ PAMIATKOVÝ ÚRAD, Leškova 17, 811 04 Bratislava

KRAJSKÝ PAMIATKOVÝ ÚRAD, Cukrová 1, 917 01 Trnava

KRAJSKÝ PAMIATKOVÝ ÚRAD, Hviezdoslavova 1 911 01 Trenčín

KRAJSKÝ PAMIATKOVÝ ÚRAD, Nám. Jána Pavla II.8 , 949 01 Nitra

KRAJSKÝ PAMIATKOVÝ ÚRAD – Nitra – pracovisko Topoľčany, Kukučínova 30, 955 01 Topoľčany

KRAJSKÝ PAMIATKOVÝ ÚRAD – Nitra – pracovisko v Komárne, Hradná 2 945 01 Komárno

KRAJSKÝ PAMIATKOVÝ ÚRAD, Mariánske nám. 19 010 01 Žilina

KRAJSKÝ PAMIATKOVÝ ÚRAD, Lazovná 8, 975 65 Banská Bystrica

KRAJSKÝ PAMIATKOVÝ ÚRAD, Prešov - pracovisko Levoča, Nám. Majstra Pavla 41, 054 01 Levoča

KRAJSKÝ PAMIATKOVÝ ÚRAD, Hlavná 115, 08001 Prešov

KRAJSKÝ PAMIATKOVÝ ÚRAD, Hlavná 25 040 01 Košice

KRAJSKÝ PAMIATKOVÝ ÚRAD, KOŠICE - Pracovisko Spišská Nová Ves so sídlom v Levoči, Nám. Majstra Pavla 41 054 01 Levoča

KYSUCKÉ MÚZEUM, Kukučínova 6/3795, 971 01 Banská Bystrica

LIPTOVSKÉ MÚZEUM, Námestie Š.N. Hýroša 10, 034 01 Ružomberok

ĽUBOVNIANSKE MÚZEM, Zámocká 20, 064 01 Stará Ľubovňa

MALOKARPATSKÉ MÚZEUM, M.R. Štefánika 4, 90201 Pezinok

MESTSKÝ ÚSTAV OCHRANY PAMIATOK, Uršulínska 9, 811 01 Bratislava

MÚZEUM JÁNA THAINA, Pribinova 6, 940 62 Nové Zámky

MÚZEUM MESTA BRATISLAVY, Radničná ul. č. 1, 815 18 Bratislava

MÚZEUM V KEŽMARKU, Hradné námestie 64/42, 060 01 Kežmarok

NOVOHRADSKÉ MÚZEUM A GALÉRIA, Kubínyiho námestie 3, 984 01 Lučenec

ORAVSKÉ MÚZEUM, Oravský hrad, 027 41 Oravský Podzámok

PAMARCH, s.r.o., Štefánikova trieda 4/7, 949 01 Nitra

PAMIATKOVÝ ÚRAD SR, Cesta na Červený most 6, 814 06 Bratislava

PODUNAJSKÉ MÚZEUM, Palatínova č. 13, 94505 Komárno

PODTATRANSKÉ MÚZEUM, ul. Vajanského 72/4, 058 01 Poprad

POHRONSKÉ MÚZEUM, ul. Bernolákova 2, 968 01 Nová Baňa

PONITRIANSKE MÚZEUM, Štefánikova tr. 1, 94901 Nitra

POVAŽSKÉ MÚZEUM, Budatínsky hrad, Topoľová 1, 010 03 Žilina

PREŠOVSKÁ UNIVERZITA, FF- Inštitút histórie, Katedra najstarších dejín a dejín relígií, FFPU v Prešove, Katedra najstarších dejín a dejín relígií, ul. 17. novembra č. 1, 08078 Prešov

SLOVENSKÉ BANSKÉ MÚZEUM, Kammerhofska 2, 969 01 Banská Štiavnica

SLOVENSKÉ MÚZEUM OCHRANY PRÍRODY A JASKYNIARSTVA, Školská ul. 4, 031 01 Liptovský Mikuláš

SNM_SPIŠSKÉ MÚZEUM Levoča, Námestie Majstra Pavla č. 20, 05401 Levoča

SLOVENSKÝ AECHEOLOGICKÝ A HISTORICKÝ INŠTITÚT SAHI, Vajnorská 8/A, 831 04 Bratislava-Nové Mesto

