

Discovering the Archaeologists of Europe:

SLOVAKIA



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**DISCOVERING THE ARCHAEOLOGISTS OF EUROPE:
SLOVAK REPUBLIC**

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SLOVAK REPUBLIC

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FOREWORD AND ACKNOWLEDGEMENTS

The international project "Discovering the archaeologists of Europe", coded UK/06/B/NI-162-583, was realized within the time period from October 1st, 2006 up to September 30th, 2008 in Belgium, Czech Republic, Ireland, Cyprus, Greece, the Netherlands, Hungary, Germany, Austria, Slovak Republic, Slovenia and in the Great Britain. The project was assisted by EU financial contribution via the Leonardo da Vinci programme.

The whole international project was managed by the Institute of Field Archaeologists University of Reading in the Great Britain, with Kenneth Aitchison (kenneth.atchison@archaeologists.net) as the main manager.

In Slovak Republic the Archaeological Institute of the Slovak Academy of Sciences was the project partner. Details of fulfilling the project tasks have been published continuously and they are available on the websites <http://www.discovering-archaeologists.eu>. Basic project results were presented as posters at the WAC-6 congresses in Dublin and at the EAA conference at Malta.

"In addition to twelve national reports on archaeological employment in each of the participating countries in the Discovering the Archaeologists of Europe project (of which this is one), these results also contribute to a transnational summary and overview of that project (Aitchison 2008)."

The authoresses would like to express thanks to all respondents for the time they had spent responding the questionnaire, and to those project participants, who obligingly completed or précised information concerning their organizations additionally by e-mail or telephone. Special thanks have to be expressed to the Monuments Board of the Slovak Republic who participated actively in the national report and cooperated in completing of data on archaeologists employed in institutions of cultural heritage protection.

In Slovak republic the project was realized by:

Danica Staššiková-Štukovská – Archaeological Institute of the Slovak Academy of Sciences (data collection, basic evaluation, basic text authoress, participant in international meetings, project presentation in Slovakia).

Eva Fottová – Archaeological Institute of the Slovak Academy of Sciences (cooperation in data collection, data verification, from June 12, 2008 authorised by the Archaeological Institute management to lead works on final report).

Lucia Benediková – Archaeological Institute of the Slovak Academy of Sciences, from June 12, 2008 authorised by the Archaeological Institute management to verify data and cooperate in works on final report.

Tomáš Michalík – Monuments Board of Slovak Republic, co-author of the report text, Part A (General information).

PART A

GENERAL INFORMATION

1. INTRODUCTION

The “Discovering the Archaeologists of Europe” project started in October 2006 as an international variant of the similar project realized in the Great Britain in 2002 and 2003 (*Aitchison /Edwards 2003*) and that was a follow-up to the earlier project from 1997/98. The project involves 12 EU member countries (Belgium, Czech Republic, Ireland, Cyprus, Greece, Netherlands, Hungary, Germany, Austria, Slovak Republic, Slovenia, and Great Britain). Slovak Republic as a substitute for Malta has been invited later in September 2007.¹ Regarding the short time of participation of Slovakia in the project, the basic skeleton of the Slovak Republic National Report was adapted from the Czech Republic National Report that we were kindly provided with by our Czech colleagues.

The project goal lies in collecting and evaluating data that characterise archaeological community in Europe from databases obtained in individual European countries. Participants in the project were picked to cover European area within all its regions.

II. ARCHAEOLOGY IN SLOVAK REPUBLIC

Archaeology can be defined as a social science aimed in studying of history of mankind by its methods used for exploring, excavating, documenting, analysing and interpreting of artefacts and ecofacts, architectures, human relics and historical relief (<http://sk.wikipedia.org/wiki/Archeol%C3%B3gia>). In Slovakia it is an established scientific discipline. *Belo Polla (1996, 7)* writes about beginnings of salvage of archaeological monuments in Slovakia by collectors as soon as at the end of the 15th century. Learned societies of the 18th – 19th centuries had “archaeological problems” confirmed in their statutes. The author gives the synopsis of beginnings of archaeological research in Slovakia up to 1918 in his monograph (*Polla 1996*).

Beginnings of organised cultural heritage protection in Slovakia are dated to the middle of 19th century, when in 1846 after a session of Hungarian physicians association in Košice its members proposed to establish a state authority for cultural monuments protection. The motion resulted in founding of the Temporary Hungarian Historical Monuments Commission.

¹ Malta was originally identified as the partner state, but from September 2007 has been replaced by SK. http://kenny.aitchison.typepad.com/discovering_the_archaeolo/evaluation/External_Evaluation_Report_1.doc

This was later legally transformed into the State Historical Monuments Commission by the Act no. XXXIX/1881 (*Frický 1998*).

First permanent archaeological exposition was opened at the Slovak National Museum in 1908. At universities archaeology started to be learned in the 1920s. As no university professor of archaeology was in Slovakia in those days, the first teacher of archaeology was a Czech archaeologist Jan Eisner. In 1924 – 1939 he works at the Faculty of Philosophy of the Comenius University in Bratislava and received the degree in cooperation of the Comenius University with the Charles University in Prague and in 1929 he was designated an extraordinary professor.

Beginnings of modern archaeology are connected with establishment of the State Archaeological Institute of the Slovak National Museum in Turčiansky Svätý Martin on March 1, 1939. In 1942 the Institute became an independent organisation. In November 11, 1952 it became a part of the Slovak Academy of Sciences and Arts and in June 18, 1953 under the name Archaeological Institute of the Slovak Academy of Sciences moved to Nitra.

The Monuments Institute as an antecessor of present Monuments Board was founded in January 1, 1951 and in November of the same year it was renamed the Slovak Monuments Institute. In 1958 it was transformed into the Slovak Institute of Monuments Care and Nature Protection. In 1960 the Regional centres of the state monuments board of were founded; this act finished the formation of basic organisational structure of monuments care. From this period the working places had experienced several changes in their organisation that included competencies and consequent changes in their names, but their territorial and organisational fields of activities did not changed remarkably. The Act no. 49/2002 Coll. on the protection of monuments and historic site established the Monuments Board of the Slovak Republic and Regional Monuments Boards, which have been the last transformation in the sphere of cultural heritage protection in Slovakia for now.

II. 1. Legal norms on archaeology

Slovak Republic has arisen in January 1st 1993 as a successional state after the break-up of the Czech and Slovak Federative Republic (1990 – 1992). After the World War II Slovakia was a constituent of Czechoslovak Republic (1945 – 1960) and later of the Czechoslovak Socialist Republic (1960 – 1990; see e.g. <http://encyklopedie.seznam.cz/heslo/183238-ceskoslovensko>). Protection of cultural heritage as well as institutions employing archaeologists were abided by common Czechoslovak acts till 1993.

The first legal regulation on the territory of Slovakia that adjusted duties of persons in relation to archaeological finds in general terms was the Hungarian act no. XXXIX/1881, in which “Monument” was defined as a building that is situated in earth or on its surface and that has its historical or artistic value (loose translation).

In 1958 the Act of the Slovak National Council no. 7/1958 Coll. on cultural heritage was passed, third part of which (art. 15 – 17) included “special regulations on archaeological monuments”. This act defines also activities of central monuments care authorities and of the Slovak Institute of Monuments Care and Nature Protection (fourth part, art. 18 – 24).

The Act of the Slovak National Council no. 27/1987 Coll. on the state care of monuments and historic sites substituted the older Act no. 7/1958 and regulations concerning the cultural heritage protection and activities of competent institutions that were valid during 1958 – 1987 (see art. 46 of the Act no. 27/1987 Coll.). The above-mentioned Act no. 27/1987 Coll. defined the cultural heritage care, performing of archaeological investigations and archaeological finds, activities of state cultural heritage care authorities and organisations and measures in infringements of duties.

The Act no. 49/2002 Coll. on the protection of monuments and historic sites came into force in April 1st 2002 except the art. 35 par. 3 the Act, that came into force in January 1st 2004. The act invalidated the Act no. 27/1987 and several regulations valid till 2002 (see 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 European and world cultural heritage to which the Slovak Republic has acceded” (art. 1 par. 1 of the Act). It 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 Coll. (that details 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 once by the Act no. 479/2005 Coll. (art. XIV). The second amendment of the Act no. 49/2002 Coll. is forthcoming.

The Act no. 49/2002 Coll. 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 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). Archaeological activities are directly treated in the Act sixth part that defines research and finds.

The art. 35 par. 2 of the Act no. 49/2002 Coll. fixes that the research is realized “for the purpose of preparation for the renovation and restoration of cultural heritage monuments,

for drawing up principles of protection of historic sites, and for scientific and documentation purposes“. “Research must be carried out by a natural person with special professional qualifications in the respective field on the basis of an authorisation issued by the Ministry for a five-year period...” (art. 35 par. 3 of the cited Act).

According to art. 36 par. 2 of the Act no. 49/2002 Coll. archaeological excavations can be carried out only by Archaeological Institute; other legal entities only on the basis of the authorisation issued by the Ministry of Culture. Such legal entity is obliged, according to art. 36 par. 3 of the Act no. 49/2002 Coll., to ensure the realization of the archaeological excavations only by natural persons with special professional qualification.

Conditions for obtaining the authorisation on special professional qualification are specified in the art. 35 par. 5 – 10 of the Act no. 49/2002 Coll. and in the regulation of the Ministry of Culture of the Slovak Republic no. 16/2003 Coll. The art. 35 par. 4 of the Act no. 49/2002 defines four fields of research on monuments and historic sites for special qualifications:

- a) art-historical;
- b) architectonic-historical;
- c) urban-historical;
- d) archaeological.

The art. 36 of the Act no. 49/2002 Coll. defines archaeological research and the art. 37 preservation research (hereinafter referred to as “rescue research”) as a specific category of measures in protection of archaeological sites and archaeological finds.

The act determines also financing of research, conditions for carrying out research, work with finds, records on and the use of archaeological sites.

The seventh part of the Act no. 49/2002 Coll. specifies offences and other administrative delinquencies and sanctions in the Act violations.

II. 2. Categories of organisations in archaeology² and their activities

In present, archaeology in Slovakia is roofed by several types of institutions, activities of which differ. According to their activities and orientation, these organisations can be divided into five basic categories. In connection with their principal role these institutions employed also archaeologists and other staff in archaeology (other specialised researchers such as palaeoenvironmental specialist; and technical support staff) with different job content (see Chapter III).

² This categories were used also in the questionnaire data processing obtained from the archaeological community survey in Slovak republic (organisation category, see part B).

*1. State administration authorities for the protection of monuments and historic sites
(hereinafter referred to as "cultural heritage protection")*

In accordance with art.3 of the Act no. 49/2002 Coll. (see Chapter II.1), 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 Ministry"), the Monuments Board of the Slovak Republic (hereinafter referred to as "the Monuments Board") and Regional Monuments Boards. Activities of the Ministry as a central state government authority are defined by the art. 4 of the Act no. 49/2002 Coll.. The art. 9 par. 1 of the same Act establishes the Monuments Board and Regional Monuments Boards for the performance of special state administration in the field of the protection of monuments and historic sites.

The Ministry as the state government 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 activities and carries out central state supervision in the field of protection of monuments; creates for a grant-based and multi-sourced system of financing for the conservation and renovation of cultural heritage monuments in cooperation with central authorities of the state administration in the field of the protection of monuments and historic sites, with territorial self-government authorities, and with professional and research institutions. It also coordinates international cooperation and the process of integration into international structures in the field of the protection of monuments and historic sites (the art. 4 of the Act no. 49/2002 Coll.). Its advisory authorities are the Monuments Council, the Archaeological Council and Committee for the verification of special professional qualifications for carrying out research on monuments and historic sites (hereinafter referred to as "the Committee") (art. 6, 7 and 8 of the Act no. 49/2002 Coll.)

The Archaeological Council considers applications from legal entities for the issue of authorisations to engage in archaeological research; evaluates the conditions and the quality of the research carried out; and coordinates the performance of important archaeological research for which it shall reserve the right of assessment (the art. 7 par. 2 of the Act no. 49/2002 Coll.). The Committee reviews applications of natural persons for obtaining special professional qualifications according to art. 35 par. 3 of the Act no. 49/2002 Coll. and submits their proposals to the Ministry for granting authorisations on special professional qualifications for carrying out research on monuments (art. 8 par. 2 of the Act no. 49/2002 Coll.; the Committee activities are detailed by the regulation no. 16/2003 Coll.).

"The Regional Monuments Boards shall perform state administration within their respective territorial units, which are the same as the territories of the regions" (art. 9 par. 5 of the Act no. 49/2002 Coll.). If the Act does not stipulate otherwise, "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 his-

toric sites” (art. 11 par. 1 of the Act no. 49/2002 Coll.). Regional Monuments Boards decide the type, extent, manner, intended date of the end of research and disposal of finds (art. 39 par. 3 of the Act no. 49/2002 Coll.). In cases of archaeological research, the Regional Monuments Board shall take the decision after obtaining an opinion from the Archaeological Institute (art. 39 par. 3 of the Act no. 49/2002 Coll.). The professional knowledge gained through research shall be processed in research and preparatory documentation, and the owner or person carrying out the research for research or documentation purposes shall submit one free-of-charge copy of the research documentation to the Regional Monuments Board (art. 39 par. 8, 9 of the Act no. 49/2002 Coll.). The Regional Monuments Board, in cooperation with the competent building authorities, shall make conditions for the protection of archaeological sites during the planning and building permit proceedings and in cooperation with the territorial self-government authorities, shall ensure professional conservation, suitable use and presentation of immovable archaeological finds and archaeological sites in their original settings (art. 41 par. 4, 5 of the Act no. 49/2002 Coll.). The Regional Monuments Board may impose a fine on a legal entity or natural person – entrepreneur, in cases of illegal activities as it is defined by the art. 42 of the Act no. 49/2002 Coll.

„The Monuments Board shall execute state administration as the second instance authority in the field of the protection of monuments and historic sites concerning matters decided in the first instance by Regional Monuments Boards” (art. 10 par. 1 of the Act no. 49/2002 Coll.). The Monuments Board shall decide on the necessity to carry out rescue research on a proposal by the building authority, the Regional Monuments Board or on its own initiative (art. 37 par. 3 of the Act no. 49/2002 Coll.). When complying with the legal conditions according to the art. 40 par. 8 the Act no. 49/2002 Coll. it pays rewards to finders of archaeological finds. Except for this, the Monuments Board cooperates with civic associations and foundations established in order to protect, use and present monuments and historic sites and participates in international projects for the protection and renovation of cultural heritage monuments and historic sites and cooperates with international organisations and partner institutions abroad, and performs other functions within the territory of Slovakia (keeps an archive in the field of the protection of monuments and historic sites; ensures research and restoration works, ensures the development of theories and methodologies, carry out and coordinate documentation, educational, editorial and promotional activities, etc.; art. 10 par. 2 g – m of the Act no. 49/2002 Coll.).

2. Archaeological Institute of the Slovak Academy of Sciences

The Archaeological Institute is the biggest archaeological organisation in Slovak republic 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 organisations (see art. 2 of the Act no. 133/2002 Coll. on the Slovak Academy of Sciences as defined in later regulations). The

art. 1 par. 1 of this Act defines the Slovak Academy of Sciences as “authorized scientific institution of the Slovak Republic activity of which is oriented to development of science, education, culture and economy”.

In accordance with the Archaeological Institute Establishment Deed issued by the Slovak Academy of Sciences on September 9, 2003, the Archaeological Institute as a scientific organisation of the Slovak Academy of Sciences was established on June 18, 1953. 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 Slovakia; performs scientific education; publishes results of scientific research in periodicals as well as non-periodicals; creates and manage academic and comparative collections that are documenting human activities in prehistoric, protohistoric and medieval periods; maintains central documentation of archaeological sites in Slovakia (Central Evidence of Archaeological Sites in Slovakia/CEANS); and gives professional opinions and expertises for local administration authorities, state government administration and specialized state government authorities. It also performs entrepreneurial activities as specified by the art. 15 par. 6 of the 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.

As follows from the basic purpose and principal activities defined in the Establishment Deed, the Institute representatives have remarkable representation at the Archaeological Council, advisory authority of the Ministry of Culture. The Archaeological Institute has the biggest archaeological library in Slovak republic, which now includes 66 212 monographs, proceedings and periodicals. In the department of documentation 16 396 archaeological field reports, expertises of natural sciences and chemical analyses were saved to the date of December 31, 2007.

The Archaeological Institute is the publisher of the scientific journals *Slovenská archeológia*, *Archeologické výskumy a nálezy na Slovensku*, *Študijné zvesti AÚ SAV*, *Východoslovenský pravek* and in cooperation with the National Numismatic Committee the journal *Slovenská numizmatika*; monographic series *Archaeologica Slovaca Monographiae* (with subseries of *Studia*, *Communicationes*, *Catalogi*, *Fontes*), *Acta Interdisciplinaria Archaeologica*, *Archeologické pamätníky Slovenska*. In the series *Materialia Archaeologica Slovaca* monographs I – XIII were published. Since 2007 the Archaeological Institute is publishing the international journal *Ve službách archeologie* in cooperation with The Moravia Museum. Apart from the above-mentioned books, the Archaeological Institute issues also monographs and proceedings devoted to congresses and other scientific events.

The Archaeological Institute cooperates with all organisations acting on the field of archaeology and cultural heritage protection in Slovak republic, it develops multilateral scientific coope-

ration with foreign countries based on inter-academic and inter-institutional contracts and own agreements with separate institutions. Foreign cooperation is realised by exchange scholarships of workers, archaeological investigations and projects with foreign partners in Slovakia and abroad, common expositions, archaeological summer schools, book exchanges, etc.

3. Museums

The art. 11 par. 1 of the Act no. 115/1998 Coll. on museum and galleries and protection of artefacts of museum value and gallery value as amended (further in this paragraph only "Act") defines as a) national, b) regional and c) local museums. Founders of museums (and galleries) are: state government central authority (establishes national specialized museums), Upper-tier territorial unit as regional government (establishes regional museums and galleries) or municipality (establishes local museums and galleries; § 11 of the Act).

Museum/gallery principal role as defined in the art. 2 par. 3 of the Act no. 115/1998 Coll. is acquiring, treating by scientific methods and professional managing of finds obtained in scientific exploration and research. Finds deposited in museum and galleries have to be subsequently opened up 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 and education; central information, methodical, coordinating, statistical and educational bodies (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 archaeological activities are performed by the Archaeological Museum of the Slovak National Museum in Bratislava. The Archaeological Museum is a specialized museum with the whole-state scope of activity. It is oriented to acquiring, recording, restoring, depositing, presenting and publishing of archaeological finds from the territory of Slovakia from the prehistoric period up to the Top Middle Ages. Collections of finds of this museum include more than 136 thousand of artefacts. They are results of scientific research, but numerous precious collections are purchases or gifts, e.g. Mohaple's Collection or Marcel's Collection and Burial Contexts from the Roman Period. The most valuable artefacts are presented in the exposition Gems of prehistoric Slovakia. Temporarily, the Archaeological Musuem holds also the collection of the Evangelic Lyceum in Bratislava, so-called Schimek's collection (Egyptian, Greek, Roman objects as well as the finds form the territory of the former Hungarian Empire).

Scientific research in the Archaeological Museum is focused on field archaeological excavations and survey that are performed in close cooperation with other related institutions and scholars. The stress is put on rescue excavation caused by building activities, earthworks, etc., as well as on revisions and planned long-term researches. Obtained information is used to extent knowledge on historical development of Slovakia in European contexts. Scientific

research works are summarized in investigation reports that are published in professional publications. High quality of artefact collections care, public presentation of finds (expositions, exhibitions) and their professional presentation at colloquiums, international conferences, etc., are evidence of skilled work.

The Archaeological Museum provides professional lecture services supplemented with films on archaeological problems and professional consultations for public. The Archaeological Museum also publishes own publications (e.g. Zborník SNM – Archeológia) and develops foreign cooperation (information about the Archaeological Museum of the Slovak National Museum was obtained from the museum official website <http://www.snm.sk/?lang=svk&org=3§ion=home&show>).

Other museums, which employ archaeologists, perform archaeological activities in dependence on regional demands, willingness of the founder or the museum board to take part in this activity and on the archaeologist himself.

Except for organizing of archaeological exhibitions and events with archaeological contents (e.g. days of experimental archaeology, projects for children and schools, etc.), museums participate in archaeological field research by their own means (if they have the authorisation on special professional qualification for carrying out archaeological research) or in cooperation with other institutions; publish proceedings, journals and monographs (mostly concerning the regional problems). Archaeological activities join museums in mutual cooperation with other institutions within their category as well as with those from other categories (as they are defined above).

