

*Discovering the Archaeologists of Europe:*

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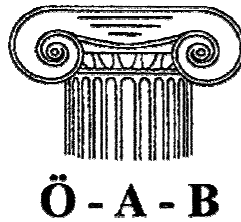
Raimund Karl

Internationales Österreichisches Archäologie Forum

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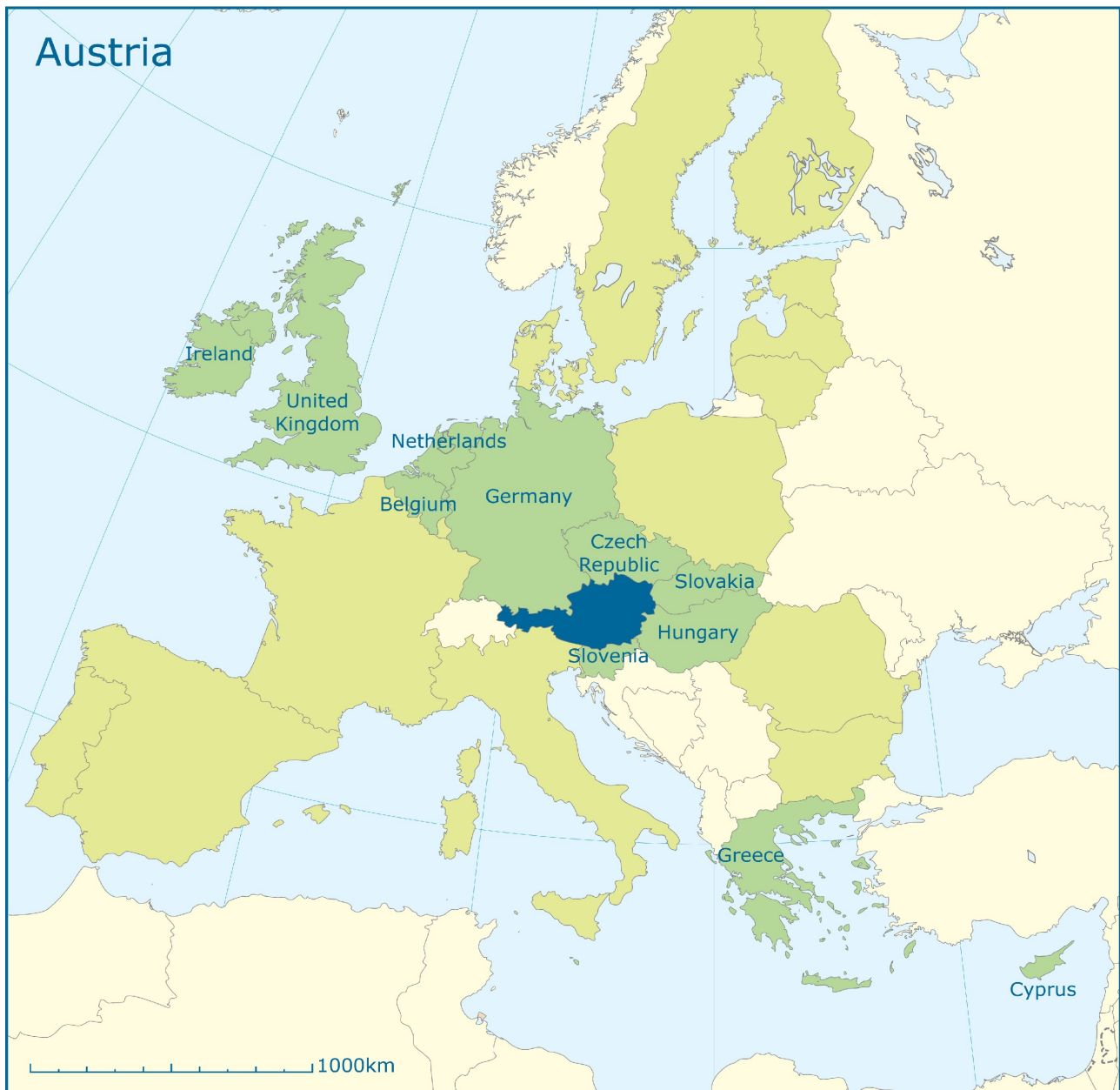
2008



Profiling the Profession 2007-8

# Austria

Project report



**Raimund Karl**

Vienna and Bangor / Gwynedd 2008

A project of the Internationales Österreichisches Archäologie Forum in co-operation with the EU-project “Discovering the archaeologists of Europe” with partners in 12 EU member states.