STREDOSLOVENSKÉ MÚZEUM, Nám. SNP 3755/4A, 974 01 Banská Bystrica

TECHNICKÁ UNIVERZITA V KOŠICIACH, Fakulta umení, Katedra teórie a dejín umenia, Watsonova 4, 042 00 Košice

TEKOVSKÉ MÚZEUM, Sv. Michala, 934 05 Levice

TRENČIANSKE MÚZEUM, Mierové nám. 46, 91101 Trenčín

TRÍBEČSKÉ MÚZEUM, Krušovská 291, 955 01 Topoľčany

TRIGLAV, Archeologická spoločnosť, s.r.o., Vodárenská 7/636, 04001 Košice

TRNAVSKÁ UNIVERZITA - Filozofická fakulta, Katedra klasickej archeológie, Hornopotočná 23, 918 43 Trnava

UNIVERZITA KOMENSKÉHO Filozofická fakulta, Katedra archeológie, Gondova 2, 818 01 Bratislava

UNIVERZITA KONŠTANTÍNA FILOZOFA v Nitre – Katedra archeológie, Hodžova 1, 949 74 Nitra

UNIVERZITA KONŠTANTÍNA FILOZOFA v Nitre – Katedra muzeológie, Hodžova 1, 949 21 Nitra

UNIVERZITA MATEJA BELA v Banskej Bystrici, Fakulta humanitných vied, Tajovského 40, 974 01 Banská Bystrica

VIA MAGNA s.r.o., Nábrežná 2, 038 61 Vrútky

VIHORLATSKÉ MÚZEUM, Námestie slobody 1, 066 01 Humenné

VLASTIVEDNÉ MÚZEUM v Hanušovciach nad Topľou, Zámocká 160/5, 094 31 Hanušovce nad Topľou

VLASTIVEDNÉ MÚZEUM V HLOHOVCI, Františkánske nám. 1, 920 01 Hlohovec

VLASTIVEDNÉ MUZEUM V POVAŽSKEJ BYSTRICI, ul. Odborov 244/8, 017 01 Považská Bystrica

VLASTIVEDNÉ MUZEUM Trebišov, M.R.Štefánika 65, 075 01 Trebišov

VÝCHODOSLOVENSKÉ MÚZEUM, Hviezdoslavova 3, 04036 Košice

ZÁHORSKÉ MÚZEUM v Skalici, Námestie Slobody 13, 909 01 Skalica

ZEMPLÍNSKE MÚZEUM, Kostolné nám. č.1, 07101 Michalovce

Appendix 2 - the cover letter

Dear colleagues!

Department of Archaeology at the Faculty of Philosophy of Comenius University in Bratislava has become a co-solver of the international “*Discovering the Archaeologists of Europe*” project (“*Discovering2014*” onwards) that is supported by the EU Further education programme. The project covers 19 states (<http://discovering-archaeologists.eu/>). Its goal is to find out how archaeology defines itself as a profession in these countries; what archaeologists do; what is their qualification and experience and, what is the most significant, to obtain relevant statistical data on professional archaeologists in the present-day complicated economic situation in selected EU member countries. The “*Discovering 2014*” project follows up with the similar previous project “*Discovering the Archaeologists of Europe*” that obtained the data on the archaeological community in nine EU countries

within the years 2007-2008 (http://www.archeol.sav.sk/docs_ostatne/discovering_aj.pdf a http://www.discovering-archaeologists.eu/DISCO_Transnational_Report.pdf). The current project has been planned for the period of 2012-2014.

Therefore we'd like to ask You kindly to respond the questionnaire that is aimed in mapping out the situation in Slovakia. The questionnaire contents no personal data. The data that could indicate real persons in the case of small number of employees in an institution will be consistently made anonymous and in any case they won't be linked to particular institutions. We'd like You to fill up all the data if possible to make the project results as representative as possible and to give a true picture of archaeology on our territory.

The project results obtained from all participating states will be evaluated (September 2014) and published on international and national levels in particular countries. We'll inform Your institution about the project results if You provide us with the data required.

Please, send the completed questionnaire till July 10th to the e-mail address below. We believe You'll join the project and contribute to getting a realistic picture on archaeology in Slovak Republic. If no archaeologist (minimum Bc graduation degree required) is employed in Your institution, please, let us know.