4. Universities

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.) defines universities as supreme educational, scientific and art institutions. The art. 2 par. 2 of the Act distinguishes universities on the territory of Slovakia as public universities (public and autonomous institution that is established and dissolved by the law); state universities (established by ministries) and 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 organising of the state support to the research and development and on complementing the Act no. 575/2001 Coll. on organizing of the state government activity and central state administration as amended, universities are defined as legal entities performing research and development. Their role in the field of science and technology is to carry out basic research, applied research and development, to utilize newest knowledge of science and technology in education of students and integrate university students in creative scientific activities (art. 2 par. 12 of the Act). In Slovakia there are three universities at which archaeology (field of study

no. 2.1.25)³ or classical archaeology (field of study no.2.1.26) is taught (http://www.minedu.sk/dataUSERDATA/VysokeSkolstvo/SSOSR/Sustava_studijnych_odborov_SR.xls): Comenius University in Bratislava, Constantine the Philosopher University in Nitra and Trnava University in Trnava. At further four universities archaeologists participate in teaching of related social and scientific disciplines (University of Prešov in Prešov, University of the St. Cyril and Methodius in Trnava, Matej Bel University in Banská Bystrica and Constantine the Philosopher University in Nitra).

All these universities are public ones with autonomous administration. That's why we stated them as independent group within the institutions under study. Archaeologists employed at universities carry out field investigations within the range of their scientific tasks. The authorisation on special professional qualification for carrying out archaeological research on the territory of Slovak republic were granted to the Comenius University in Bratislava (Department of Archaeology), Constantine the Philosopher University in Nitra (Department of Archaeology, Department of Museology), Trnava University in Trnava (Department of classical archaeology) and Matej Bell University in Banská Bystrica (Department of History).

5. Private companies

Private archaeological companies aroused in Slovakia after 2006. Their principal aim is to realize 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 historic sites. To the day of obtaining the Discovering... project data (i.e. November 2007), three private archaeological companies with the authorisation on special professional qualification for carrying out archaeological research on the territory of Slovakia have existed.

As follows from the basic characteristics of archaeological institutions categories, archaeology as a scientific discipline in Slovakia is developed first of all by the Archaeological Institute of the Slovak Academy of Sciences (as it is defined by the law and its principal role) and by the universities. Museums (firstly the Archaeological Museum of the Slovak National Museum), private organisations (cooperating in projects of other institutions) and some professionals employed at the state administration authorities (Monuments Boards, Regional Monuments Boards) participate partially in the scientific research, too.

Individual categories of institutions are cooperating together and participate in activities that are not their principal role. Distribution of activities and spheres of competences will be given in the report chapter dedicated to the evaluation of data obtained by the survey (see principal role in the section B).

³ Field of study – system of fields of study of the Slovak republic defined by the Ministry of education regulation no. 2090/2002.

III. ARCHAEOLOGISTS IN SLOVAK REPUBLIC

Archaeologists (professional and scientific workers) in Slovak republic are persons with relevant university education (Mgr./Master of Art degree). Bachelors (Bc.) do not work in Slovak archaeology as a scientific discipline, but they can be employed as technicians or carry out archaeological activities at regional museums. Archaeologists employed in institutions in Slovakia perform various professional and scientific activities in connection with principal role and prime subject of the institution that employs them (with possible – mostly minority – intermeshing of typical activities).

Archaeologists in Slovakia devote themselves to the science and research, field archaeological research, education and training, cultural heritage protection and museum work.

Science and research are typical for occupation of archaeologists employed in the Archaeological Institute of the Slovak Academy of Sciences, where are the best working conditions (see Chapter II). Present-day field archaeological research are realised mostly in as rescue excavation since there are almost no financial sources for systematic archaeological research. Preservation archaeological researches are financed by investors and are the only way how to obtain new finds for further scientific investigation.

In the Archaeological Institute of the Slovak Academy of Sciences field archaeological research are an integral part of scientific tasks, but partially they are also rescue excavation *per se* (from financial reasons again, because the government financing of this most significant archaeological scientific institution in Slovakia is not sufficient). In private archaeological organisations rescue excavation is defined as activity of primary importance. Their emergence was caused by urgent need of archaeological research in connection with increasing building activities and changed legal regulations. Archaeologists employed at the field of cultural heritage protection (the Monuments Board and Regional Monuments Boards) and universities perform field archaeological research as well; those in museums are mostly oriented to research activities within their regions.

Education and training of next generations of archaeologists is naturally concentrated in hands of archaeologists employed at universities; some archaeologists from the Archaeological Institute of the Slovak Academy of Sciences and other institutions are partially involved in the process as well (see Chapter II). The protection of monuments and historic sites is of primary significance for employees of cultural heritage protection authorities (the Monuments Board, Regional Monuments Boards and the Ministry), with participation of colleagues from other related institutions (Archaeological Institute of the Slovak Academy of Sciences, universities, museums). Archaeologists employed at museums devote themselves to museum occupations (collecting of artefacts; presenting of chiefly regional history to public via exhibitions, days of archaeology, experimental activities, etc.).

This basic characteristic of archaeologists and their activities in Slovak republic shows (like the characteristics of types of institutions in Chapter II) that their main activity is significantly influenced by the organisation principal role.

Archaeologists and organisations have to decide themselves to which extent they will participate in activities that are not defined by their principal role. Cooperation among institutions and their employees is usual and is changing according to actual demands or social requirements.

The Archaeological Institute of the Slovak Academy of Sciences most of all develops multilateral cooperation with numerous institutions at home and abroad. The least cooperation (within Slovakia and with foreign partners) beyond their main occupation is carried out by private organisations, what is a consequence of their short-term existence and their busyness with rescue excavation.

PART B

SURVEY OF ARCHAEOLOGICAL COMMUNITY IN SLOVAK REPUBLIC – EVALUATION

I. DATA COLLECTION

The survey started with creation of directory of 90 institutions and workplaces (Appendix 1) from our own knowledge of archaeological community in Slovakia and was aimed in covering as many organisations as possible as they are defined in part A, chapter II.2.

Organisations from the directory received the covering letter and the questionnaire (Appendices 2 and 3) that was based on that used in the original project “Archaeology Labour Market Intelligence: Profiling the Profession 2002/2003 (*Aitchison/Edwards 2003*).

The questionnaire was partially adapted for the situation within the Slovak archaeological community in November 2007 and sent to organisation on 20th November 2007. Responses have to include information on archaeological activities to the date of November 1, 2007. Last responses returned at the end of March 2008. The Archaeological Institute of the Slovak Academy of Sciences responded the questionnaire in June 15, 2008.

Data obtained from responses were subsequently processed and evaluated and are presented in this National Report of Slovak Republic.

II. METHODOLOGY OF DATA EVALUATION

Our goal was to obtain 100% of the questionnaires that were sent to organisations employing archaeologists. These expectations were unrealities, of course: some institutions ignored the survey or refused to join it (see the article about the questionnaire successfulness); some institution in the directory employed no archaeologist and so they were eliminated from final data processing; some institutions which had involved themselves to the project did not answer all questions; other did not understand questions in the right way (what was obvious from their responses) – in such cases we contacted them again by telephone or mail.

Some data of institutions that did not take part in the survey were filled in from our own knowledge (e.g. number of employed archaeologists, founder, principal/prevaling activity, gender and age of employed archaeologists, etc.). These data are presented as data obtained from other sources (O)⁴.

⁴ We consider the data obtained from other sources to be the same reliable as those from questionnaires.

In similar way we tried to reconstruct data from incompletely fulfilled questionnaires (from our own knowledge or by telephone or mail again). In the parts that summarize and evaluate the questionnaire responses we processed the obtained data within two groups – data obtained from the questionnaire responses (Q) and those obtained from the responses and other sources (Q+O). The two groups of data processed in this way give slightly but not radically different picture of real situation. This similarity can be caused also by the fact that more than 75% of institutions employing archaeologists involved themselves to the survey.

While processing the obtained data, the demand to unite some organisations or eliminate them from the survey appeared. We had to unite e.g. two workplaces employing archaeologists at Constantine the Philosopher University in Nitra, which were further processed as one organisation. Similarly we eliminated University of the St. Cyril and Methodius in Trnava from the number of organisations, because it employs one archaeologist, who has the permanent working contract in another organisation. By this way the total number of 90 institutions was reduced to 88, and this is the number that was entered to the statistics of questionnaire successfulness.

Another specificity occurred during processing the data obtained from the Monuments Board and from Regional Monuments Boards⁵ – some of them (8) participate in the survey, incomplete (basic) data about others (3) we obtained by mail, but without any original questionnaires already⁶. This group was evaluated in the category of data obtained from other sources.

Some institutions that responded the questionnaire incompletely are evaluated within the category of data obtained from the questionnaire and at the same time we introduce the column “missing data”. Proportional representation is then counted for the number of organisations, which fulfilled the questionnaire, or for the total number of addressed organisations (according to the need and the question we had to get response on).

Data from the questionnaire were entered in absolute numbers to primary Excel tables, where organisation categories (see Part A, Chapter II.2) were given in lines and the questionnaire responses in columns. Numbers from them were entered to summarizing Excel tables and then transformed to various graphs with the aim to give the best graphic representation of particular response as possible.

⁵ In Slovak Republic eight Regional Monuments Boards had been established by the Act no. 49/2002 Coll. and some of them formed their own working places.

⁶ We were provided with this information that includes data of all Regional Monuments Boards (9 working places) employing archaeologists by the Monuments Board.

III. QUESTIONNAIRE SUCCESSFULNESS

As we have stated above, the questionnaire was originally sent to 90 institutions according to the directory of organisations that had been created for this purpose (Appendix 1). When presenting the survey results in tables and diagrams, we use shortened names for categories of institutions (see Part A, Chapter II. 2): *state administration authorities for the protection of monuments and historic sites* – Cultural heritage protection; *Archaeological Institute of the Slovak Academy of Sciences* – Slovak Academy of Sciences; *museums* – Museums; *universities* – Universities; *private companies* – Private org.

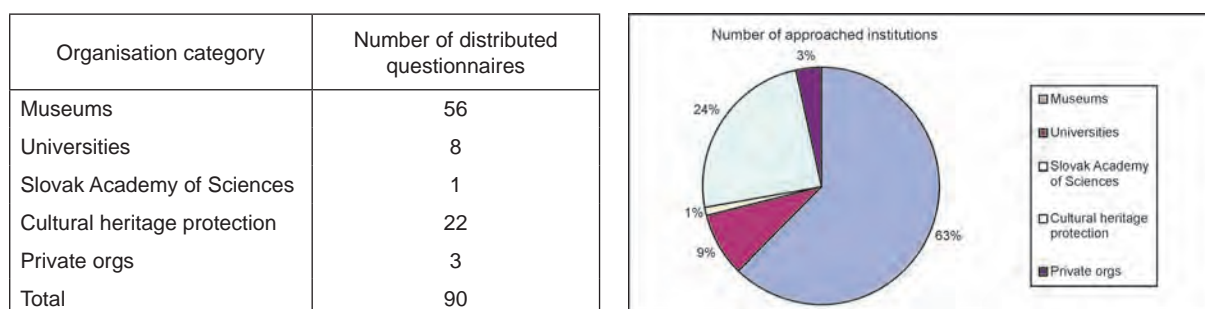


Table 3. 1. Number of approached institutions.

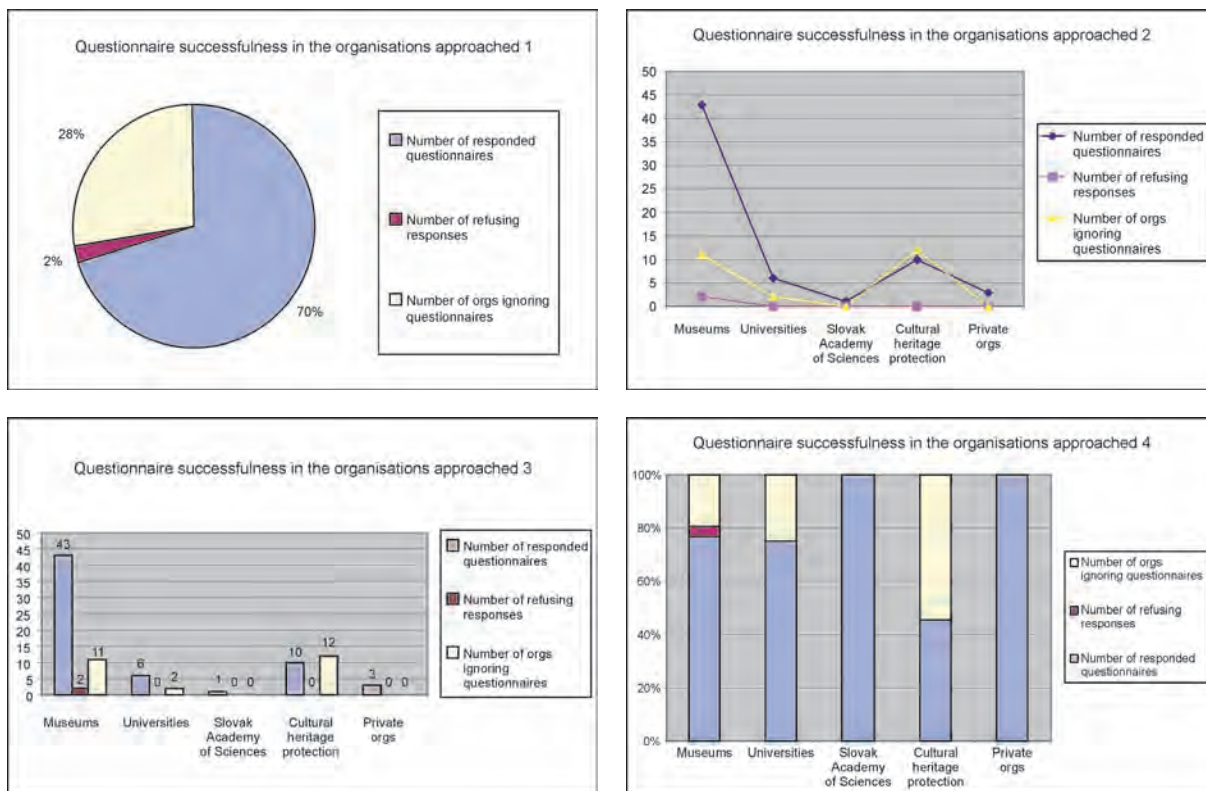
Details concerning the numbers of sent questionnaires, responding organisations, organisations ignoring the questionnaire and negative responses are given in the Table 3. 2 and relevant diagrams. From all sent questionnaires 63 returned with responses. Two institutions refused to participate in the project. 25 questionnaires did not return to us and we present them as institutions, which did not respond the questionnaire.

After evaluating the all information sources mentioned, we found out that 30 institutions did not employ archaeologists to the date of data collection.

The questionnaire successfulness in the group of all institutions, as given in the graphs, was 70%.

Organisation category	Number of distributed questionnaires	Number of responded questionnaires	Number of refusing responses	Number of orgs ignoring questionnaires	Total	Orgs employing no archaeologist
Museums	56	43	2	11	56	20
Universities	8	6	0	2	8	0
Slovak Academy of Sciences	1	1	0	0	1	0
Cultural heritage protection	22	10	0	12	22	10
Private orgs	3	3	0	0	3	0
Total	90	63	2	25	90	30

Table 3. 2. Questionnaire successfulness in the organisations approached.



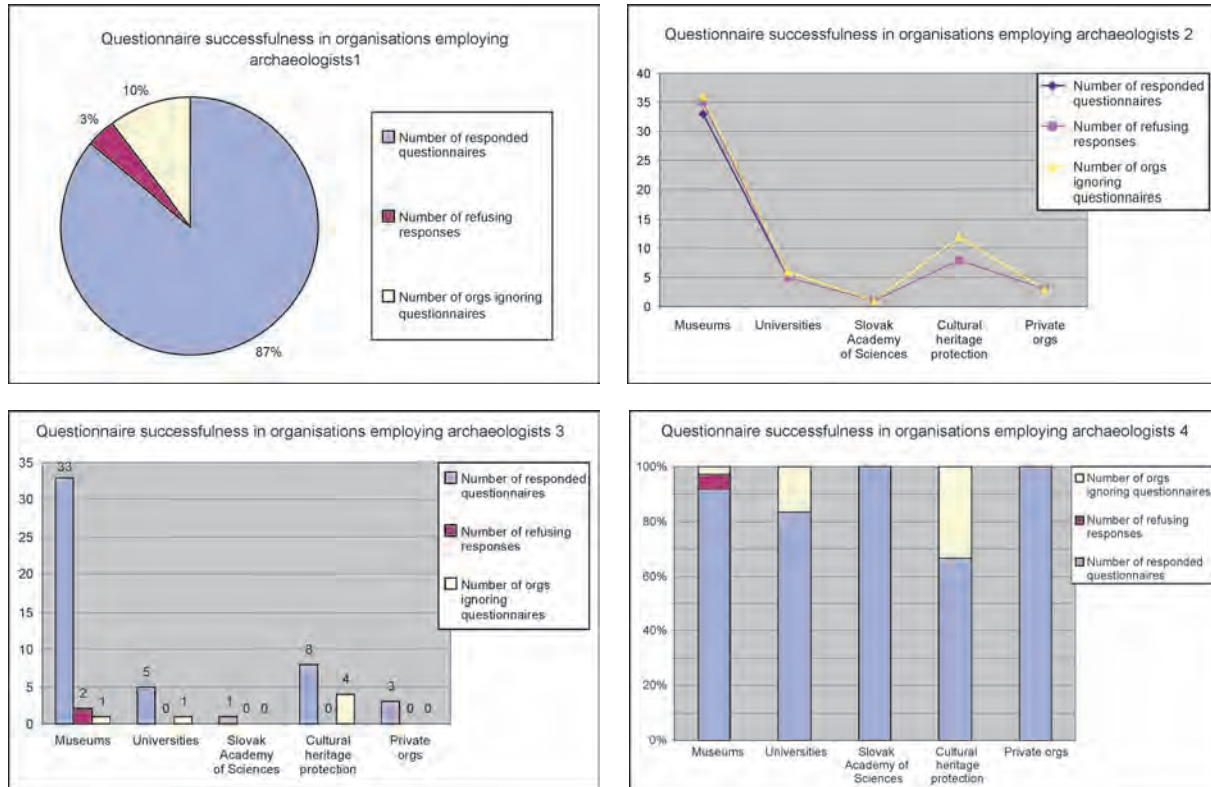
Graphic representation of data from Table 3. 2.

After uniting of two working places of Constantine the Philosopher University in Nitra to one and eliminating of University of the St. Cyril and Methodius in Trnava (see above), i.e. after reducing the original number of organisations on 88 and after subtracting organisations employing no archaeologist, the total number of 90 institutions has been reduced on 58 organisations employing archaeologists, 50 of which responded the questionnaire. These numbers are processed in all the following calculations, i.e. 50 organisations for data obtained from questionnaires and 58 organisations for data obtained from all sources.

Organisation category	Number of distributed questionnaires	Number of responded questionnaires	Number of refusing responses	Number of orgs ignoring questionnaires	Total
Museums	36	33	2	1	36
Universities	6	5	0	1	6
Slovak Academy of Sciences	1	1	0	0	1
Cultural heritage protection	12	8	0	4	12
Private orgs	3	3	0	0	3
Total	58	50	2	6	58

Table 3. 3. Questionnaire successfulness in organisations employing archaeologists.

The table and diagrams show the questionnaire successfulness within institutions employing archaeologists is 87%, i.e. 50 institutions from the total number of 58; 10% from institutions employing an archaeologist did not respond. In this group the category of cultural heritage protection is the most numerous (Diagram 3. 3. 4). In real, they are only 4 institutions in this category, which did not respond (Diagram 3. 3. 3). Two institutions from the category Museums, i.e. 3%, refused to take part in the project.



Graphic representation of data from Table 3. 3.

50 organisations voluntarily responded and sent back the questionnaires. Their proportional representation within categories defined in Part A, chapter II. 2 is given in Table 3. 4. and in relevant diagram.

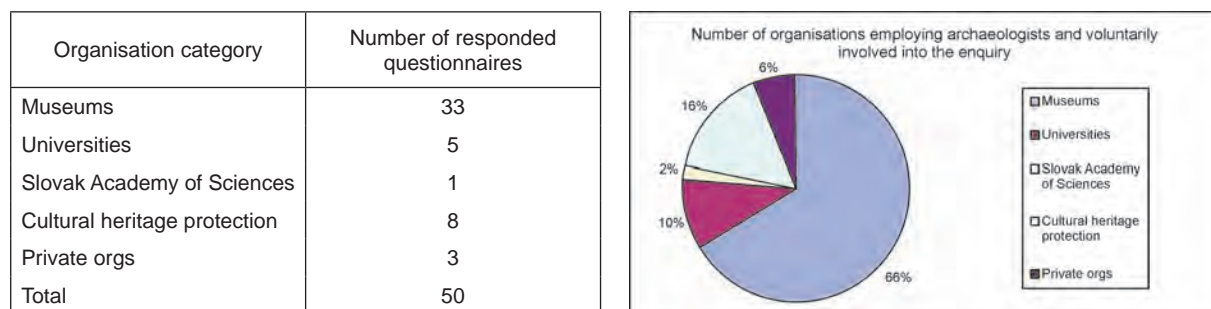


Table 3. 4. Number of organisations employing archaeologists and voluntarily involved into the enquiry.