**Partner organisations:**

**A**

Internationales Österreichisches Archäologie Forum (IÖAF)  
Bangor University (UK)

**BE**

University of Leuven

**CY**

Department of Antiquities, Ministry of Communications and Works

**CZ**

Archeologický Ústav Praha  
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**D**

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**SK**

Archaeological Institute of Slovak Academy of Sciences

**UK**

Institute of Field Archaeologists (IFA), **Projektkoordinator**  
Arboretum Archaeological Consultancy  
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**Cover image:** map of participating EU member states (© Conor McDermott)

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**About the author:**

Prof. PD Mag.Dr. **Raimund KARL** FSA FSA Scot MIFA was born in Vienna in 1969. He studied prehistoric archaeology and a combination of several subjects on 'the Celts' at the University of Vienna, where he graduated with an Mag.phil. degree in 1995 and received a PhD in prehistory in 2003. Since 2006 he also holds a Habilitation für 'Celtic archaeology' at the University of Vienna. 2001 he became AHRC Research Fellow at the University of Wales Centre for Advanced Welsh and Celtic Studies, 2003 Lecturer in Archaeology and Heritage at Bangor University. 2006 he was promoted to Senior Lecturer in, 2008 to Professor of Archaeology and Heritage. Since 2007 he is also Head of the School of History, Welsh History and Archaeology at Bangor University. He is a member of numerous professional organisations and is currently representing the Subject Committee for Archaeology UK (SCFA) in the Archaeology Training Forum (ATF). He is also a member of the AHRC peer review college for archaeology. He has a long-standing interest in archaeology labour market analyses and in 2003 together with PD Dr. Karl R. Krieger founded the Internet Archaeology Job Resource of the Internationales Österreichisches Archäologie Forum, which he is analysing and has run ever since.



## Aims and summary of findings

### *Aims of the project*

*Discovering the archaeologists of Europe – Profiling the Profession 2007-08: Austria* is an analysis of the archaeology labour market in Austria and is part of the wider European Union Leonardo da Vinci programme-funded analysis of the archaeology labour market in 12 EU member states.

This project aimed to identify, collect, quantify and disseminate labour market information on the archaeology sector. For employers, it provides comprehensive, up-to-date information to aid business planning and improve organisational performance and competitiveness. For individual archaeologists it also provides information that identifies their own position within the profession, and can inform their own personal career decision-making.

This information includes:

- information on training needs, skills shortages and skills gaps
- details of the nature and extent of the archaeology sector, including accurate employment figures
- information on occupations, including potential recruitment and career progression difficulties
- labour market trends and issues, including training investment and supply and other financial, business and staffing issues.

This research has addressed the whole of the archaeology profession and has included unpaid volunteers who work within professional archaeology along with those in paid employment.

The survey was conducted via a postal questionnaire (mail and email). All of the organisations in Austria that were believed potentially to employ archaeologists were contacted. Organisations with more than one archaeology department were sent one questionnaire per department. In total, 51 questionnaires were sent to 34 organisations. 29 (57%) responses were received from 19 (56%) of the organisations that were approached.

The survey followed two previous studies carried out in the UK (1997/98 und 2002/03) in regard with both aims and methods used.

**The data recovered and presented here should be seen as illustrating trends, rather than necessarily identifying specific points of detail.**

### *Summary of findings*

The survey analyses the current state (as of February 2008) of the Austrian archaeology sector and presents information to guide the sector's skills requirements, training needs, requirements for skilled staff and for increased European mobility of archaeological labour. Data relating to employment are compared with the earlier British surveys (Aitchison 1999; Aitchison & Edwards 2003). Bangor University, Wales, UK carried out the survey on behalf of the Internationales Österreichisches Archäologie Forum (IÖAF).

## **The estimated numbers of archaeologists working in Austria**

We estimate that there are in the order of 600 archaeologists working in Austria, of which c. 435 are employed in paid positions. We also estimate that there are approximately 160 paid support staff working with these archaeologists. This means that in February 2008, an estimated total of 600 people in Austria rely on archaeology for their livelihoods.

These figures mean that in Austria, 1 archaeologist is employed per c. 15.000 inhabitants. In comparison, in the Republic of Ireland, where comparable dates are already available, 1 archaeologist is employed per c. 2000 inhabitants, with the Republic of Ireland employing approximately 7.5 times as many archaeologists per capita than Austria.