Thank You for Your cooperation

Sincerely

Bratislava June 5th, 2013

prof. Eduard Krekovič

Project coordinator

krekovic@fphil.uniba.sk

Katedra archeológie

Filozofická FUK

Gondova 2, 814 99 Bratislava

Tel. 02 59339 285

Appendix 3 - questionnaire

Discovering the archaeologists of Europe 2012 – 2014

(Questionnaire 1 - organization)

The questionnaire was designed to elicit information on archaeological organisations and archaeologists of Slovak archaeological community as a part of European archaeological community. Please, complete the questionnaire in accordance with the actual situation in your organisation to the date of 31. march 2013).

1. 1. Founder and principal role:

Check only one option corresponding with character and structur of your organisation:

	Principal role	Field research and dedicate h scientific tasks	Archaeological cultural heritage	Museum activities (starostlivosť o zbierky, výstavy apod.)	Education	Technical organisational services, special analyses
Founder	State government					
	Upper –tier territorial unit					
	Municipal authority					
	University					
	Private orgs					
	Other					

2. Geographic delineation of activities:

Check, please, all the regions where your activities are applied (except the archaeological field research carried out on request of investment activities by entities and persons with valid license for the whole Slovakian territory). In the event that your activity applies only to one of the district or town, please be sure to list his name.

Whole Slovakia		Banská Bystrica region	
Bratislava region		Prešov region	
Trnava region		Bratislava	
Trenčín region		Košice region	
Nitra region		County	
Žilina region		Town	

3. Number of employees:

Give number, please, of staff working in your organisation to the above-mentioned date (31.3.2013). The number of employees includes also short-term contracts (contracts for work, working activity contracts).

	Number of employees
Archeologists	
Other skilled/research worker	
Technicians	
Others	
T o t a l	

To change the number of persons in each of the categories over the past year (i.e. in the period from 31. March 2012 up to 31 March 2013?)

Yes / No / I don't know checkj, please, the proper option

If yes, give maximum and minimum numbers in total and in particular categories as well.

	Minimum	Maximum
Archeologist		
Other skilled/research workers		
Technicians		
Others		
Total		

4. Employment development

Fill, please, the changes in the numbers of employees (converted to a „complete person“) in the past and estimated development in the nearest future. The number of employees includes also short-term contracts (contracts for work, working activity contracts).

	More		Equal		Less		Do not know
Archeologist in 2012							
Other staff in 2012							
Archeologist in 2010							
Other staff in 2010							
Archeológisdtd in 2008							

Other staff in 2008							
Archeologist in 2014							
Other staff in 2014							
Archeologist in 2016							
Other staff in 2016							

5. Education and Training fo employees.

a) Do you provide special trainings for your employees?

	Yes	No	Do not know
Basic fiel investigation methods			
Basic field documentation			
Basic geodetic works			
Work with PC			
Photographic skills			
Treating of archaeological material			
Ecofacts collection			
Concervation of finds			
Foreign languages			
Other (please specify)			

b) Do you consider the education / training level of entering employees sufficient for present-day needs?

Yes / No / Do not know

check the proper option

c) Do you realize most of activities related to archaeological research and its elaboration by your own activities?

	Yes	No	Do not know
Providing of arch. support staff – field investigation			
Providing of other support staff – field investigation			
Field documentation			
Geodetic works			
Photographic documentation			
Basic treating of arch. material			
Conservation of finds			
Geophysical and other non-intrusive field investigation			
Aerial reconnaissance			
Research in archives			
Building and historical research			
Ecofacts obtaining and evaluating			
Deposit creation			
Exhibitions and lectures			
Other (please specify)			

d) Does your organisation cooperate with other institutions / excerts providing services related to archaeological activities?

	Yes	No	Do not know
Providing of arch. support staff – field investigation			
Providing of other support staff – field uinvestgation			
Field documantation			
Geodetic works			
Photographic documentation			
Basic treating of arch. material			
Conservation of finds			
Geophysikal and ohter non-intrusice field investigation			
Aerial reconaissance			
Research in archives			
Building and historical research			
Ecofacts obtaining and evaluating			
Deposit creation			
Exhibitions and lectures			
Arch. research management			
Human resources management			
Economic problems			
Information technologies			
Legacy			
Translation and interpreting			
Mass-media cooperation/popularising			

Others (please specify)			
-------------------------	--	--	--

e) Do you intend to engage own employees for any of these activities?