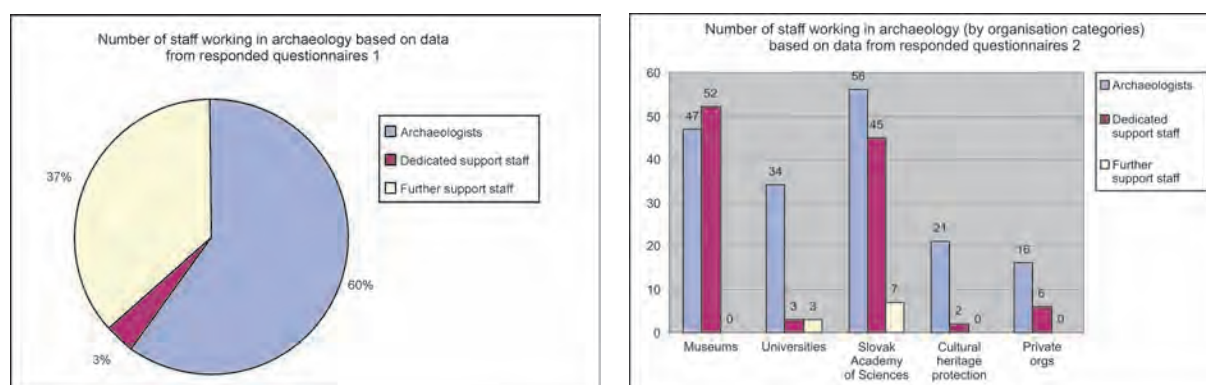
IV. NUMBER OF STAFF WORKING IN ARCHAEOLOGY

In this chapter numbers of archaeologists and other staff working in archaeology are evaluated by different criteria.

An archaeologist is professional or scientific worker with corresponding minimum university education with Mgr. (Master of Art) degree and with higher academic, scientific or pedagogical degrees (PhDr., PhD., CSc., doc., prof., DrSc.), who is employed in particular institution. Other persons working in archaeology are technical support staff (dedicated support

Organisation category	Number of organisations	Archaeologists	from those archaeologists with licence	Dedicated support staff	Further support staff	Total
Museums	33	47	22	52	0	99
Universities	5	34	8	3	3	40
Slovak Academy of Sciences	1	56	37	45	7	108
Cultural heritage protection	8	21	4	2	0	23
Private orgs	3	16	5	6	0	22
Total	50	174	76	108	10	292

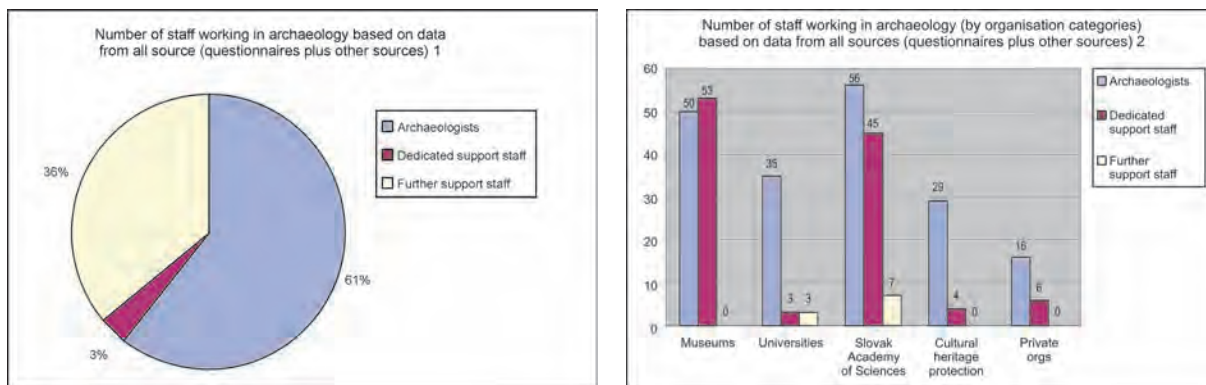
Table 4. 1. Number of staff working in archaeology (by organisation categories) based on data from responded questionnaires.



Graphic representation of data from Table 4. 1.

Organisation category	Number of organisations	Archaeologists	from those archaeologists with licence	Dedicated support staff	Further support staff	Total
Museums	36	50	23	53	0	103
Universities	6	35	8	3	3	41
Slovak Academy of Sciences	1	56	37	45	7	108
Cultural heritage protection	12	29	7	4	0	33
Private orgs	3	16	5	6	0	22
Total	58	186	80	111	10	307

Table 4. 2. Number of staff working in archaeology (by organisation categories) based on data from all sources (questionnaires plus other sources).



Graphic representation of data from Table 4. 2.

staff) and other specialised researchers (further support staff) from related disciplines who are working in archaeology (palaeoenvironmental specialist, archaeozoologists, anthropologists, numismatists, geophysicists, geodesists, etc.). The list of working positions (Appendix 4) was compiled from the questionnaire responses (Appendix 3, Questionnaire 2, question 1a).

As is given in Tables 4.1. and 4.2., the category of data obtained from responded questionnaires works with 50 institutions, 174 archaeologists and 118 other persons working in archaeology (108 technical support staff and 10 other specialised researchers), what is 292 altogether. The category of data obtained from all sources gives 58 institutions, 186 archaeologists and 121 other persons working in archaeology (111 technical support staff and 10 other specialised researchers), what is 307 altogether.

Judging the information obtained by both the questionnaire and other sources, 186 archaeologists were employed in Slovakia at the end of 2007. This number can be considered relatively exact and corresponding with reality. Number of other persons working in archaeology is not exact, as we did not succeed in completing the information from other sources.

According to the information obtained from all sources, the greatest number of archaeologists (106) is employed in the Archaeological Institute of the Slovak Academy of Sciences and in museums. Institutions in these two categories are employing the most of technical support staff as well (98 from the total number of 111).

Other specialised researchers from related disciplines, which work in archaeology (10), are employed in the Archaeological Institute of the Slovak Academy of Sciences and at universities. These persons are employed on regular working contracts. Cooperation of archaeologists with professionals from other related disciplines and working places in Slovakia is mostly based on common participation in various scientific projects.

In the category of archaeologists, number of those with the special professional qualification (licence) for carrying out archaeological research as one of four fields of research on monuments and historic sites in accordance with art. 35 par. 4 d) of the Act no. 49/2002 Coll. on the protection of monuments and historic sites was observed.

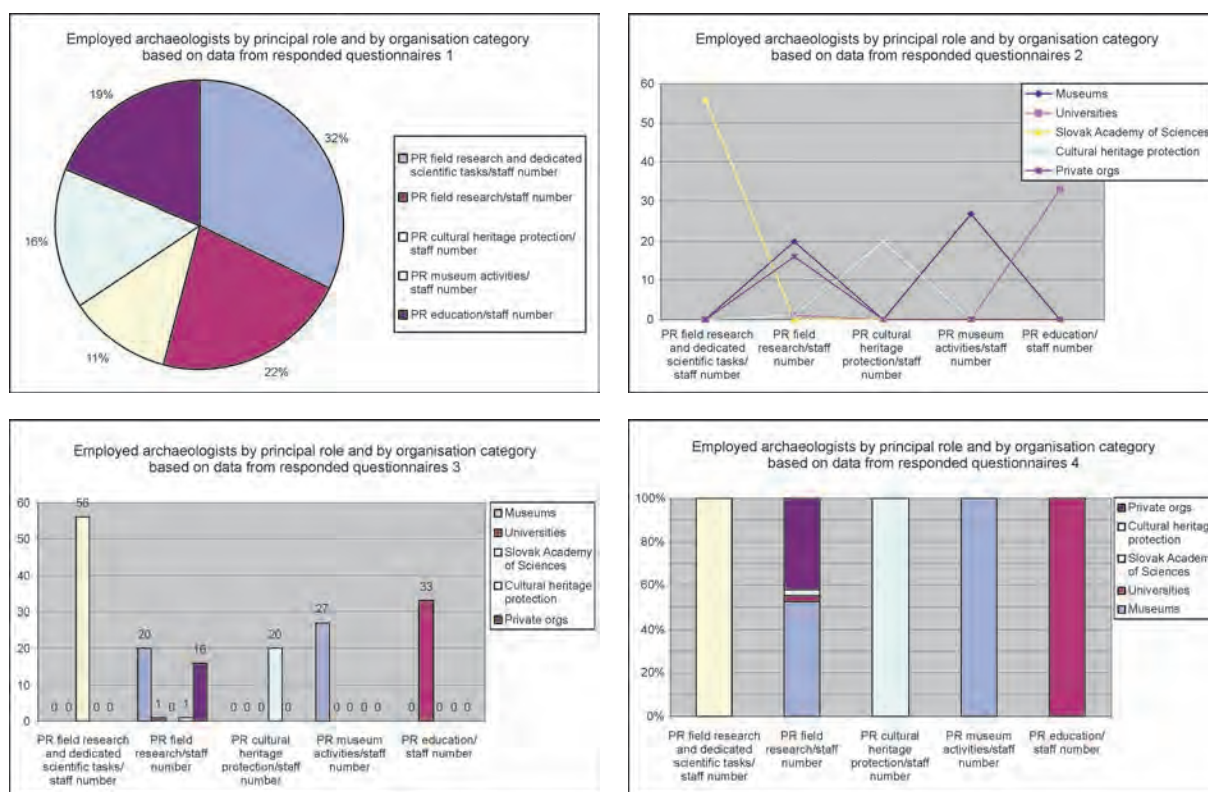
To the date of data collection (November 2007), 76 archaeologists owning the special professional qualification for carrying out archaeological research existed in Slovakia, majority of them employed in the Archaeological Institute of the Slovak Academy of Sciences (37) and in museums (22).

Prevailing activities, as they were pre-defined in the questionnaire (and presumed from legal regulations and acts that specify the main subject and principal role of particular institutions), were mostly coincident with principal roles of institutions as the law defines them.

Presumed prevailing activities were summed up into following categories:

- a) field research and dedicated scientific tasks;
- b) field research (oriented in rescue excavations, which are the reason and at the same time economic basis for existence of particular organisation);
- c) cultural heritage protection;
- d) museum activities;
- e) education.

Representation of prevailing activities at particular organisations and corresponding numbers of archaeologists performing these prevailing activities by categories of organisations and also by founders in this case, are given in Tables 4. 3 and 4. 4 and in relevant diagrams. The information was obtained from the questionnaires.



Graphic representation of data from Table 4. 3.

Organisation category	Organisation number	Principal role (PR)	PR field research and dedicated scientific tasks/staff number	PR field research/staff number	PR cultural heritage protection/staff number	PR museum activities/staff number	PR education/staff number	Total staff number
Museums	33	museum activities	0	20	0	27	0	47
Universities	5	education	0	1	0	0	33	34
Slovak Academy of Sciences	1	field research and dedicated scientific tasks	56	0	0	0	0	56
Cultural heritage protection	8	cultural heritage protection	0	1	20	0	0	21
Private orgs	3	field research	0	16	0	0	0	16
Total	50	xxx	56	38	20	27	33	174

Table 4. 3. Employed archaeologists by principal role and by organisation category based on data from responded questionnaires.

Categories of institutions and their main activities were matched (museums – museum activities; universities – education; Slovak Academy of Sciences – field research and dedicated scientific tasks; cultural heritage protection – cultural heritage protection; private orgs – field research). Principal role or prevailing activities as institutions in the questionnaire responses declared them were observed as well. In some cases the responses differed from a pre-defined main activity. This concerns the field research as prevailing activity performed by archaeologists employed in museums (20 individuals), cultural heritage protection (1) and at universities (1). Other respondents stated their prevailing activity in accord with the institution main activity. Working activities of archaeologists are usually more varied than the principal role declares. This kind of information we would obtain only if addressing the questionnaire to natural persons and not to institutions, as it was.

The following Table 4. 4 and diagrams present the principal role/prevaling activity at particular institutions that are divided also according to the founder.

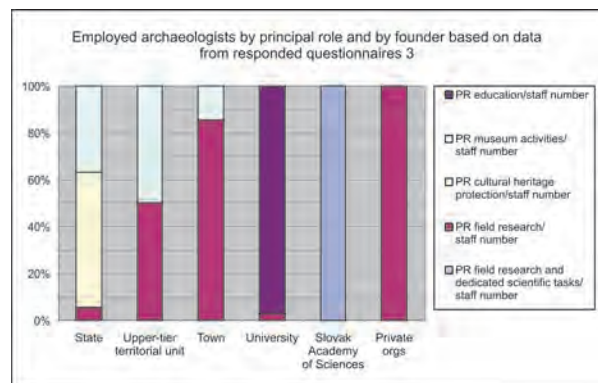
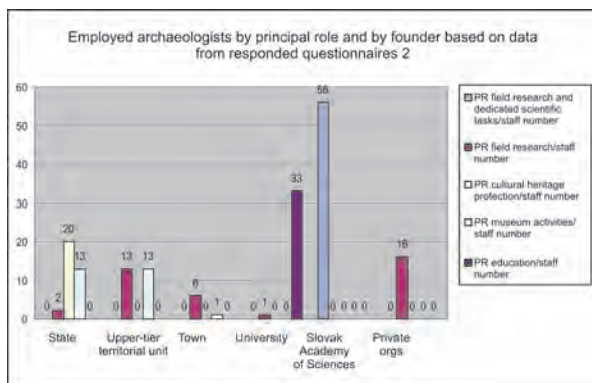
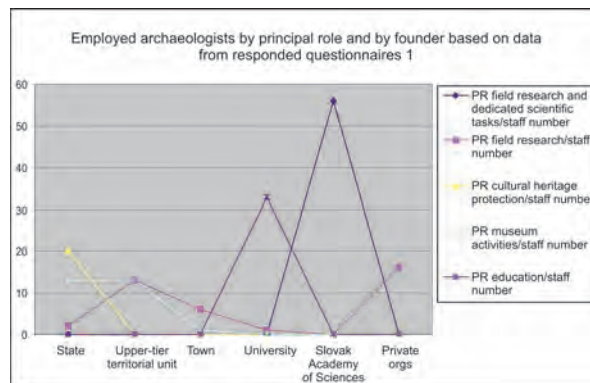
The founder can be represented by the state government, local government – upper-tier territorial unit (UTU), municipality (town), another legal entity (in private organisations that can be established e.g. by a non-profit organisation); within national institutions specific founders (universities and the Slovak Academy of Sciences) were separated, which are developing specific missions as well.

It is necessary to explain the term “upper-tier territorial unit” here, because administrative dividing of Slovakia into 8 autonomous units is important to understand structure of regional museums and institutions of cultural heritage protection – Monuments Board and Regional Monuments Boards, which have their representatives in every upper-tier territorial unit of Slovak republic.

Definition of the Upper-tier Territorial Unit

Upper-tier territorial unit (UTU), autonomous region, and its powers are defined by the Upper-tier Territorial Unit Act no. 302/2001 Coll. Upper-tier territorial unit is autonomous territorial power and administration unit of Slovak republic (art. 1 par. 1 of the Act no. 302/2001 Coll.). In Slovak republic these UTU were established:

- a) Bratislava UTU with the seat in Bratislava;
- b) Trnava UTU with the seat in Trnava;
- c) Trenčín UTU with the seat in Trenčín;
- d) Nitra UTU with the seat in Nitra;
- e) Žilina UTU with the seat in Žilina;
- f) Banská Bystrica UTU with the seat in Banská Bystrica;
- g) Košice UTU with the seat in Košice;
- h) Prešov UTU with the seat in Prešov (art. 1 par. 3 the Act no. 302/2001 Coll.).



Graphic representation of data from Table 4. 4.

Founder	Organisation number	PR field research and dedicated scientific tasks/staff number	PR field research/staff number	PR cultural heritage protection/staff number	PR museum activities/staff number	PR education/staff number	Total staff number
State	13	0	2	20	13	0	35
Upper-tier territorial unit	25	0	13	0	13	0	26
Town	3	0	6	0	1	0	7
University	5	0	1	0	0	33	34
Slovak Academy of Sciences	1	56	0	0	0	0	56
Private orgs	3	0	16	0	0	0	16
Total	50	56	38	20	27	33	174

Table 4. 4. Employed archaeologists by principal role and by founder based on data from responded questionnaires.

Only state institutions declared the cultural heritage protection as prevailing activity of archaeologist (20 individuals). At the same time the state institutions declared museum activities performed by 13 archaeologists and field research by 2. Institutions founded by UTUs and towns stated 19 persons performing the field research and 14 archaeologists with museum activities. Universities declared education; with the only 1 exception, when field research was stated. The Archaeological Institute of the Slovak Academy of Sciences and private organisations declared prevailing activities in accordance with the institution's principal role.

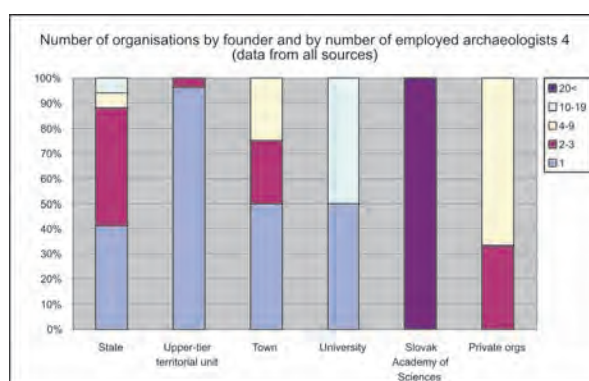
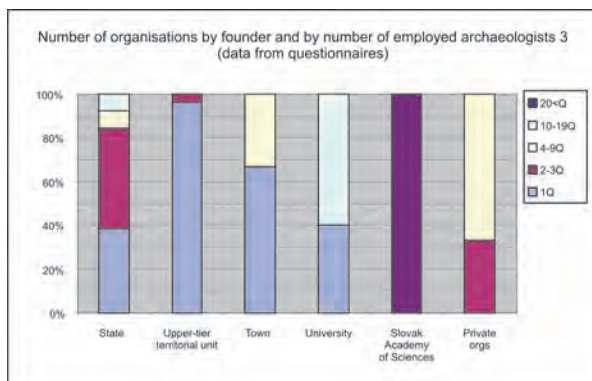
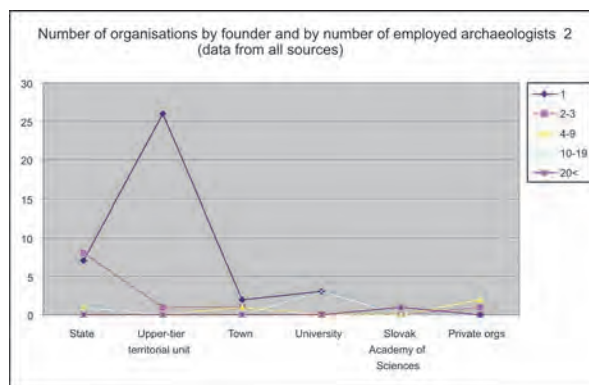
Tables 4. 5, 4. 6, 4. 7 and 4. 8 and relevant diagrams represent sizes of organisations employing archaeologists. The working places have been divided into 5 groups according to the number of employed archaeologists (1, 2 – 3, 4 – 9, 10 – 19, more than 20).

Table 4. 5 gives numbers of organisations by maximum number of employed archaeologists by founder. Table 4. 6 shows total numbers of archaeologists employed at organisations from the smallest (with maximum one employed archaeologist) to the biggest ones (employing more than 20 archaeologists) and by founders as well.

Tables 4. 7 and 4. 8 represent the same indexes, but organisations were here evaluated by organisation categories defined in the part A, chapter II. 2 and not by founders.

Founder	1Q	1O	2-3Q	2-3O	4-9Q	4-9O	10-19Q	10-19O	20<Q	20<O	Number of orgs total Q	Number of orgs total O	Total number of orgs
State	5	2	6	2	1	0	1	0	0	0	13	4	17
Upper-tier territorial unit	24	2	1	0	0	0	0	0	0	0	25	2	27
Town	2	0	0	1	1	0	0	0	0	0	3	1	4
University	2	1	0	0	0	0	3	0	0	0	5	1	6
Slovak Academy of Sciences	0	0	0	0	0	0	0	0	1	0	1	0	1
Private orgs	0	0	1	0	2	0	0	0	0	0	3	0	3
Total	33	5	8	3	4	0	4	0	1	0	50	8	58
	38		11		4		4		1		xxx	xxx	xxx

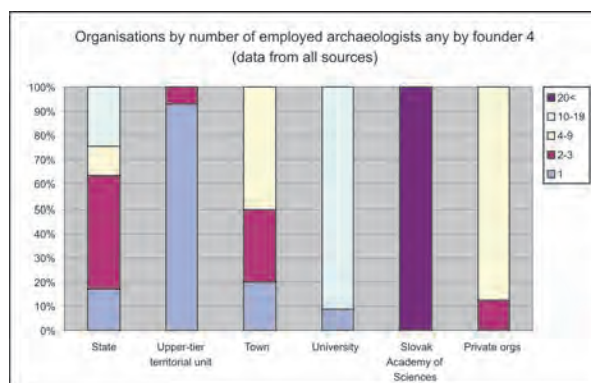
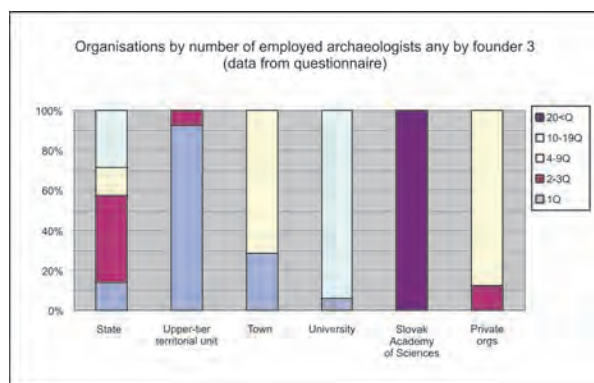
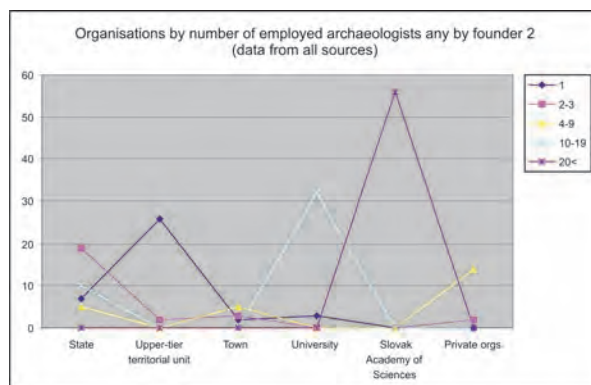
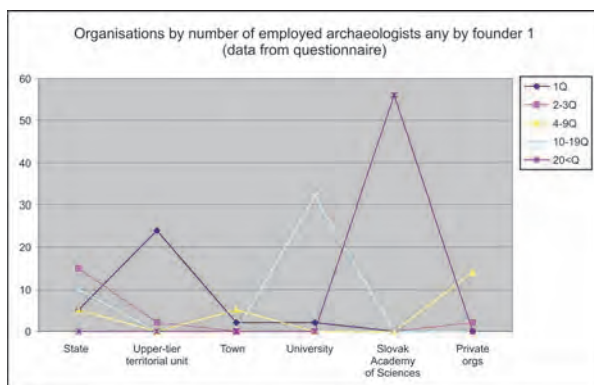
Table 4. 5. Organisations employing archaeologists by size (i.e. number of employed archaeologists) and by founder. Heading: the number means number of archaeologists, Q = from questionnaires; O = other sources.



Graphic representation of data from Table 4. 5.

Founder	1Q	1O	2-3Q	2-3O	4-9Q	4-9O	10-19Q	10-19O	20Q	20<O	Number of archaeologists Total Q	Number of archaeologists Total O	Total number of archaeologists	Number of orgs Total Q	Number of orgs Total O	Total number of orgs
State	5	2	15	4	5	0	10	0	0	0	35	6	41	13	4	17
Upper-tier territorial unit	24	2	2	0	0	0	0	0	0	0	26	2	28	25	2	27
Town	2	0	0	3	5	0	0	0	0	0	7	3	10	3	1	4
University	2	1	0	0	0	0	32	0	0	0	34	1	35	5	1	6
Slovak Academy of Sciences	0	0	0	0	0	0	0	0	56	0	56	0	56	1	0	1
Private orgs	0	0	2	0	14	0	0	0	0	0	16	0	16	3	0	3
Total	33	5	19	7	24	0	42	0	56	0	174	12	xxx	xxx	xxx	xxx
	38		26		24		42		56		186		xxx		xxx	xxx

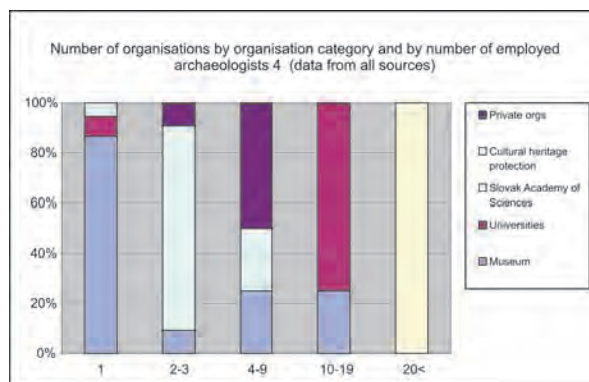
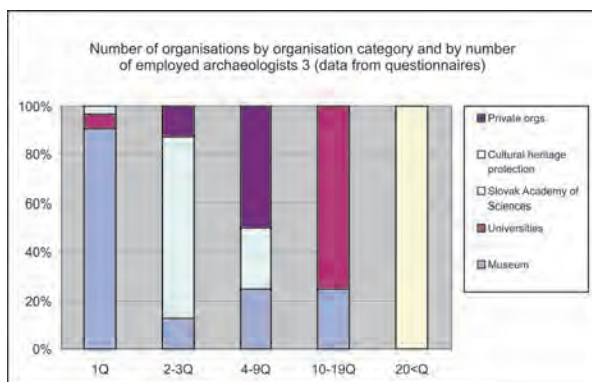
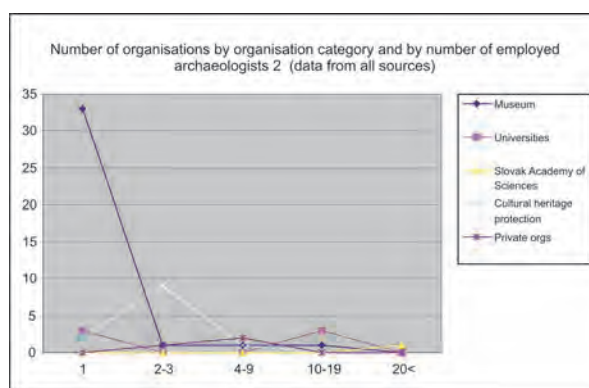
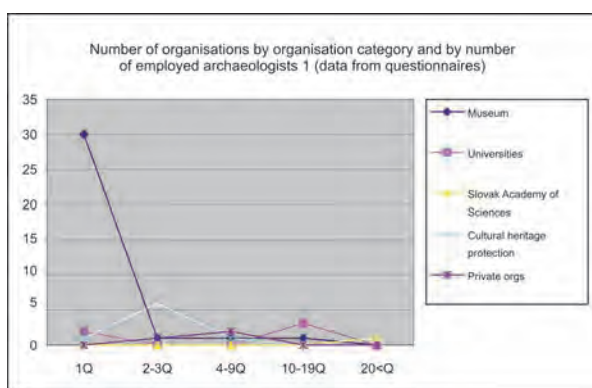
Table 4. 6. Number of employed archaeologists at founder's organisations (by max. number of archaeologists at one organisation). Heading: the number means number of archaeologists; Q = from questionnaires; O = other sources.



Graphic representation of data from Table 4. 6.

Organisation category	1Q	1O	2-3Q	2-3O	4-9Q	4-9O	10-19Q	10-19O	20<Q	20<O	Number of orgs Total Q	Number of orgs Total O	Total number of orgs
Museum	30	3	1	0	1	0	1	0	0	0	33	3	36
Universities	2	1	0	0	0	0	3	0	0	0	5	1	6
Slovak Academy of Sciences	0	0	0	0	0	0	0	0	1	0	1	0	1
Cultural heritage protection	1	1	6	3	1	0	0	0	0	0	8	4	12
Private orgs	0	0	1	0	2	0	0	0	0	0	3	0	3
Total	33	5	8	3	4	0	4	0	1	0	50	8	58
		38		11		4		4		1	xxx	xxx	xxx

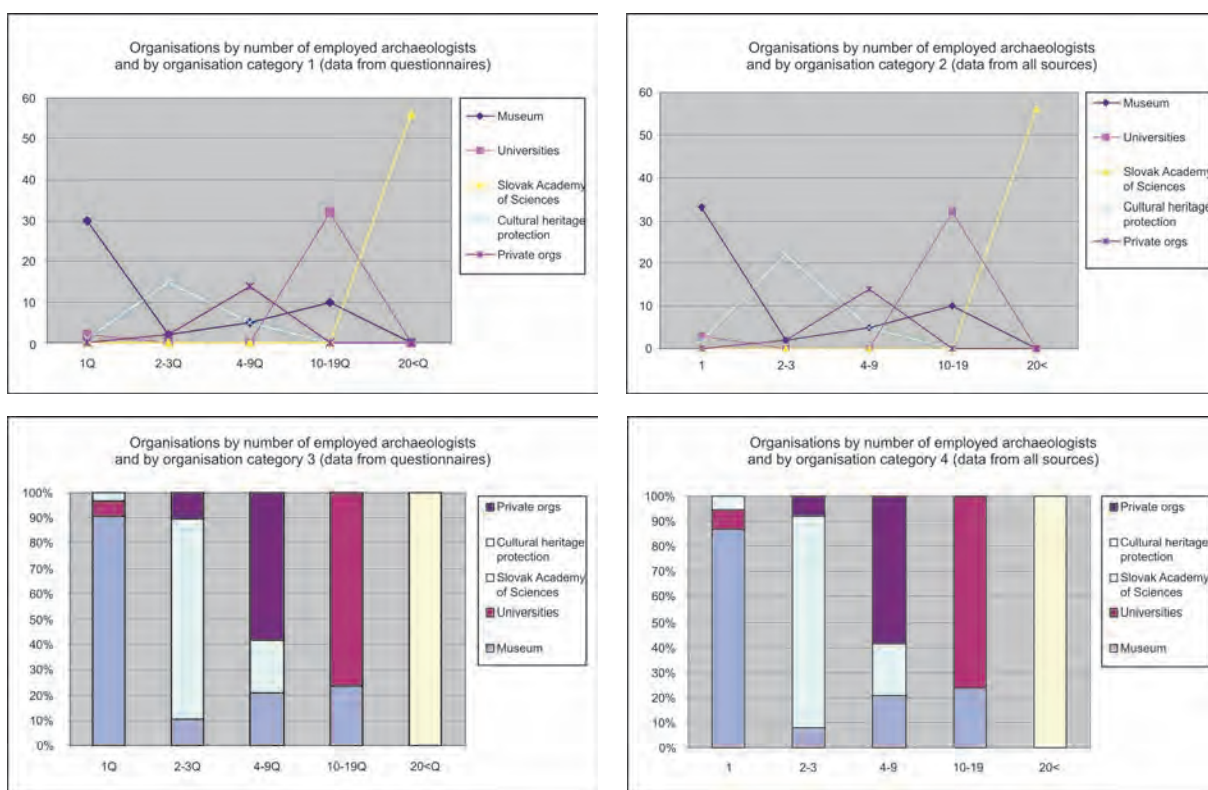
Table 4. 7. Organisations employing archaeologists by size (i.e. by number of employed archaeologists) and by organisation category. Heading: the number means number of archaeologists: Q = from questionnaires; O = other sources.



Graphic representation of data from Table 4. 7.

Organisation category	1Q	1O	2-3Q	2-3O	4-9Q	4-9O	10-19Q	10-19O	20<Q	20<O	Number of archaeologists Total Q	Number of archaeologists Total O	Total number of archaeologists	Number of orgs Total Q	Number of orgs Total O	Total number of orgs
	38		26		24		42		56					186	xxx	
Museum	30	3	2	0	5	0	10	0	0	0	47	3	50	33	3	36
Universities	2	1	0	0	0	0	32	0	0	0	34	1	35	5	1	6
Slovak Academy of Sciences	0	0	0	0	0	0	0	0	56	0	56	0	56	1	0	1
Cultural heritage protection	1	1	15	7	5	0	0	0	0	0	21	8	29	8	4	12
Private orgs	0	0	2	0	14	0	0	0	0	0	16	0	16	3	0	3
Total	33	5	19	7	24	0	42	0	56	0	174	12	186	50	8	58

Table 4. 8. Number of employed archaeologists by organisation category (by max. number of archaeologists at one organisation). Heading: the number means number of archaeologists: Q = from questionnaires; O = other sources.



Graphic representation of data from Table 4. 8.

Considering the Diagram 4. 5. 1 (with data from all sources), 65% of organisations employ only 1 archaeologist; 19% 2 or 3 archaeologists; 7% 4 – 9 archaeologists; 7% 10 – 19 archaeologists and 2% of workplaces employ more than 20 archaeologists. Only the Archaeological Institute of the Slovak Academy of Sciences represents the last category. In the category of size of workplaces, those employing 1 and 2 – 3 archaeologists, i.e. 84% of all institutions, are classified as small. Based on this fact, we can state that small workplaces are predominant in Slovakia.

The biggest organisation is the Archaeological Institute of the Slovak Academy of Sciences that employs 56 archaeologists. The biggest number of smallest workplaces with 1 archaeologist (26) was founded by UTUs, i.e. local governments. They are regional museums.

In the category of organisations founded by the state, 15 workplaces from the total number of 17 are small ones. They are employing 26 archaeologists altogether and they are state administration authorities for the protection of monuments and historic sites mostly. The biggest institution that was founded by the state is the Archaeological Museum of the Slovak National Museum.

The biggest known institution established by town is the City Museum in Bratislava. The other ones are small workplaces.

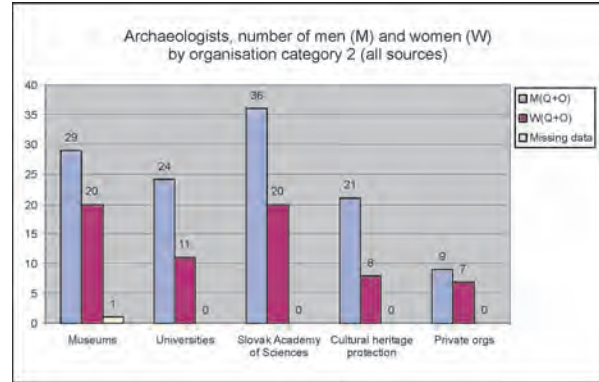
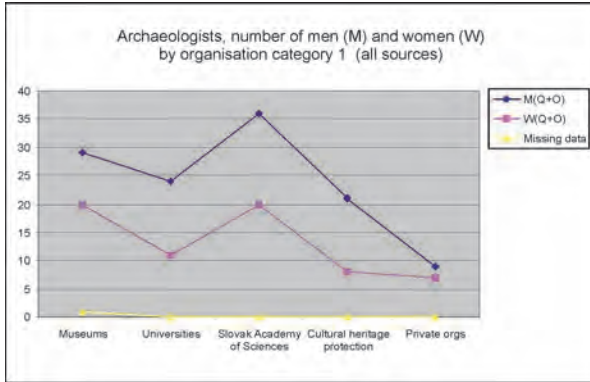
At the universities where archaeology is studied (see Part A, Chapter II. 2), 10 – 19 archaeologists are employed. Nine archaeologists are employed in the biggest private organisation.

Tables 4. 9 – 4. 16 give representation of gender and age categories in the group of archaeologists and other staff employed in archaeology by both the organisation categories and the founders.

Table 4. 9 and related diagrams show that concerning the number of employed archaeologists, men (119) are larger in number than women (66) in all categories of workplaces. When considering the organisations according to founder, numbers of male and female archaeologists are almost similar at the workplaces founded by UTUs, towns and private organisations as well (Table 4. 10 and related diagrams).

Organisation category	M(Q)	M(O)	W(Q)	W(O)	M(Q+O)	W(Q+O)	Total	Missing data	Total archaeologists
Museums	26	3	20	0	29	20	49	1	50
Universities	23	1	11	0	24	11	35	0	35
Slovak Academy of Sciences	36	0	20	0	36	20	56	0	56
Cultural heritage protection	12	9	7	1	21	8	29	0	29
Private orgs	9	0	7	0	9	7	16	0	16
Total	106	13	65	1	119	66	185	1	186

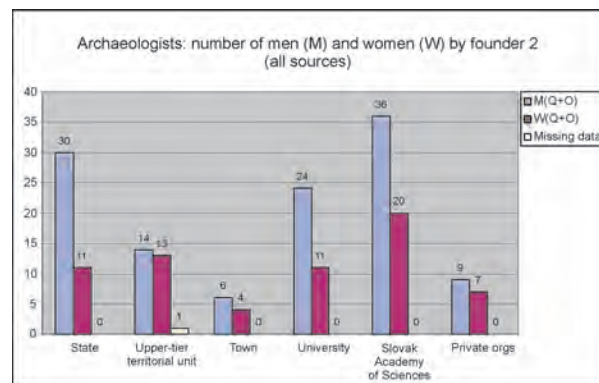
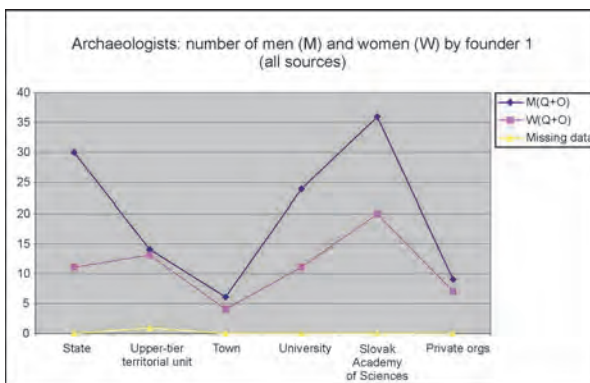
Table 4. 9. Employed archaeologists: number of men (M) and women (W) by organisation category (all sources). Heading: Q = data from questionnaires; O = from other sources.



Graphic representation of data from Table 4. 9.

Founder	M(Q)	M(O)	W(Q)	W(O)	M(Q+O)	W(Q+O)	Total	Missing data	Total archaeologists	Number of orgs (Q)	Number of orgs (O)	Total orgs (Q+O)
State	25	7	10	1	30	11	41	0	41	13	4	17
Upper-tier territorial unit	12	2	13	0	14	13	27	1	28	25	2	27
Town	3	3	4	0	6	4	10	0	10	3	1	4
University	23	1	11	0	24	11	35	0	35	5	1	6
Slovak Academy of Sciences	36	0	20	0	36	20	56	0	56	1	0	1
Private orgs	9	0	7	0	9	7	16	0	16	3	0	3
Total	108	13	65	1	119	66	185	1	186	50	8	58

Table 4. 10. Employed archaeologists: number of men (M) and women (W) by founder (all sources). Heading: Q = data from questionnaires; O = from other sources.

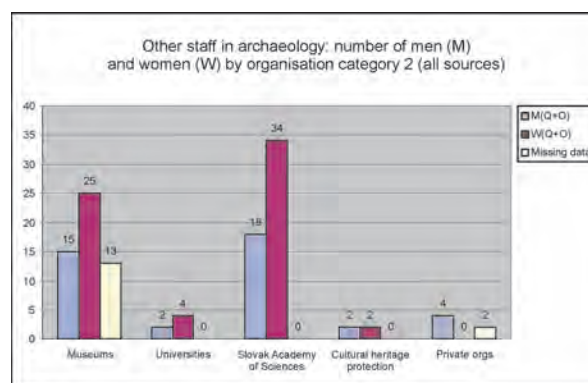
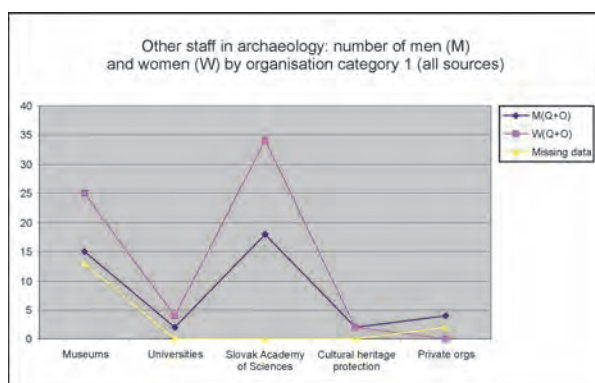


Graphic representation of data from Table 4. 10.

In the category of other staff working in archaeology, number of women (65) is larger than men (41).