Yes / No / Do not know *check the proper option*

f) Do you consider your priority to engage own employees within the nearest two years for any of these activities?

Yes / No / Do not know *check the proper option*

Questionnaire 2 – working post/ categorization

Fill, please, in the questionnaire for each working post in your institution (e.g. , skilled worker, research worker, conservator. documentator, etc.), which are related to your archaeological activities (if needed, make necessary number of the yuestionnaire more copies

1. a) Name of the post:

b) Number of workers on this post:

Check, please, prevailing type of the working activity (only one option) for this post

2.	Number of staff
Archeologist – field archaeological research	
Archeologist – archaeological heritage protection	
Archeologist – museum activities (collections, exhibitions)	
Archeologist – education	
Field investigation technician	
Dokumentation technician	
Conservator	
Collections custody	
Analyses and measurements	
Geodetic works	

c) Archeologist with licence (*number*):.....

d) Archeologist without the licence (*number*):.....

3. Number of staff in working posts by gender and age.

Age category	Male	Female
Less than 20		
20-29		
30-39		
40-49		
50-59		
60 and more		

4. Salaries/earnings - annually (in thousands). Fill, please, so-called „gross wage“.

		Euro			Euro	
Salary/earning	Minimum		Premiums (personal evaluation, leadership, etc.)	Yes	Minimum	
	Maximum				Maximum	
	Average				Average	

5. Working time (working hours/week)

		Number of staff
Full time		
Partial time	Less than 20 hours/week	
	More than 20 hours/week	

6. Have employees on these posts permanent or temporary contracts?

		Number of staff
Permanent contract		

Temporary contract	Working contract	
	Working activity contract	
	Contract for work	

7. Was this working position filled during the last year? **Yes / No**

How long ?

Less than 6 months / More than 6 months

It is difficult to fill this post?

Yes / No

Check, please, proper option.

8. What qualifications have employees on this post?

University		Number of staff
	Bc.	
	Mgr., PhD., RNDr., ing. (or other equivalent)	
	PhD., Dr., CSc. (or other equivalent)	
	DrSc.	
	Doc., Prof.	
Secondary		
Primar		

9. Is this post filled by employee from abroad?

	Number of staff
Slovak republic	
Čzech republic	
Other state of EU	
Other (<i>fill please, particular state</i>)	

10. Is this post filled by a person with disability?

Yes / No if YES, give, please, the number:

Appendix 4 - directory of web sites used in the work

http://portalstatistics.sk/files/Sekcie/sek_200/Klasifikacie/zam_metod.rtf

<http://www.museum.sk>

<http://www.amsnm.sk>

<http://www.ff.ukf.sk>

<http://www.fphil.uniba.sk/index.php?id=karch>

<http://www.archeol.sav.sk/sp2007.pdf>

<http://www.pamiatky.sk/pamiatky/pamiatkovy-urad/zakladne-dokumenty/>

<http://www.culture.gov.sk/posobnost-ministerstva/kulturne-dedicstvo-/muzea-a-galerie/register-muzei-a-galerii-sr-ef.html>

<http://www.muzeum.sk/?obj=muzeum&ix=1zoznam>

<http://www.snm.sk/>

<http://www.discovering-archaeologists.eu/>

http://www.muop.bratislava.sk/vismo/o_utvar.asp?id_org=600176&id_u=10&p1=1001

Appendix 5 - list of posts in which archaeologists and other staff in archaeology are working as they were entered by respondents in accepted questionnaires

Archeologist:

Archeologist

Archeological – museum archaeologist

Archeologist – museum educator

Archeologist – collections administrator

Archeologist curator

Assistant

Associate professor

PhD student

Curator

Minister Adviser - Methodist

Minister Adviser - Statistician

Deputy

Professional worker

Special Adviser

Sites and Monuments Archaeologist

Legal agenda of archaeology

„Pamiatkár“ (not possible translate)

Director

Adviser

Special Adviser

Collections Administrator

Archaeological Collections Administrator

Researcher

Chief researcher

Further support staff in archaeology:

Antropologist

Palaeoenvironmental specialist

Ethnologist

Economist

Geodesist

Geophysicist

Numizmatist

Researcher of cave

Archaeozoologist

Dedicated support staff:

Documentarist

The seasonal archaeological worker

Conservator

Collections Administrator

Museum Activities

Lecturer

Museum Officer

Technician

Restorer