Organisation category	M(Q)	M(O)	W(Q)	W(O)	M(Q+O)	W(Q+O)	Total	Missing data	Total other staff
Museums	15	0	25	0	15	25	40	13	53
Universities	2	0	4	0	2	4	6	0	6
Slovak Academy of Sciences	18	0	34	0	18	34	52	0	52
Cultural heritage protection	1	1	1	1	2	2	4	0	4
Private orgs	4	0	0	0	4	0	4	2	6
Total	40	1	64	1	41	65	106	15	121A

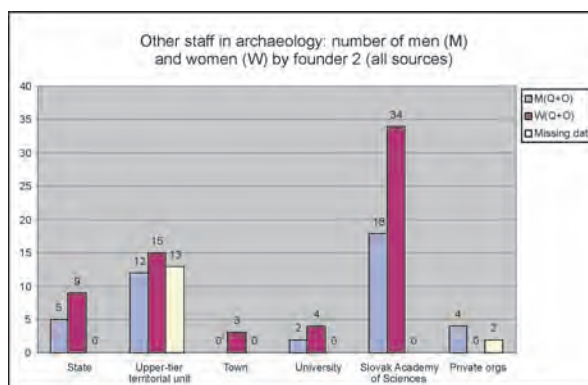
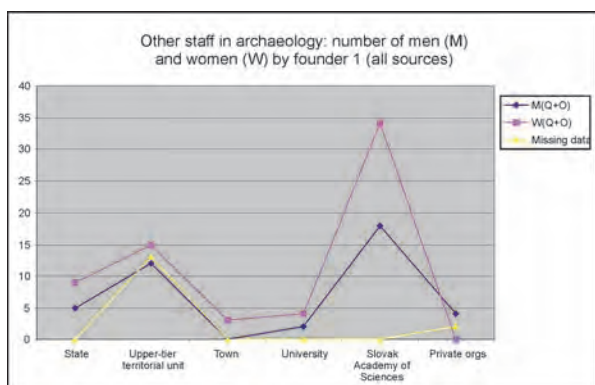
Table 4. 11. Employed other staff in archaeology: number of men (M) and women (W) by organisation category (all sources). Heading: Q = data from questionnaires; O = from other sources.



Graphic representation of data from Table 4. 11.

Founder	M(Q)	M(O)	W(Q)	W(O)	M(Q+O)	W(Q+O)	Total	Missing data	Total other staff
State	4	1	8	1	5	9	14	0	14
Upper-tier territorial unit	12	0	15	0	12	15	27	13	40
Town	0	0	3	0	0	3	3	0	3
University	2	0	4	0	2	4	6	0	6
Slovak Academy of Sciences	18	0	34	0	18	34	52	0	52
Private orgs	4	0	0	0	4	0	4	2	6
Total	40	1	64	1	41	65	106	15	121

Table 4. 12. Employed other staff in archaeology: number of men (M) and women (W) by founder (all sources). Heading: Q = data from questionnaires; O = from other sources.



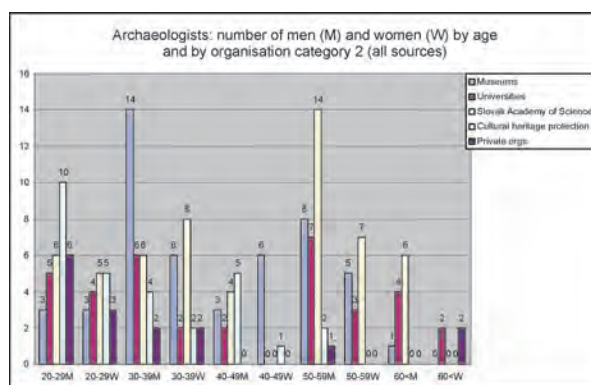
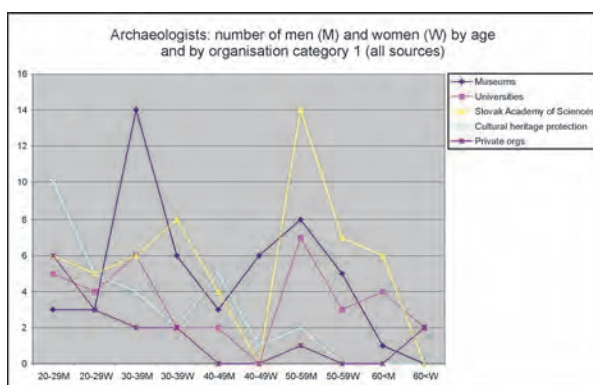
Graphic representation of data from Table 4. 12.

The age categories in the questionnaire were divided into 5 ten-year-long intervals (20 – 29, 30 – 39, 40 – 49, 50 – 59, 60 and more).

More than a half of archaeologists employed in Slovakia (102) belongs to the age categories to 39 years. The age category of 50 – 59 years (47) is relatively big, too.

Organisation category	20-29M	20-29W	30-39M	30-39W	40-49M	40-49W	50-59M	50-59W	60<M	60<W	Total M	Total W	Total M+W	Missing data	Total archaeologists
Museums	3	3	14	6	3	6	8	5	1	0	29	20	49	1	50
Universities	5	4	6	2	2	0	7	3	4	2	24	11	35	0	35
Slovak Academy of Sciences	6	5	6	8	4	0	14	7	6	0	36	20	56	0	56
Cultural heritage protection	10	5	4	2	5	1	2	0	0	0	21	8	29	0	29
Private orgs	6	3	2	2	0	0	1	0	0	2	9	7	16	0	16
Total	30	20	32	20	14	7	32	15	11	4	119	66	185	1	186

Table 4. 13. Employed archaeologists: number of men (M) and women (W) by age and by organisation category (all sources).



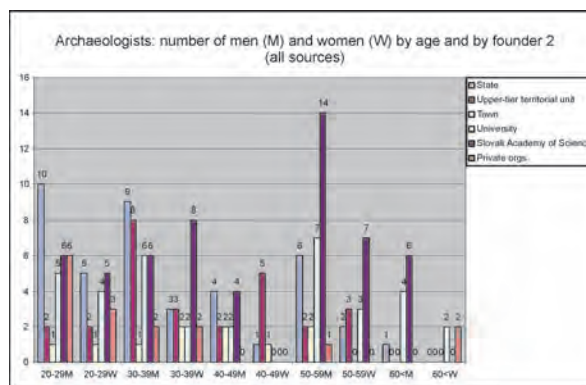
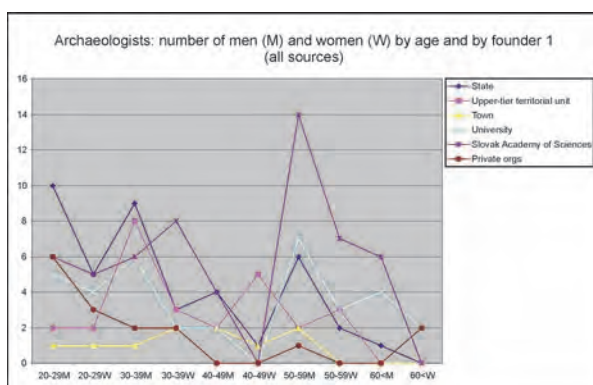
Graphic representation of data from Table 4. 13.

Table 4. 13 shows age of archaeologists by gender and organisational categories. Men of the age of 30 – 39 prevail in museums. At universities the age categories of men of 20 – 29, 30 – 39 and 50 – 59 are almost equal and the most numerous. Men at the age of 50 – 59 are predominant in the Archaeological Institute of the Slovak Academy of Sciences. In organisations of cultural heritage protection and in private orgs ones male archaeologists at the age of 20 – 29 are prevailing. The most numerous are female archaeologists at the age of 30 – 39 employed in the Archaeological Institute of the Slovak Academy of Sciences.

Table 4. 14 presents age of archaeologists by their gender and by founder. Archaeologists at the age of 20 – 29 are the most frequent in organisations founded by the state authorities.

Founder	20-29 M	20-29 W	30-39 M	30-39 W	40-49 M	40-49 W	50-59 M	50-59 W	60< M	60< W	Total M	Total W	Total M+W	Missing data	Total archaeologists
State	10	5	9	3	4	1	6	2	1	0	30	11	41	0	41
Upper-tier territorial unit	2	2	8	3	2	5	2	3	0	0	14	13	27	1	28
Town	1	1	1	2	2	1	2	0	0	0	6	4	10	0	10
University	5	4	6	2	2	0	7	3	4	2	24	11	35	0	35
Slovak Academy of Sciences	6	5	6	8	4	0	14	7	6	0	36	20	56	0	56
Private orgs	6	3	2	2	0	0	1	0	0	2	9	7	16	0	16
Total	30	20	32	20	14	7	32	15	11	4	119	66	185	1	186

Table 4. 14. Employed archaeologists: number of men (M) and women (W) by age and by founder (all sources).

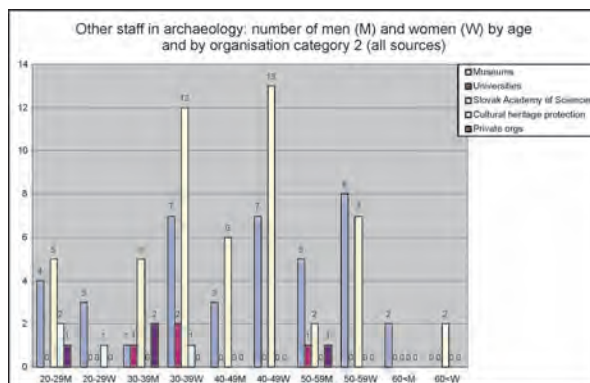
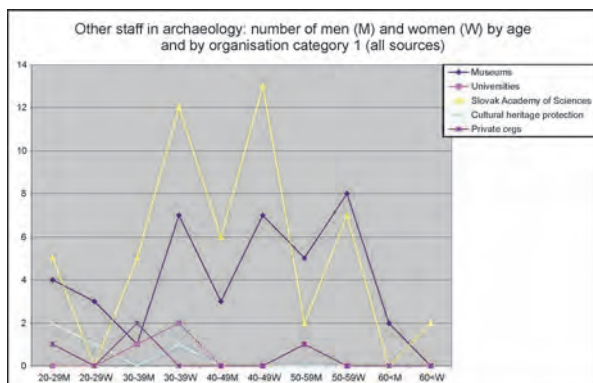


Graphic representation of data from Table 4. 14.

The age category of 30 – 39 years is the largest in the Archaeological Institute of the Slovak Academy of Sciences. The age category of 40 – 49 years is biggest in institutions founded by UTUs. Majority of archaeologists of 50 – 59 years is employed in the Archaeological Institute of the Slovak Academy of Sciences. Majority of archaeologists at the age of 60 and more are employed in the Archaeological Institute and at universities.

Organisation category	20-29 M	20-29 W	30-39 M	30-39 W	40-49 M	40-49 W	50-59 M	50-59 W	60< M	60< W	Total M	Total W	Total M+W	Missing data	Total other staff
Museums	4	3	1	7	3	7	5	8	2	0	15	25	40	13	53
Universities	0	0	1	2	0	0	1	0	0	0	2	2	4	2	6
Slovak Academy of Sciences	5	0	5	12	6	13	2	7	0	2	18	34	52	0	52
Cultural heritage protection	2	1	0	1	0	0	0	0	0	0	2	2	4	0	4
Private orgs	1	0	2	0	0	0	1	0	0	0	4	4	4	2	6
Total	12	4	9	22	9	20	9	15	2	2	41	67	104	17	121

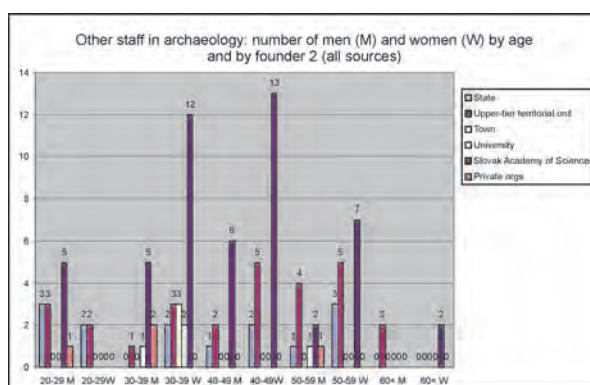
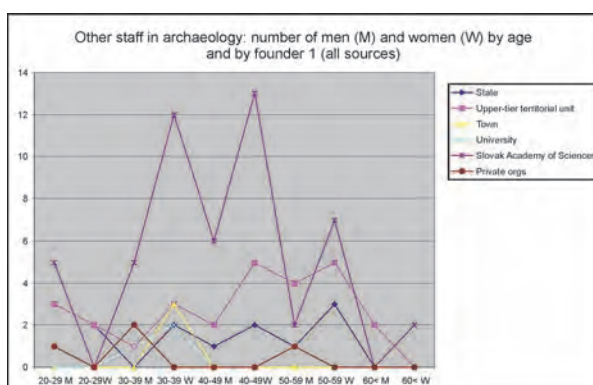
Table 4. 15. Other staff in archaeology: number of men (M) and women (W) by age and by organisation category (all sources).



Graphic representation of data from Table 4. 15.

Founder	20-29 M	20-29W	30-39 M	30-39 W	40-49 M	40-49W	50-59 M	50-59 W	60< M	60< W	Total M	Total W	Total M+W	Missing data	Total other staff
State	3	2	0	2	1	2	1	3	0	0	5	9	14	0	14
Upper-tier territorial unit	3	2	1	3	2	5	4	5	2	0	12	15	27	13	40
Town	0	0	0	3	0	0	0	0	0	0	0	3	3	0	3
University	0	0	1	2	0	0	1	0	0	0	2	2	4	2	6
Slovak Academy of Sciences	5	0	5	12	6	13	2	7	0	2	18	34	52	0	52
Private orgs	1	0	2	0	0	0	1	0	0	0	4	0	4	2	6
Total	12	4	9	22	9	20	9	15	2	2	41	63	104	17	121

Table 4. 16. Other staff in archaeology: number of men (M) and women (W) by age and by founder (all sources).



Graphic representation of data from Table 4. 16.

Tables 4. 15 – 4. 16 and related diagrams give age of other staff working in archaeology by gender. In this case, the age category of 30 – 39 years with female predominance is the most numerous. According to the founder category, the female other staff at the age of 40 – 49 years employed in the Archaeological Institute of the Slovak Academy of Sciences is the largest. The most numerous male other staff category is that of 20 – 29 years.

Tables 4. 17 – 4. 19 represent the average age individuals working in archaeology by gender and by organisation category.

Organisation category	M	W	M+W age average total	M+W number of archaeologists	Missing data	Total archaeologists
Museums	41,6	41,5	41,5	49	1	50
Universities	44,6	42,3	43,9	35	0	35
Slovak Academy of Sciences	47,2	39,5	44,5	56	0	56
Cultural heritage protection	34,5	30	33,2	29	0	29
Private orgs	30,6	39,3	34,4	16	0	16
Total	41,8	39,4	41	185	1	186

Table 4. 17. Average age of archaeologists: men (M) and women (W) by organizational categories (data from all sources together).

In calculation of average age mean values of age categories were used (e.g. the value 55 was used for the age category of 50 – 59).

Table 4. 17 shows that archaeologists of the lowest average age are employed in the cultural heritage protection (33,2) and in private organisations (34,4). The highest average age has been found in the Archaeological Institute of the Slovak Academy of Sciences (44,5).

Organisation category	M	W	M+W age average total	M+W number of other staff in archaeology	Missing data	Total other staff
Museums	45	43	43,8	40	13	53
Universities	45	35	40	4	2	6
Slovak Academy of Sciences	37,8	44,8	42,3	52	0	52
Cultural heritage protection	25	30	27,5	4	0	4
Private orgs	37,5		37,5	4	2	6
Total	40,1	43,2	42	104	17	121

Table 4. 18. Average age of other staff in archaeology: men (M) and women (W) by organizational categories (data from all sources together).

Table 4. 18 presents the average age of other staff in archaeology. The lowest average age has been learnt in the cultural heritage protection (27,5) and the highest in museums (43,8).

	M	W	M+W age average total	Total responses (M+W)	Missing data	Total
Archaeologists	41,8	39,4	41	185	1	186
Other staff	40,1	43,2	42	104	17	121
Total	41,4	41,3	41,3	289	18	307

Table 4. 19. Total average age of employees in archaeology: men (M) and women (W) by organizational categories (data from all sources together).

Average age of archaeologists employed in Slovakia is 41 years. The information has been obtained from 185 archaeologists from the total number of 186. Average age of other staff in archaeology is 42 years. In the calculation we used age of 104 employees from the total number of 121.

Total average age of 289 individuals working in archaeology is 41,3 years.

The survey has determined institutions employing archaeologists broken down by regions in Slovakia. This is based on the questionnaire responses (Appendix 3, question 2), in which respondents had to mention all regions to which their activities are applied. If respondents had named more than one region or other choice (town, district, whole Slovakia), we took the region in which the employing organisation is based. With institutions that refused to participate in the project we enter the region in which the institution is based.

Table 4. 20 and related diagram presents figures for the numbers of organisations employing archaeologists broken down by regions in Slovakia.

Region (Upper-tier territorial unit)	Number of organisations employing archaeologists
Bratislava	10
Trnava	7
Nitra	9
Trenčín	3
Banská Bystrica	9
Žilina	7
Košice	4
Prešov	9
Total	58

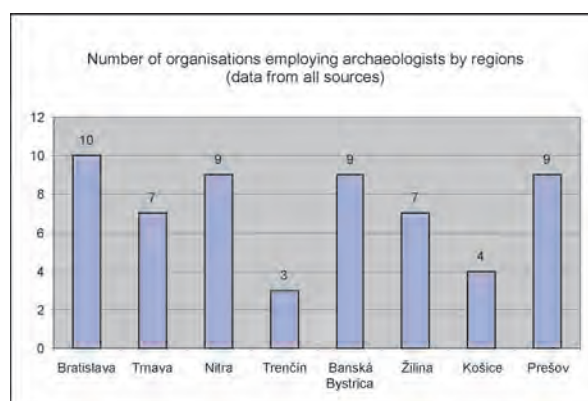


Table 4. 20. Number of organisations employing archaeologists by regions (all sources).

Numbers of archaeologists employed in regions of Slovakia were learnt by the same way, as were numbers of institutions employing archaeologists. The Archaeological Institute of the Slovak Academy of Sciences is the only exception, as it is based in Nitra region but several archaeologists employed here perform their activities in other regions. They are archaeologists who work at detached departments in Košice and Spišská Nová Ves (these archaeologists were assigned to Košice region) and at a research station in Zvolen (here employed archaeologists were assigned to Banská Bystrica region).

Figures in Table 4. 21 present the greatest numbers of archaeologists concentrated in Nitra and Bratislava regions.

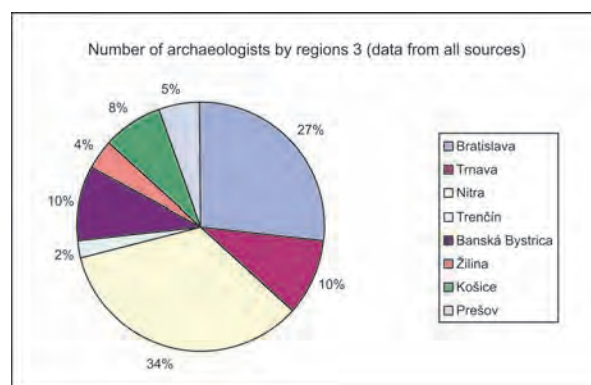
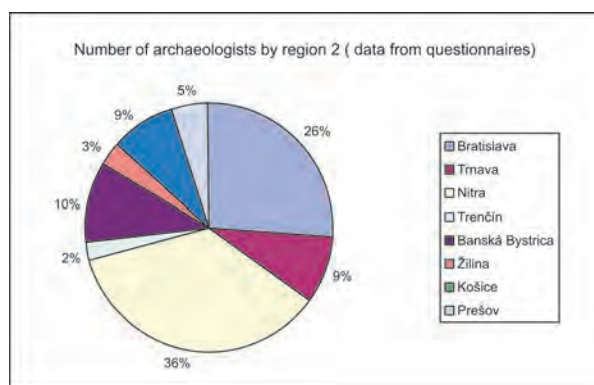
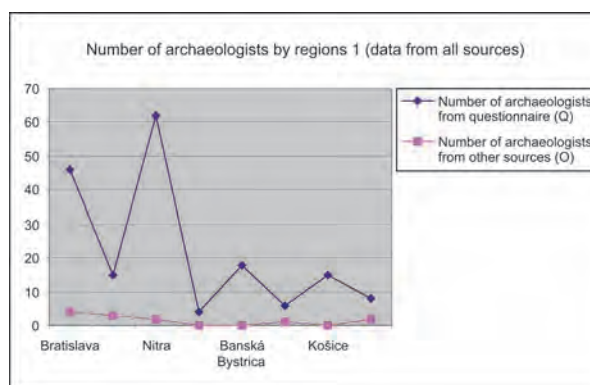
In Nitra region this is connected with the Archaeological Institute of the Slovak Academy of Sciences, which employs the most of archaeologists in Slovakia, and with Constantine the Philosopher University. In the region of Bratislava, capital of Slovakia, numerous cultural in-

stitutions are based, e.g. Ministry of Culture of Slovak Republic, Monuments Board of Slovak Republic, Archaeological Museum of the Slovak National Museum, and also regional and municipal institutions, e.g. Regional Monuments Board of Bratislava, Bratislava Cultural Heritage Protection Institute, Bratislava City Museum, and Comenius University.

Territorial arrangement of archaeologists does not reflect the area of their activities, since numerous archaeologists have the special professional qualification for carrying out archaeological research and perform it all around the Slovak territory.

Region (Upper-tier territorial unit)	Number of archaeologists from questionnaire (Q)	Number of archaeologists from other sources (O)	Total number of archaeologists (Q+O)
Bratislava	46	4	50
Trnava	15	3	18
Nitra	62	2	64
Trenčín	4	0	4
Banská Bystrica	18	0	18
Žilina	6	1	7
Košice	15	0	15
Prešov	8	2	10
Total	174	12	186

Table 4. 21. Number of archaeologists by regions (all sources). Heading: Q = data from questionnaires; O = from other sources.



Graphic representation of data from Table 4. 21.

Comparing Tables 4. 20 and 4. 21, we can see the differences in numbers of workplaces in regions are less remarkable than the numbers of archaeologists employed in regions. The greatest numbers of organisations and employed archaeologists as well are in Bratislava region (50 archaeologists employed in 10 organisations) and in Nitra region (64 archaeologists in 9 institutions). The same numbers of 9 organisations are in Banská Bystrica and Prešov regions, but the numbers of archaeologists are smaller (18 archaeologists in Banská Bystrica region and 10 in Prešov region). Two regions with 7 organisations show big differences in the numbers of archaeologists. Trnava region, second smallest in area, has 18 archaeologists and Žilina region, third biggest in area, employs only 7 archaeologists. The least numbers of organisations employing archaeologists in Slovakia are in Košice region (4) and Trenčín region (3); in Košice region 15 archaeologists are employed and in Trenčín region only 4. The numbers of archaeologists are not sufficient in Trenčín, Žilina and Prešov regions.

V. DISABLED PERSONS WORKING IN ARCHAEOLOGY

The questionnaire asked about the number of disabled persons working in archaeology. 45 institutions from the total number of 50 responded the question. For needs of this questionnaire, as disabled we regarded persons with unfavourable health condition.

In accordance art. 10, par. 3 of the Act no. 195/1998 Coll. on social aid as amended, unfavourable health condition is “invalidity as classified by a valid decision or opinion of a social insurance company; illness, health disorder or health handicap acknowledged by a physician”.

The table shows that only one disabled archaeologist and four disabled other workers are employed in Slovak archaeology.

Organisation category	Number of archaeologists	Number of other staff in archaeology	Number of archaeologists with disability	Number of other staff with disability	Total number of employees with disability
Museums	47	52	0	3	3
Universities	34	6	0	0	0
Slovak Academy of Sciences	56	52	1	1	2
Cultural heritage protection	21	2	0	0	0
Private orgs	16	6	0	0	0
Total	174	118	1	4	5

Table 5. Number of staff with disability in archaeology (data from questionnaires).

VI. NATIONALITY OF PERSONS WORKING IN ARCHAEOLOGY

Almost all archaeologists and all other persons working in archaeology are Slovak natives; one archaeologist has Czech nationality, one is Austrian and one Brazilian.

According to the data obtained, foreign nationals are archaeologists at universities, where they give lectures on archaeology or study within the 3rd degree of university education (PhD. degree).

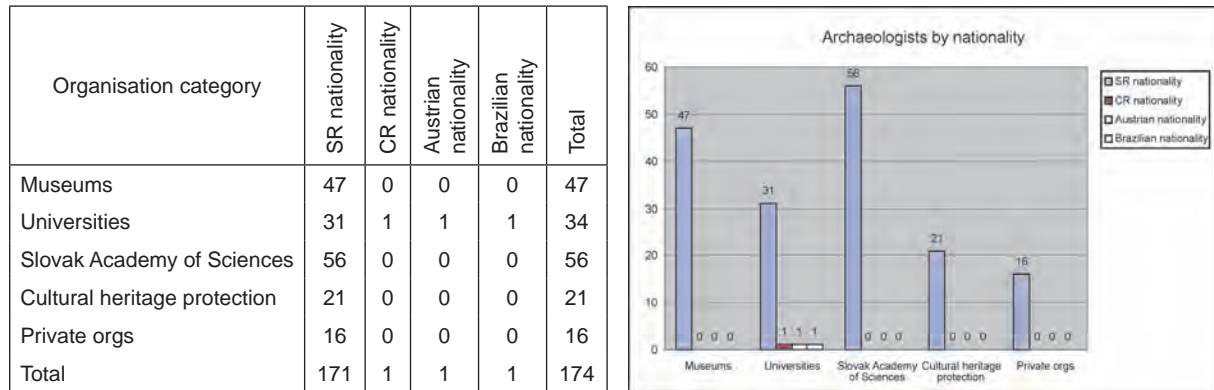


Table 6. 1. Archaeologists by nationality (data from questionnaires).

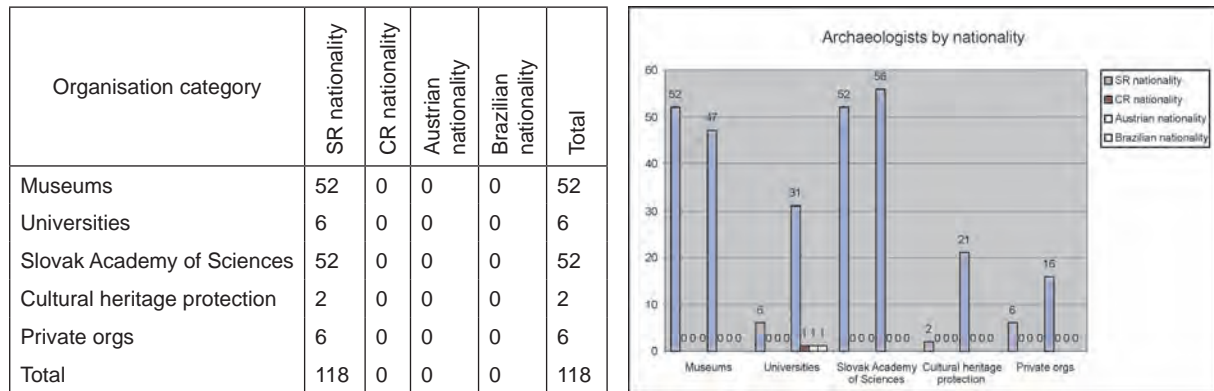


Table 6. 2. Other staff in archaeology by nationality (data from questionnaires).

VII. WORKING CONTRACTS OF STAFF WORKING IN ARCHAEOLOGY

The chapter presents the numbers of staff working in archaeology by working contracts as they are defined in Labour Code, i.e. in the Act no. 311/2001 Coll.

The questionnaire asked for the numbers of staff characterised by both the length of working contracts (temporary contracts x permanent contracts) and working time defined by the working contract (working contract with full time and part time) and also the numbers of staff employed in archaeology for works out of the working contract.

Tables 7. 1 – 7. 4 shows that most of people working in archaeology is employed within the terms of regular contracts; 107 from the total number of 174 archaeologists have stable working positions with permanent contracts, 52 archaeologists have temporary contracts. With other staff the proportion of employees with permanent contracts is even more favourable (in comparing with those working on temporary contracts).

According to the art. 42 par. 1 of the Act no. 311/2001 Coll. employment is established by a written contract between employer and employee. Term of working contract can be temporary or permanent (art. 48 par. 1 of the Act). Temporary contract can be fixed for no more than three years, within this time it can be prolonged or re-contracted no more than once (art. 48 par. 2 of the Act).

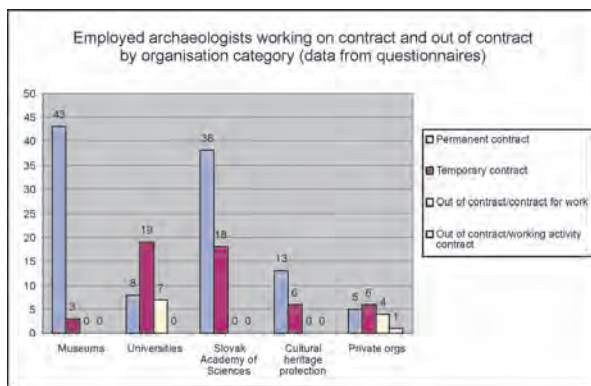
Working contract for shorter working time, i.e. shorter than fixed weekly working time, can be arranged by employer for employee in the working contract (art. 49 par. 1 of the Act)

Staff in archaeology can perform works out of the working contract, too. For these works special contracts are arranged – contract for work, working activity contract and voluntary work contracts for students. This kind of employment relationships is defined in the ninth part of Labour Code (art. 223 – 228a of the Act).

Within the number of staff employed for works out of working contract only archaeologists and other staff working in archaeology get into the statistics (in compliance with the definition above). Including of all seasonal workers and students on archaeological investigations could remarkably distort the picture of the numbers of staff working in archaeology, because a lot of unskilled workers in addition to students of archaeology or related disciplines are employed for seasonal works, often for very short period of 1 – 4 weeks.

Organisation category	Permanent contract	Temporary contract	Out of contract/contract for work	Out of contract/working activity contract	Total	Missing data	Total archaeologists
Museums	43	3	0	0	46	1	47
Universities	8	19	7	0	34	0	34
Slovak Academy of Sciences	38	18	0	0	56	0	56
Cultural heritage protection	13	6	0	0	19	2	21
Private orgs	5	6	4	1	16	0	16
Total	107	52	11	1	171	3	174

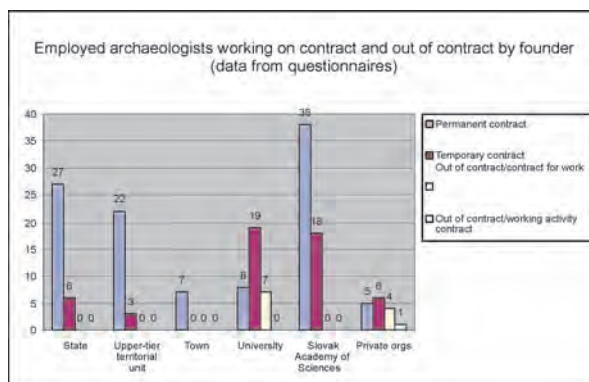
Table 7. 1. Archaeologists employed on contract and on works out of contract by organisation category (data from questionnaires).



Graphic representation of data from Table 7. 1.

Founder	Permanent contract	Temporary contract	Out of contract/contract for work	Out of contract/working activity contract	Total	Missing data	Total archaeologists
State	27	6	0	0	33	2	35
Upper-tier territorial unit	22	3	0	0	25	1	26
Town	7	0	0	0	7	0	7
University	8	19	7	0	34	0	34
Slovak Academy of Sciences	38	18	0	0	56	0	56
Private orgs	5	6	4	1	16	0	16
Total	107	52	11	1	171	3	174

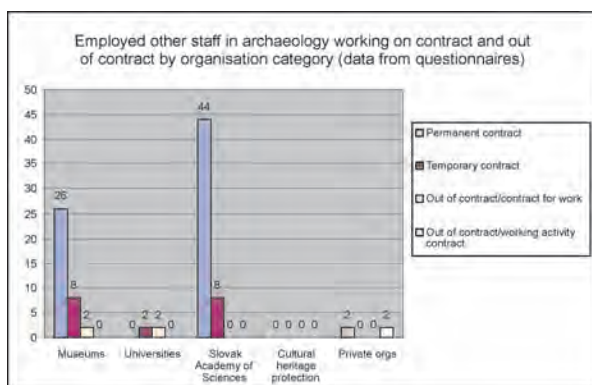
Table 7. 2. Archaeologists employed on contract and on works out of contract by founder (data from questionnaires).



Graphic representation of data from Table 7. 2.

Organisation category	Permanent contract	Temporary contract	Out of contract/ contract for work	Out of contract/ working activity contract	Total	Missing data	Total other staff
Museums	26	8	2	0	36	16	52
Universities	0	2	2	0	4	2	6
Slovak Academy of Sciences	44	8	0	0	52	0	52
Cultural heritage protection	0	0	0	0	0	2	2
Private orgs	2	0	0	2	4	2	6
Total	72	18	4	2	96	22	118

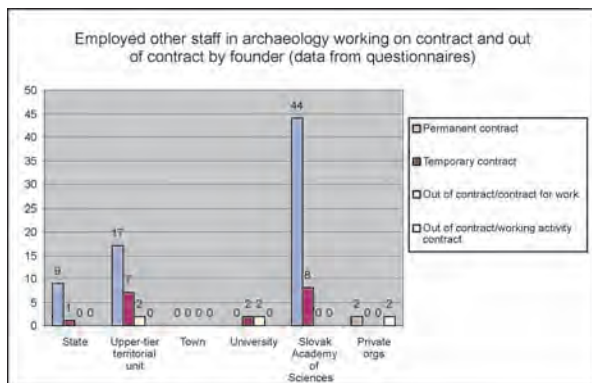
Table 7. 3. Other staff in archaeology employed on contract and on works out of contract by organisation category (data from questionnaires).



Graphic representation of data from Table 7. 3.

Founder	Permanent contract	Temporary contract	Out of contract/ contract for work	Out of contract/ working activity contract	Total	Missing data	Total other staff
State	9	1	0	0	10	2	12
Upper-tier territorial unit	17	7	2	0	26	13	39
Town	0	0	0	0	0	3	3
University	0	2	2	0	4	2	6
Slovak Academy of Sciences	44	8	0	0	52	0	52
Private orgs	2	0	0	2	4	2	6
Total	72	18	4	2	96	22	118

Table 7. 4. Other staff in archaeology employed on contract and on works out of contract by founder (data from questionnaires).



Graphic representation of data from Table 7. 4.

At the same time the survey asked for length of working time within employment relationship together with extra-work.

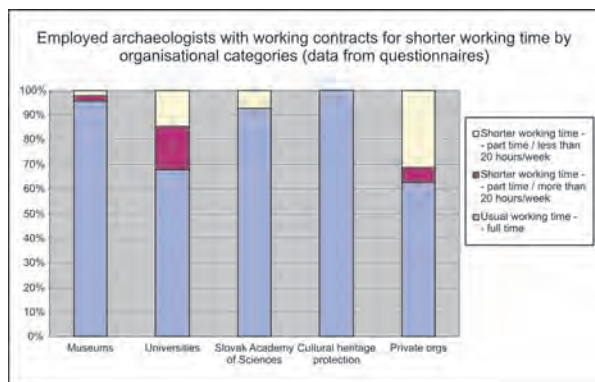
The data were observed in three categories: usual working time – full time (40 hours/week); shorter working time – part time above a half of usual one (more than 20 hours/week); shorter working time – part time under a half of usual one (less than 20 hours/week).

Tables 7. 5 – 7. 8 present normal working times in majority of archaeologists in Slovakia; 8 archaeologists have shorter working time with more than 20 hours/week – they are employed mostly at universities. 15 archaeologists have working time shorter than 20 hours/week – they are archaeologists working at universities on temporary contracts or on extra-work Contract for work. This category includes also employees in private organisations (prevaingly young archaeologists employed for field research and excavations) and in the Archaeological Institute of the Slovak Academy of Sciences (working pensioners).

When observing the working time length of archaeologists by founder, we find out that in state and local institutions employees with usual working time prevail remarkably over those with shorter working time.

Organisation category	Usual working time - full time	Shorter working time - part time / more than 20 hours/week	Shorter working time - part time / less than 20 hours/week	Total responses	Missing data	Total archaeologists
Museums	45	1	1	47	0	47
Universities	23	6	5	34	0	34
Slovak Academy of Sciences	52	0	4	56	0	56
Cultural heritage protection	19	0	0	19	2	21
Private orgs	10	1	5	16	0	16
Total	149	8	15	172	2	174

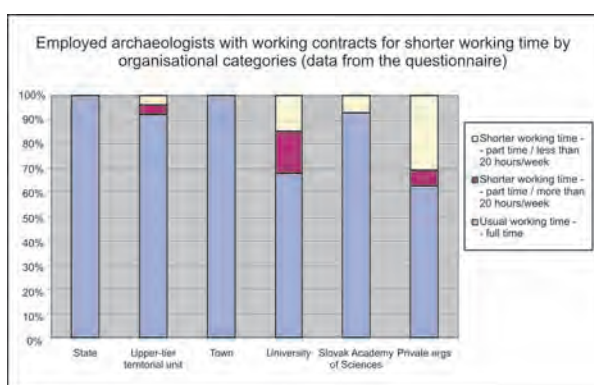
Table 7. 5. Working time length of archaeologists by organisational category (data from the questionnaire).



Graphic representation of data from Table 7. 5.

Founder	Usual working time - full time	Shorter working time - part time / more than 20 hours/week	Shorter working time- part time / less than 20 hours/week	Total responses	Missing data	Total archaeologists
State	33	0	0	33	2	35
Upper-tier territorial unit	24	1	1	26	0	26
Town	7	0	0	7	0	7
University	23	6	5	34	0	34
Slovak Academy of Sciences	52	0	4	56	0	56
Private orgs	10	1	5	16	0	16
Total	149	8	15	172	2	174

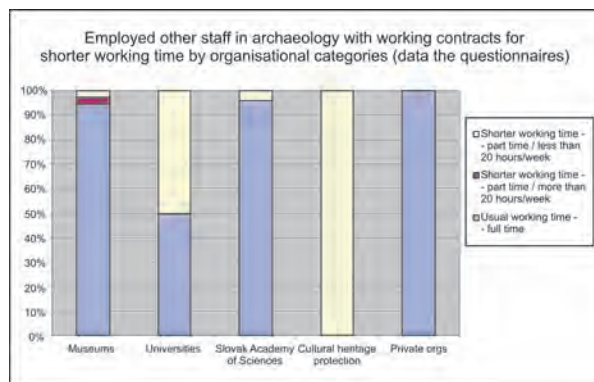
Table 7. 6. Working time length of archaeologists by founder (data from the questionnaire).



Graphic representation of data from Table 7. 6.

Organisation category	Usual working time - full time	Shorter working time - part time / more than 20 hours/week	Shorter working time- part time / less than 20 hours/week	Total responses	Missing data	Total other staff
Museums	35	1	1	37	15	52
Universities	2	0	2	4	2	6
Slovak Academy of Sciences	50	0	2	52	0	52
Cultural heritage protection	0	0	1	1	1	2
Private orgs	4	0	0	4	2	6
Total	91	1	6	98	20	118

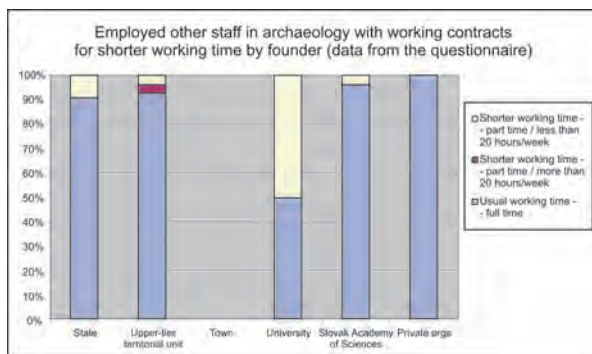
Table 7. 7. Working time length of other staff in archaeology by organisational categories (data from the questionnaire).



Graphic representation of data from Table 7. 7.

Founder	Usual working time - full time	Shorter working time - part time / more than 20 hours/week	Shorter working time - part time / less than 20 hours/week	Total responses	Missing data	Total other staff
State	10	0	1	11	1	12
Upper-tier territorial unit	25	1	1	27	12	39
Town	0	0	0	0	3	3
University	2	0	2	4	2	6
Slovak Academy of Sciences	50	0	2	52	0	52
Private orgs	4	0	0	4	2	6
Total	91	1	6	98	20	118

Table 7. 8. Working time length of other staff in archaeology by founder (data from the questionnaire).



Graphic representation of data from Table 7. 8.

VIII. EMPLOYMENT DEVELOPMENT IN ARCHAEOLOGY

Development of employment has been watched within the period of 2002 – 2007 to the response date of 11 November 2007. Developing trends for the nearest three years (2008 – 2010) within the categories of archaeologists and other staff employed in archaeology were evaluated as well.

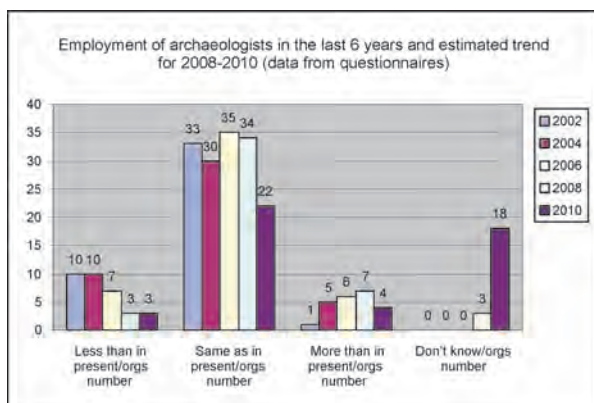
In the group of archaeologists 71% declared the same situation for the last 5 years as to the response date of November 2007. 27% of organisations declared fewer employed archaeologists than in 2007 and 9% more. Similarly in the group of other staff employed in archaeology, organisations with the same number of employees as in 2007 (47%) prevail; 25% had fewer employees and 18% more. 10% of institutions responded “I do not know”.

60% of organisations give the same number of archaeologists in employment forecast for the years 2008 – 2010; 42% give the same number of other staff. Many respondents (22% concerning the numbers of archaeologists and 37% of other staff) could not answer the question. 12% of institutions presuppose increase of archaeologists and 13% of other staff. Assumed decrease in numbers of archaeologists was declared by 6% of organizations and by 8% in other staff.

Tables 8. 1 and 8. 2 present the constant numbers of staff working in archaeology since 2002 to 2007 and the same trend for the next three years.

Year	Less than in present/orgs number	Same as in present/orgs number	More than in present/orgs number	Don't know/orgs number	Total responses/orgs number	Missing data	Total orgs
2002	10	33	1	0	44	6	50
2004	10	30	5	0	45	5	50
2006	7	35	6	0	48	2	50
2008	3	34	7	3	47	3	50
2010	3	22	4	18	47	3	50

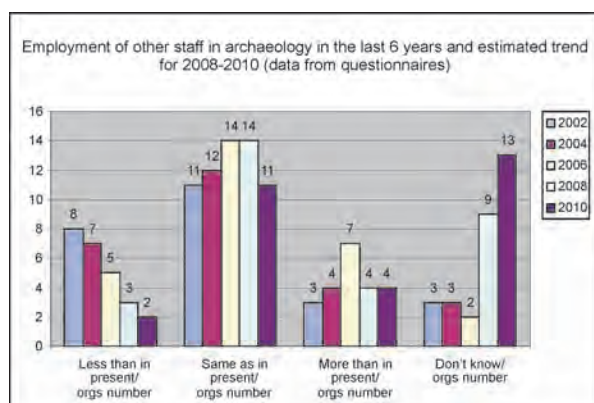
Table 8. 1. Employment of archaeologists in the last 6 years and estimated trend for 2008 – 2010 (data from questionnaires).



Graphic representation of data from Table 8. 1.

Year	Less than in present/orgs number	Same as in present/orgs number	More than in present/orgs number	Don't know/orgs number	Total responses/orgs number	Missing data	Total orgs
2002	8	11	3	3	25	25	50
2004	7	12	4	3	26	24	50
2006	5	14	7	2	28	22	50
2008	3	14	4	9	30	20	50
2010	2	11	4	13	30	20	50

Table 8. 2. Employment of other staff in archaeology in the last 6 years and estimated trend for 2008 – 2010 (data from questionnaires).



Graphic representation of data from Table 8. 2.

IX. EDUCATION AND TRAINING OF STAFF WORKING IN ARCHAEOLOGY

In this chapter the highest qualification degree achieved by staff employed in archaeology was surveyed within both organisation category and founder.

Many Slovak universities in present have already passed the so-called Bologna process that unifies the system of universities and academic degrees (<http://www.europskaunia.sk/bolon-skyproces>). Concerning the university studies, this is the transition from a two-degree university system to that of three degrees, which now is in force at all universities where archaeology and classical archaeology can be studied (see Part A, Chapter II. 2. 1).

This system includes three degrees of university study. First degree, called also undergraduate study, is finished with the first degree of "Bachelor" (Bc.). Second degree – graduate study – is finished with academical degrees of "Master of Arts" (Mgr.), "engineer" (Ing.), "Doctor" (PhDr.) and other. Third degree of university education – doctoral studies – is considered to be the qualification for research and academic work. After completing this study, degree of "Doctor" (PhD.) is achieved.

In this project 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 the Bc. degree; second with the Mgr., Ing., PhDr. and other equivalent degrees. A graduate of Mgr. study after passing a doctorate viva voce examination can obtain the degree of "Philosophy Doctor" (PhDr.).

The third group includes scientific degrees PhD. and CSc. In accordance with the University Act no. 131/2002 Coll. art. 54, degree of "Philosophiae doctor" (PhD.) can be obtained by a graduate of the second degree of university study after passing a dissertation examination and defending a dissertation work. The degree of "Candidatus Scientiarum" (CSc.) for the Candidate of Sciences degree was abrogated in 1996 and now is substituted by PhD degree.

In fourth group scientific and pedagogical degrees of "University lecturer", "Professor" and "Doctor of Sciences" are included. The scientific and pedagogical degree of university lecturer (Doc.) can be obtained after finishing a university study of third degree, writing a conferment work and passing a conferment act. To obtain the highest scientific and pedagogical degree of professor (Prof.), one have to achieve the degree of university lecturer and to pass successfully an appointment act. "Doctor Scientiarum" (DrSc.) is the highest scientific degree for doctor of sciences.

The survey showed that we have only one bachelor in the group of archaeologists in Slovakia. Bachelors do not work in Slovak archaeology as professional and scientific workers. The only bachelor in archaeology is employed in a regional museum.

Majority of archaeologists in Slovakia (103) completed university studies of the second degree (Mgr., PhDr.). Only 37 archaeologists achieved scientific degrees PhD. or CSc. 24 archaeologists obtained the highest scientific or scientific and pedagogical degrees. In the group of other staff in archaeology employees with secondary education (65) and those with university education of the second degree (15) prevail.

The numbers of staff with highest degree achieved are presented in tables 9. 1 – 9. 3.

Organisation category	Bc.	Mgr., PhDr., Ing. and equivalents	PhD., CSc.	doc., prof., DrSc.	Total	Missing data	Total archaeologists
Museums	1	35	9	0	45	2	47
Universities	0	13	7	14	34	0	34
Slovak Academy of Sciences	0	32	15	9	56	0	56
Cultural heritage protection	0	11	3	0	14	7	21
Private orgs	0	12	3	1	16	0	16
Total	1	103	37	24	165	9	174

Table 9. 1. Achieved education – archaeologists – by organisation category (data from questionnaires).

Founder	Bc.	Mgr., PhDr., Ing. and equivalents	PhD., CSc.	doc., prof., DrSc.	Total	Missing data	Total archaeologists
State	0	19	9	0	28	7	35
Upper-tier territorial unit	1	22	3	0	26	0	26
Town	0	5	0	0	5	2	7
University	0	13	7	14	34	0	34
Slovak Academy of Sciences	0	32	15	9	56	0	56
Private orgs	0	12	3	1	16	0	16
Total	1	103	37	24	165	9	174

Table 9. 2. Achieved education – archaeologists – by founder (data from questionnaires).

Highest achieved education	Archaeologists	Other staff	Total
Bc.	1	4	5
Mgr., PhDr., Ing. and equivalents	103	15	118
PhD., CSc.	37	6	43
doc., prof., DrSc.	24	0	24
Secondary education	0	65	65
Elementary education	0	6	6
Missing data	9	22	31
Total	174	118	292

Table 9. 3. Achieved education – all staff in archaeology (data from questionnaires).

The survey also asked for countries where archaeologists obtained their highest education. These countries were divided into three groups: homeland, EU countries, and other countries. The question was not included in the questionnaire and so the information is only estimated. Approximately 95% of archaeologists who are employed in Slovakia obtained their degree home or in Czech Republic.⁷

X. UNIVERSITY EDUCATION AND TRAINING OF ARCHAEOLOGISTS, PROVIDING OF ACTIVITIES RELATED TO ARCHAEOLOGY BY INDIVIDUAL INSTITUTIONS

The survey also asked institutions approached for their opinion on quality of education and training of archaeologists, who finished university studies, in connection with demands and requirements of individual employers.

Most of institutions asked are satisfied with the level of archaeological education obtained at universities. (Table 10. 1).

Organisation category	Yes	No	I don't know	Total responses	Missing data	Total
Museums	13	8	9	30	3	33
Universities	5	0	0	5	0	5
Slovak Academy of Sciences	0	1	0	1	0	1
Cultural heritage protection	3	3	1	7	1	8
Private orgs	2	1	0	3	0	3
Total	23	13	10	46	4	50

Table 10. 1. Does university preparation level of archaeologists comply with requirements of present-day practice (data from questionnaires)? Responses by organisation category (Yes – No – I don't know).

Some organisations at the same time provide newly acceding archaeologists with trainings relevant for the working tasks exacted by their working position (Table 10. 2).

The table presents number of positive responses before the stroke and the total number of institutions in organizational categories (alike the following tables 10. 3 and 10. 4). The most frequent in the questionnaire responses were PC trainings, conservation of finds and treating of archaeological material. Trainings on ecofacts collection, foreign languages, basic geodetic works and basic field investigation methods are not usual at organizations employing archaeologists.

In following part of this chapter respondents were asked to answer questions concerning self-sufficiency in performing of archaeological activities (Tables 10. 3, 10. 4).

Table 10. 3 shows that the institutions usually perform their archaeological activities by their own means. The only exceptions are activities e.g. geophysical survey, aerial reconnais-

⁷ Slovak Republic and Czech Republic were one state up to 1993 and so studies in Czech Republic we consider to be domestic studies.

Organisation category (number of institutions/number of all institutions from questionnaires)						
Training needs	Cultural heritage protection	Museums	Slovak Academy of Sciences	Universities	Private orgs	Total
Basic field investigation methods	0/8	3/33	1/1	1/5	2/3	7/50
Basic field documentation	0/8	5/33	1/1	1/5	2/3	9/50
Basic geodetic works	0/8	2/33	1/1	1/5	2/3	6/50
Work with PC	2/8	14/33	1/1	3/5	2/3	22/50
Photography	0/8	6/33	1/1	1/5	3/3	11/50
Treating of archaeological material	0/8	12/33	1/1	1/5	3/3	17/50
Ecofacts collection	0/8	3/33	1/1	1/5	0/3	5/50
Conservation of finds	0/8	15/33	1/1	0/5	2/3	18/50
Foreign languages	1/8	4/50	0/1	1/5	0/3	6/50

Table 10. 2. Employees training provided by employing institution (data from questionnaires).

sance, building and historical research and statistics. These activities are performed only by 6 archaeological organisations. Relatively few respondents declared geodetic works or collection and evaluation of ecofacts in their activities.

Organisation category (number of institutions/number of all institutions from questionnaires)						
Training needs	Cultural heritage protection	Museums	Slovak Academy of Sciences	Universities	Private orgs	Total
Providing of arch. support staff - field investigation	2/8	16/33	1/1	4/5	3/3	26/50
Providing of other support staff - field investigation	2/8	17/33	1/1	3/5	1/3	24/50
Field documentation	5/8	30/33	1/1	5/5	3/3	44/50
Geodetic works	1/8	9/33	1/1	3/5	0/3	14/50
Photodocumentation	5/8	29/33	1/1	5/5	3/3	43/50
Basic treating of arch. material	4/8	29/33	1/1	4/5	3/3	41/50
Conservation of finds	1/8	25/33	1/1	0/5	0/3	27/50
Geophysical and other non-intrusive field investigation	1/8	2/33	1/1	1/5	0/3	5/50
Aerial reconnaissance	1/8	0/33	1/1	0/5	1/3	3/50
Research in archives	2/8	22/33	0/1	4/5	2/3	30/50
Building and historical research	2/8	3/33	0/1	0/1	1/3	6/50
Ecofacts obtaining and evaluating	2/8	7/33	1/1	2/5	0/3	12/50
Deposit creation	2/8	29/33	1/1	2/5	3/3	37/50
Exhibitions and lectures	3/8	31/33	1/1	3/5	2/3	40/50
Other (statistics, analyses)	1/8	0/33	0/1	0/5	0/3	1/50

Table 10. 3. Providing of archaeological support activities by own means (data from questionnaires).

Table 10. 4 presents cooperation of organizations with other institutions that is concerning special activities connected with archaeology. The cooperation the most often refers to geodetic works, geophysical measurements, exhibitions and lectures and cooperation with mass media.

The least actual activities for cooperation are photographic documenting, building and historical research and human resources management.

Organisation category (number of institutions/number of all institutions from questionnaires)						
Training needs	Cultural heritage protection	Museums	Slovak Academy of Sciences	Universities	Private orgs	Total
Providing of arch. support staff - field investigation	1/8	10/33	1/1	3/5	2/3	17/50
Providing of other support staff - field investigation	0/8	12/33	1/1	2/5	2/3	17/50
Field documentation	1/8	8/33	1/1	4/5	1/3	15/50
Geodetic works	4/8	19/33	1/1	5/5	1/3	30/50
Photodocumentation	0/8	2/33	0/1	4/5	0/3	6/50
Basic treating of arch. material	0/8	5/33	1/1	3/5	1/3	10/50
Conservation of finds	2/8	8/33	1/1	3/5	3/3	17/50
Geophysical and other non-intrusive field investigation	2/8	14/33	1/1	3/5	3/3	23/50
Aerial reconnaissance	1/8	10/33	0/1	0/5	0/3	11/50
Research in archives	2/8	9/33	1/1	3/5	3/3	18/50
Building and historical research	2/8	3/33	0/1	0/1	1/3	6/50
Ecofacts obtaining and evaluating	1/8	8/33	1/1	3/5	1/3	14/50
Deposit creation	3/8	4/33	1/1	3/5	1/3	12/50
Exhibitions and lectures	4/8	20/33	1/1	5/5	2/3	32/50
Arch. research management	1/8	7/33	0/1	2/5	0/3	10/50
Human resources management	0/8	4/33	0/1	1/5	0/3	5/50
Economic problems	0/8	6/33	1/1	2/5	2/3	11/50
Information technologies	1/8	9/33	1/1	2/5	1/3	14/50
Legacy	1/8	13/33	1/1	1/5	1/3	17/50
Translations/Interpreting	2/8	13/33	1/1	2/5	1/3	19/50
Mass-media cooperation/popularising	3/8	19/33	1/1	5/5	1/3	29/50

Table 10. 4. Providing of archaeological support activities by cooperation with other institutions (data from questionnaires).

In cases of missing own sources for performing of particular activity plans of individual organisations to fill the missing post by their own employees in future were asked (Table 10. 5) with special stress paid to the next two years (Table 10. 6).

Organisation category	Yes	No	I don't know	Total responses	Missing data	Total
Museums	7	10	11	28	5	33
Universities	2	2	0	4	1	5
Slovak Academy of Sciences	1	0	0	1	0	1
Cultural heritage protection	2	3	2	7	1	8
Private orgs	3	0	0	3	0	3
Total	15	15	13	43	7	50

Table 10. 5. Presumption of providing of activities from Table 10. 4. by own employees in future (data from questionnaires).

Organisation category	Yes	No	I don't know	Total responses	Missing data	Total
Museums	8	13	8	29	4	33
Universities	1	2	1	4	1	5
Slovak Academy of Sciences	1	0	0	1	0	1
Cultural heritage protection	2	1	2	5	3	8
Private orgs	1	0	2	3	0	3
Total	13	16	13	42	8	50

Table 10. 6. Presumption of providing of activities from Table 10. 4. by own employees within two nearest years (data from questionnaires).

XI. EARNINGS IN ARCHAEOLOGY

The project also collects data on earnings of persons employed in archaeology. In this report only information obtained from the questionnaire were used – they are data on average annual earnings of respondents. This is gross annual income, in which other extra pays are not included.

Tables 11. 1 and 11. 2 present average annual earnings of archaeologists and other related staff by organizational categories and by founder. At the same time the numbers of institutions are given which responded the question and the numbers of persons with the average annual earnings presented.

Organisation category	Archaeologists			Archaeological support staff			Other support staff		
	Annual average salary	Number of responding orgs	Number of employees	Annual average salary	Number of responding orgs	Number of employees	Annual average salary	Number of responding orgs	Number of employees
Museums	183597	24	38	0	0	0	154315	8	22
Universities	266225	4	33	220000	2	3	0	0	0
Slovak Academy of Sciences	262000	1	56	273000	1	7	135000	1	45
Cultural heritage protection	201650	4	13	0	0	0	0	0	0
Private orgs	233466	3	16	0	0	0	190500	2	4
Total	xxx	36	156	xxx	3	10	xxx	11	71

Table 11. 1. Average salaries of employees in archaeology by organisation category (data from questionnaires).

Founder	Archaeologists			Archaeological support staff			Other support staff		
	Annual average salary	Number of responding orgs	Number of employees	Annual average salary	Number of responding orgs	Number of employees	Annual average salary	Number of responding orgs	Number of employees
State	204886	7	25	0	0	0	157600	2	8
Upper-tier territorial unit	169338	20	21	0	0	0	152664	5	11
Town	204600	1	5	0	0	0	156000	1	3
University	266225	4	33	220000	2	3	0	0	0
Slovak Academy of Sciences	262000	1	56	273000	1	7	135000	1	45
Private orgs	233466	3	16	0	0	0	190500	2	4
Total	xxx	36	156	xxx	3	10	xxx	11	71

Table 11. 2. Average salaries of employees in archaeology by founder (data from questionnaires).

In Table 11. 3 the found out average annual earnings in groups of employees in archaeology are compared.

	Archaeologists			Archaeological support staff			Other support staff		
	Annual average salary	Number of responding orgs	Number of employees	Annual average salary	Number of responding orgs	Number of employees	Annual average salary	Number of responding orgs	Number of employees
All orgs	201117	36	156	244333	3	10	159138	11	71

Table 11. 3. Average salaries of employees in total (data from questionnaires).

Table 11. 4 presents average annual and monthly earnings in Slovak crowns and average monthly earnings in Euros.

Employees	Annual average salary	Monthly average salary	Monthly average salary in EUR (1 € = 33.353 SKK)
Archaeologists	201117	16750	502
Archaeological support staff	244333	20361	610
Other support staff	159138	13262	397

Table 11. 4. Average salaries in archaeology and their conversion in EUR (data from questionnaires).

According to the Statistical Office of the Slovak Republic, average annual earning in Slovakia in 2007 was 241 752 Sk (Slovak crowns).

According to the jobs classification (KZAM), archaeologists belong to the category of “Scientific and skilled mental workers”. Average annual earning in this category in 2006 was 304 980 Sk and in 2007 – 344 328 Sk.

The survey of the project “Discovering the archaeologists of Europe – Slovak Republic” found out the average annual earning for Slovak archaeologists in 2007 – 201 117 Sk, for archaeological (dedicated) support staff 159 138 Sk and for other (further) support staff 244 333 Sk.

Name of country	Slovak Republic, SR
Regions	The Slovak Republic is divided into 8 regions. Nitra, Trnava, Trenčín, Banská Bystrica, Žilina, Prešov, Košice and Bratislava
How centralised or regionalised?	Mixed system, decentralization of public administration - some powers devolved to Upper-Tier Territorial Units (regional authority)
Currency	Slovak crown (SKK)
Conversion to €	1.00 € = 33.353 SKK (NBS average data for 02-11-07) Source: http://www.nbs.sk/KL/ARCHIV/HISL0711.HTM
Average yearly salary (specify gross or net), date	Average yearly salary 2007 241,752 SKK (all employees), gross annual Source: http://portal.statistics.sk/files/Mzda2007.pdf Statistical Office of the Slovak Republic (Štatistický úrad Slovenskej republiky)
Average yearly salary for related or equivalent professions to archaeology (gross/net), date	According to the Statistical Office of the Slovak Republic, archaeologists pertain by Classification of occupation to the category Professional (category of Research and skilled salary earners); average yearly salary in 2006 was 304,980 SKK (all employees) – gross annual Source: http://www.statistics.sk/pls/elisw/vbd Statistical Office of the Slovak Republic (Štatistický úrad Slovenskej republiky)
Average yearly salary for archaeologists in the Slovak Republic ¹	Average yearly salary 2007 201,117 SKK – gross annual Source: Discovering the Archaeologists of Europe
Average yearly salary for all employees in archaeology in the Slovak Republic ²	Average yearly salary 2007 194,475 SKK – gross annual Source: Discovering the Archaeologists of Europe
How are salaries normally specified?	Gross annual

¹ 156 persons included; ² 237 persons included.

Table 11. 5. Background data-average annual earnings.

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APPENDIX 1

Directory of institutions approached

Archeologické múzeum SNM Bratislava

Žižkova 12
P. O. BOX 13
810 06 Bratislava 16

Archeologické múzeum Púchovskej kultúry

Župný dom
Nábřežie slobody 522/1
020 01 Púchov

Archeologický ústav SAV v Nitre

Akademická 2
949 21 Nitra

Balneologické múzeum Piešťany

Beethovenova 5
921 01 Piešťany

Banické múzeum Rožňava

Šafárikova 31
048 01 Rožňava

ITHAKA BB spol. s r. o.

Kukučínova 6/3795
971 01 Banská Bystrica

Gemersko-malohontské múzeum

Námestie M. Tompu 24
979 01 Rimavská Sobota

Historické múzeum SNM Bratislava

Bratislavský hrad
P. O. BOX 13
810 06 Bratislava 16

Hontianske múzeum a galéria E. Simonyiho

J. Rotaridesa 13
936 01 Šahy

Horehronské múzeum Brezno

Námestie M. R. Štefánika 55/47
977 26 Brezno

Hornonitrianske múzeum Prievidza

Košovská cesta 9
971 01 Prievidza

Katolícka univerzita v Ružomberku

FF – Katedra histórie
Hrabovská cesta 1
034 01 Ružomberok

Krajské múzeum Prešov

Hlavná 86
080 01 Prešov

Krajský pamiatkový úrad Bratislava

Leškova 17
811 04 Bratislava

Krajský pamiatkový úrad Trnava

Sládkovičova 11
917 01 Trnava

Krajský pamiatkový úrad Trenčín

Jilemnického 2
911 01 Trenčín

Krajský pamiatkový úrad Trenčín

Pracovisko Prievidza
Ul. J. Červeňa 34
971 73 Prievidza

Krajský pamiatkový úrad Nitra

Hradné nám. 8
949 01 Nitra

Krajský pamiatkový úrad Nitra

Pracovisko Topoľčany
Kukučínova 30
955 01 Topoľčany

Krajský pamiatkový úrad Nitra

Kancelárie v Komárne
Senný trh
945 01 Komárno

Krajský pamiatkový úrad Žilina

Mariánske nám. 19
010 01 Žilina



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**Krajský pamiatkový úrad Žilina
Pracovisko Martin**
S. H. Vajanského 1
036 01 Martin

**Krajský pamiatkový úrad Žilina
Pracovisko Ružomberok**
Š. N. Hýroša 1
034 01 Ružomberok

Krajský pamiatkový úrad Banská Bystrica
Lazovná 8
975 65 Banská Bystrica

**Krajský pamiatkový úrad Banská Bystrica
Pracovisko Banská Štiavnica**
Dolná ružová 7
969 01 Banská Štiavnica

**Krajský pamiatkový úrad Banská Bystrica
Kancelária Kremnica**
Kollárova 25/553
967 01 Kremnica

**Krajský pamiatkový úrad Banská Bystrica
Pracovisko Lučenec**
Nám. republiky 26
984 01 Lučenec

Krajský pamiatkový úrad Prešov
Hlavná 115
080 01 Prešov

**Krajský pamiatkový úrad Prešov
Pracovisko Levoča**
Nám. Majstra Pavla 41
054 01 Levoča

**Krajský pamiatkový úrad Prešov
Pracovisko Poprad**
Sobotské nám. 1745
058 01 Poprad - Spišská Sobota

Krajský pamiatkový úrad Košice
Hlavná 25
040 01 Košice

**Krajský pamiatkový úrad Košice
Pracovisko Rožňava**
Betliarska 6
048 01 Rožňava

Kysucké múzeum Čadca
Moyzesova 50
022 01 Čadca
Lesnícke a drevárske múzeum Zvolen
Námestie SNP 35
960 01 Zvolen

Liptovské múzeum v Ružomberku
Námestie Š. N. Hýroša 10
034 50 Ružomberok

Lubovnianske múzeum
Zámocká 20
064 01 Stará Lubovňa

Malokarpatské múzeum v Pezinku
M. R. Štefánika 4
902 01 Pezinok

Mestské múzeum Fiľakovo
Hlavná ul. 14
986 01 Fiľakovo

Mestské múzeum Ilava
019 01 Ilava

Mestské múzeum v Pezinku
Stará radnica – M. R. Štefánika 1
902 01 Pezinok

Mestské múzeum v Štúrove
Ul. Pri colnici 2
943 01 Štúrovo

Mestské múzeum Sered'
Námestie republiky 1177/8
926 01 Sered'

Mestské múzeum Zlaté Moravce
Námestie A. Hlinku 1
953 00 Zlaté Moravce

Mestské múzeum a galéria Veľký Šariš
Nám. sv. Jakuba 33
082 21 Veľký Šariš

Mestský ústav ochrany pamiatok v Bratislave
Uršulínska 9
811 01 Bratislava



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Múzeum Bojnice

ul. Zámok a okolie č. 1
972 01 Bojnice

Múzeum Jána Thaina v Nových Zámkoch

Pribinova 6
940 62 Nové Zámky

Múzeum Maďarskej Kultúry a Podunajska v Komárne

Palatínova 13
945 01 Komárno

Múzeum mesta Bratislavy

Radničná ul. č. 1
81518 Bratislava

Múzeum v Kežmarku

Hradné nám. 42
06001 Kežmarok

Múzeum Molpír Smolenice

Stará fara, ul. SNP
919 04 Smolenice

Myšľanské obecné múzeum

044 15 Nižná Myšľa

Novohradské múzeum a galéria

Kubínyiho námestie 3
984 01 Lučenec

Oravské múzeum P. O. Hviezdoslava

Oravský hrad
027 41 Oravský Podzámok

Pamiatkový úrad SR

Cesta na Červený most 6
814 06 Bratislava

Podjavorinské múzeum

Námestie slobody 6
915 01 Nové Mesto nad Váhom

Podtatranské múzeum Poprad

Vajanského 72/4
058 01 Poprad

Pohronské múzeum Nová Baňa

Bernoláková 2
968 01 Nová Baňa

Ponitrianske múzeum Nitra

Štefániková trieda 1
949 01 Nitra

Považské múzeum v Žiline

Topoľová 1
010 03 Budatín

Prešovská univerzita

FF – Inštitút histórie
Katedra najstarších dejín a dejín religii
Ul. 17. novembra č. 1
080 78 Prešov

Slovenské banské múzeum

Kammerhofská 2
969 01 Banská Štiavnica

Slovenské múzeum ochrany prírody a jaskyniarstva Liptovský Mikuláš

Školská 4
03101 Liptovský Mikuláš

Slovenské národné múzeum v Martine

Malá Hora 2
036 80 Martin

Slovenský archeologický a historický inštitút SAHI

Vajnorská 8/A
931 04 Bratislava

Spišské múzeum SNM Levoča

Nám. Majstra Pavla 40
054 01 Levoča

Stredoslovenské múzeum

Námestie SNP č. 4
974 00 Banská Bystrica

Šarišské múzeum

Radničné námestie 13
085 01 Bardejov



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Tekovské múzeum Levice

Sv. Michala 40
934 69 Levice

Terra Antiqua, s r. o.

Sídlisko Rimava 1063/35
979 01 Rimavská Sobota

Trenčianske múzeum

Mierové námestie 46
912 50 Trenčín

Tríbečské múzeum

Krušovská 291
955 01 Topoľčany

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

FF – Katedra archeológie
Hodžova 1
949 01 Nitra

Univerzita Konštantína Filozofa v Nitre

FF – Katedra muzeológie
Hodžova 1
949 01 Nitra

Univerzita Mateja Belav B. Bystrici

FHV – Katedra histórie
Tajovského 40
974 01 Banská Bystrica

Univerzita Sv. Cyrila a Metoda v Trnave

FF – Katedra histórie
Nám. J. Herdu 2
917 01 Trnava

Vihorlatské múzeum v Humennom

Námestie slobody 1
066 18 Humenné

Vlastivedné múzeum v Galante

Hlavná ul. 976/8
924 00 Galanta

Vlastivedné múzeum v Hanušovciach nad Topľou

Zámocká ul. 160/5
094 31 Hanušovce nad Topľou

Vlastivedné múzeum v Hlohovci

Františkánske nám. 1
920 01 Hlohovec

Vlastivedné múzeum v Považskej Bystrici

Ulica odborov 244/8
017 01 Považská Bystrica

Vlastivedné múzeum Trebišov

M. R. Štefánika 257/65
075 01 Trebišov

Východoslovenské múzeum

Hviezdoslavova 3
041 36 Košice

Záhorské múzeum v Skalici

Námestie Slobody 13
909 01 SKALICA

Západoslovenské múzeum v Trnave

Muzejné nám. 3
918 09 Trnava

Zemplínske múzeum Michalovce

Kostolné nám. 1
071 01 Michalovce

Žitnoostrovné múzeum Dunajská Streda

Muzejná 2
929 01 Dunajská Streda



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Príloha 2



Archeologický ústav SAV v Nitre

Akademická 2, 949 21 Nitra

IČO 166 723

Tel: 037/641 00 51; Fax: 037/733 56 18

Nitra 9. 11. 2007

Dear Colleagues!

Archaeological Institute of the Slovak Academy of Sciences in Nitra has become a partner in the EU international project *"Discovering the Archaeologists of Europe"*. The project goal is to obtain relevant statistical data on archaeological community in selected EU member countries. The *"Discovering..."* project follows the older similar project *"Archaeology Labour. Market Intelligence: Profiling the Profession 2002/2003"* that summarized the information on archaeological community in the Great Britain within the time periods of 1997/98 and later 2002/2003. The project carrier (Institute of Field Archaeologists – IFA) has prepared the following stage that is aimed in obtaining of comparable data from some other countries (Belgium, Czech Republic, Ireland, Cyprus, Germany, Netherlands, Greece, Slovenia, Great Britain, Slovakia). The project has been planned for the period of 2007/2008.

Archaeological Institute of the Slovak Academy of Science in Nitra has been addressed to collect necessary data representing Slovak Republic. The attached questionnaire was designed according to the original questionnaire that was used in 2002/2003 and slightly modified to reflect the situation in our country. Our task is to collect as completed data as possible on the basis of which the situation and condition of archaeological communities in all participating countries could be compared.

The questionnaire has two parts. The first includes data on institutions; the other refers to particular staff categories. The questionnaire has been designed in order not to contain any personal data or data enabling recognizing of particular employees in small organizations. The questionnaire is strictly anonymous and the data will not be used in connection with the particular organisation in any case. That's why we beg you to fulfil all data if possible to make the project results representative for Slovakia, representing the picture of real condition of archaeology in our country.

The project results from all participating countries will be collected and processed (September 2008) and then published on international level. At the same time they are considered to be published on national levels, too, in all countries involved. In the case you render the data of your organisation for the survey you will be naturally informed about the project results.

Please, be so kind and return fulfilled questionnaires in the attached envelope before 15 September 2007. With any unclarity we will contact you again.

We hope you will participate in the project and help us to obtain the real picture of archaeology in Slovak Republic.

Sincerely the project coordinators

Mgr. Eva Fottová

PhDr. Danica Staššíková-Štukovská



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APPENDIX 3

Discovering the archaeologists of Europe

Questionnaire 1 - organisation

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 **1 November 2007**.

1. Founder and principal role

Check only one option corresponding with character and structure of your organisation

	Principal role	Field research and dedicated scientific tasks	Cultural heritage	Museum activities	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 all regions where your activities are applied. In the case your activities are applied only to one region or town, give its name.

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

3. Number of employees

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

	Number of employees
Archaeologists	
Other skilled/research worker	
Technicians	
Others	
Total	



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If there were changes in numbers of staff in particular categories during last year (i.e. from 1 November 2006 till 1 November 2007), give maximum and minimum numbers in total and in particular categories as well.

	Minimum	Maximum
Archaeologist		
Technicians		
Other		
Total		

4. Employment development

Fill in changes in the numbers of employees in the past and estimated development in the nearest future. The numbers include also short-time contracts (contracts for work, working activity contracts).

	More		Equal		Less		Do not know
Archaeologist in 2002							
Other staff in 2002							
Archaeologist in 2004							
Other staff in 2004							
Archaeologist in 2006							
Other staff in 2006							
Archaeologist in 2008							
Other staff in 2008							
Archaeologist in 2010							
Other staff in 2010							

5. Education and Training

a) Do you provide special trainings for your employees?

	Yes	No	Do not know
Basic field investigation methods			
Basic field documentation			
Basic geodetic works			
Work with PC			
Photographic skills			
Treating of archaeological material			
Ecofacts collection			
Conservation of finds			
Foreign languages			

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



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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 (statistics, analyses)			

d) Does your organisation cooperate with other institutions /experts providing services related to archaeological 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			
Archaeological research management			
Human resources			
Economic problems			
Information technologies			
Legacy			
Translations/Interpreting			
Mass-media cooperation/popularising			
Other (specify)			



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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 in the questionnaire for each working post in your institution (e.g., skilled worker, research worker, conservator, etc.), which are related to your archaeological activities (if needed, make necessary number of the questionnaire 2 copies).

- 1. a) Name of the post
- b) Number of workers on this post

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

2.	Number of staff
Archaeologist – field archaeological research – with special professional qualifications	
Archaeologist – field archaeological research – without special professional qualifications	
Archaeologist – protection of the monument and historic site	
Archaeologist – museum activities (collections, exhibitions, etc.)	
Archaeologist – education and training	
Field investigation technician	
Documentation technician	
Conservator	
Collections Custody	
Analyses and measurements	
Geodetic works	

3. Numbers 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		



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4. Salaries/earnings – annually (in thousands)

Salary/ earnings	Minimum		premiums (personal evaluation, leadership, etc.)	Yes		Minimum	
	Maximum			No		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

Is it difficult to fill this post?

Yes / No

8. What qualifications have employees on this post?

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



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9. Is this post filled by employee from abroad?

	Number of staff
Slovak Republic	
Czech Republic	
Other	

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

Yes / No

if Yes, give the number:

APPENDIX 4

List of posts in which archaeologists and other staff in archaeology are working as they were entered by respondents in accepted questionnaires

Archaeologist:

Archaeologist
 Archaeological - deposits Administrator
 Archaeologist – collections administrator
 Archaeologist – curator
 Archaeologist - legal agenda
 Archaeologist – museum archaeologist
 Archaeologist – museum instructor
 Assistant
 Associate professor
 Collections Administrator
 Curator
 Deputy
 Director
 Chief Researcher
 Inceptor
 Independent Adviser
 Ministerial Adviser – Methodist
 Ministerial Adviser – Statistician
 Monuments Architecture Archaeologist
 Researcher
 Sites and Monuments Archaeologist
 Specialist
 Special Adviser

Further support staff in archaeology:

Anthropologist
 Palaeoenvironmental specialist
 Ethnologist
 Geodesist
 Geophysicist
 Numismatist
 Archaeozoologist

Dedicated support staff:

Documentarist
 Conservator
 Museum Activities
 Technician
 Collections Administrator
 Museum Officer
 Custodian
 Lecturer



Discovering the Archaeologists of Europe:

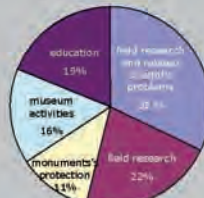
Slovenská republika

Archeologický ústav SAV



Summary

The questionnaire has been sent to 90 organisations (during the process of data processing this number has been modified to 88 by fusing some departments within one organisation). 58 Institutions from all addressees employ archaeologists. 63 full responses were received, 50 from the institutions employing archaeologists. The archaeological community includes 174 archaeologists and 118 other persons. The main field of interests for archaeologists are field research related to specific scientific research problems (56 persons), field research (38 persons), protection of archaeological sites and monuments (20 persons), museum activities (27 persons) and education (33 persons).



n=174

Main part of the archaeological community consists of Slovak nationals (171 persons). One archaeologist is from Czech republic, one from Austria and one from Brazil. Rate between men and women is 108:65 (1 data from questionnaires missing). In the category "all employees in archaeology" the rate is 148:129. Five disabled persons were recorded.

Archeológovia v Slovenskej republike

V rámci projektu „Skúmanie archeologickej komunity“ bolo oslovených celkom 90 inštitúcií (pri spracúvaní dát boli niektoré pracoviská v rámci jednej inštitúcií zlúčené, čím sa základný počet zmenil na 88). Vyplnené dotazníky sa vrátili zo 63 inštitúcií, z ktorých 50 zamestnáva archeológa alebo vykonáva archeologickú činnosť. V rámci údajov z dotazníkov sa teda spracúvali údaje od 50 respondentov. Údaje dopĺňované z iných zdrojov zvýšili počet inštitúcií zamestnávajúcich archeológa alebo vykonávajúcich archeologickú činnosť na 58. Za dátum zberu údajov sa považuje 1. november 2007.



Inštitúcie boli podľa charakteru činnosti a zamerania rozdelené do piatich základných kategórií – orgány štátnej správy na ochranu pamiatkového fondu, Archeologický ústav SAV (ako špecifická inštitúcia v rámci archeologických pracovísk), múzeá, vysoké spoločnosti a súkromné spoločnosti.

Pracuje v nich celkom 186 archeológov, 111 technických pracovníkov a ďalších 10 tvorivých odborníkov ostatných špecializácií, dohromady teda 307 osôb (zo všetkých zdrojov). Na základe údajov z dotazníkov je 174 archeológov, 108 technikov a 10 ostatných tvorivých pracovníkov – spolu 292 osôb.

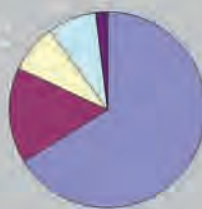
V rámci rozdelenia archeológov podľa prevládajúcej činnosti (z dotazníkov) respondenti uviedli terénny výskum a s ním spojené vedecké úlohy (56 archeológov), terénny výskum (38 archeológov), ochrana pamiatkového fondu (20 archeológov), múzejná činnosť (27 archeológov), výchova a vzdelávanie (33 archeológov).



Figa-Stránska. Aerial view of rescue excavations in the south of central Slovakia. Pillory culture site and a fortified feudal palace were discovered here. Photo by Eva Fotová

Veľkosť archeologických pracovísk

Veľkosť pracovísk na základe počtu zamestnávajúcich archeológov sa sledovala pri 50 respondentoch, ktorí vrátili úplne vyplnené dotazníky a v druhom kroku pri 58 inštitúciách (údaje zo všetkých zdrojov). Prezentujeme výsledky na základe údajov z dotazníkov (50 pracovísk). 33 inštitúcií uviedlo, že zamestnáva len jedného archeológa, v kategórii s 2-3 zamestnanými archeológmi je 8 pracovísk, 4-9 archeológov zamestnávajú 4 pracoviská, 10-19 tiež 4 a nad 20 archeológov má iba 1 inštitúcia.



Znamená to, že 82% pracovísk môže byť charakterizované ako veľmi malé (s 1-3 archeológmi). Druhý pól predstavuje jediná inštitúcia zamestnávajúca viac ako 20 archeológov, čo predstavuje 2% z celového počtu 50 pracovísk, ktoré vyplnili dotazníky.

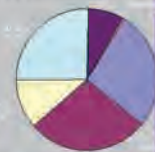
Najväčším archeologickým pracoviskom je teda Archeologický ústav Slovenskej akadémie vied, ktorý zamestnáva 56 archeológov. Orgány štátnej správy na ochranu pamiatkového fondu zamestnávajú 1-9 archeológov, pričom najviac pracovísk v tejto kategórii (6) má 2-3 archeológov (spolu 21 osôb). V múzeách na Slovensku pracuje 1-19 archeológov, najviac pracovísk (30) zamestnáva 1 archeológa (v múzeách je spolu 47 archeológov). Na 2 univerzitných pracoviskách je zamestnaný 1, na 3 pracoviskách 10-19 archeológov (spolu na univerzitách pracuje 34 archeológov). V jednej súkromnej spoločnosti pracujú 2-3 archeológovia, v dvoch 4-9 archeológov (spolu je v troch súkromných spoločnostiach zamestnaných 16 archeológov).



Zloženie archeologickej komunity

Na poste archeológa pracuje v Slovenskej republike 119 mužov a 66 žien (1 chýbajúci údaj; všetko zo základného počtu 186 archeológov zo všetkých zdrojov). Celkovo je v archeológii zamestnaných 160 mužov a 131 žien (16 údajov chýba).

Medzi archeológmi je najsilnejšie zastúpená mladá generácia (20-39 ročných), ktorá tvorí 55% zamestnaných archeológov v SR. Pomerne silné zastúpenie má aj skupina 50-59 ročných archeológov (25%). Slabo je, žiaľ, zastúpená mladšia stredná generácia 40-49 ročných (11%).



Pri zisťovaní krajiny pôvodu uviedli respondenti Slovenskú republiku pre 171 archeológov, Českú republiku pre 1 archeológa, Rakúsko pre 1 archeológa a 1 archeológ pochádza z Brazílie. V skupine ostatných osôb pôsobiacich v oblasti archeológie sú všetci pôvodom zo Slovenskej republiky.

Archeológov s ukončeným minimálne magisterským študijným programom (alebo s ekvivalentným vzdelaním) je 59%, vedecký alebo univerzitný titul má 35,5% archeológov, nižšie ako magisterské vzdelanie má iba 0,5% archeológov, pre 5% archeológov (zo 174) respondenti neuviedli potrebné údaje.

Priemerný ročný plat archeológa v SR (na základe údajov z vyplnených dotazníkov) je 201.117 SKK (6030 EUR; prepočet podľa kurzu Národnej banky Slovenska z 2. 11. 2007, 1 EUR = 33.353 SKK); ostatní tvoria pracovníci zarábajú ročne v priemere 244.333 SKK (7325 EUR); technickí pracovníci majú priemernú ročnú mzdu 159.138 SKK (4771 EUR).

Priemerný ročný plat všetkých pracovníkov v archeológii je 194.475 SKK (5830 EUR).



Borovce (distr. of Piešťany). Necklace consisting of 2000 glass beads made of PbO-SiO₂ glass found in the grave of 11-12 years old girl, 10th century. Reconstruction by Danica Staščíková-Šturová

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