## **Age, gender, nationality and disability status**

The average age of professional archaeologists in Austria is 42 years, with the average for female archaeologists being 39 and for male archaeologists 45. Archaeologists paid from the ordinary budget of their organisation are also on average 42 years old, with female archaeologists in such positions being on average 39 and male archaeologists on average 46 years of age. Archaeologists paid from additional funds (third mission, research grant income etc.) are on average 34 years old, which is also the average for both female and male staff in such positions. The average age of unpaid volunteer archaeologists is 55, with female volunteer archaeologists on average 52 and male volunteer archaeologists on average 59 years of age. 74% of Austrian archaeologists are between 20 and 50 years old, 69% between 30 and 50. The average age of the Austrian working population is 39 years, both for females and males. Compared with the average age of the Austrian working population, archaeology has a slightly older age profile.

48,7% of all archaeologists in Austria are male, 51,3% female. Of archaeologists paid from the ordinary budget of their organisation, 46% are male, 54% female. Of archaeologists paid from additional funds, only 40% are male, the remaining 60% are female. Of the unpaid volunteer archaeologists, in the other hand, 65% are male and only 35% female. Of the whole Austrian working population, 48,4% are male, 51,6% female. While male archaeologists are slightly over-represented compared to the overall Austrian working population, women are considerably over-represented in paid positions, compared to the Austrian average.

90% of all people employed in Austrian archaeology are Austrian citizens, 8% are citizens of other EU member states, 2% citizens of other countries. Nearly half (46%) of the people in Austrian archaeology without Austrian citizenship are German citizens (c. 5% of all people employed in Austrian archaeology). The great majority of foreign nationals employed in Austrian archaeology are either from directly neighbouring countries or former parts of the old Austro-Hungarian Empire.

Less than 1% of the people employed in Austrian archaeology are classified as being severely disabled. This is in stark contrast to the percentage of disabled persons in Austria, which according to national figures is 29% or 12,5% according to the ECHP figures (European Commission 2001, 35).

## Growth of the sector

Over the past 5 years, which were looked at historically, the number of people employed in Austrian archaeology seems to have shrunk slightly. This reduction in people employed most likely was below 5%. For the coming years, a further slight reduction in staff numbers is expected by the answering organisations.

51% of responding organisations reported that they had lost posts over the past 5 years, while only 33% reported an increase in staff numbers.

22% of the responding organisations expect a further reduction in staffing numbers over the next 3 years, while 19% expect their staff numbers to increase.

A similar trend can be observed for volunteer staff. Numbers of volunteers seem to have declined slightly over the past 5 years and are expected to further decline according to the expectations of the responding organisations.

## Estimated numbers working in different parts of the sector

We estimate that in Austria c. 52% of all archaeologists are employed primarily in field archaeology, c. 16% in museums and c. 31% in teaching or research (mostly at universities).

In terms of the structural base of the organisations, 7% of responding organisations were organised as town or county archaeology services, 41% were universities or research institutions, 37% museums, 11% private companies, with the remaining 4% charities.

## Geographical differences

53% of all archaeological institutions in Austria are located in eastern Austria (defined as Burgenland, Lower Austria and Vienna). Where archaeologists are concerned, it is even as many as 66% of all archaeologists in Austria that are working in eastern Austria, only 21% in southern Austria (Carinthia, Styria), and a mere 13% in western Austria (Salzburg, Tyrol, Upper Austria and Vorarlberg). This ranking is inverse to the geographical size of these respective areas, c. 41% of the Austrian national territory make up western Austria, 31% southern Austria, and only 29% eastern Austria.

In practically all geographical regions field archaeology and museum archaeology are the main tasks of archaeological organisations, only in Vienna, Salzburg and the Tyrol the majority of archaeologists is employed in universities or research institutions.

## Range of jobs

Details relating to 21 different types of jobs were reported by the responding organisations, relating to up to 463 archaeologists and support staff working in Austrian archaeology. This represents on average one job title for every 22 individuals. However, several sub-differentiations of jobs were not reported by responding organisations: eg all academic staff members at universities and research institutions were reported consistently as 'scholars/scientists' ('Wissenschaftler') and not distinguished according to function (eg research assistant, external lecturer) or hierarchical position (eg teaching assistant, assistant professor, associate professor, full professor). The 17 role profiles

established from these 21 reported job types are therefore not particularly representative.

## Salaries

The average salary given by respondents for all archaeologists in Austria was found to have been c. € 31.518 in the year 2007. This figure, however, seems highly unrealistic and is more likely to reflect the average salary of archaeologists employed as public officials or in similar contracts by the state, counties or city governments; for these, the question about salaries was much more frequently answered than for any other employees, particularly as compared with employees in field archaeology. For comparison, the average salary in Austria in 2006 was at € 25.797 according to Statistics Austria, which would seem to indicate that individuals employed in archaeology are paid considerably above the national average.

Based on the responses received, a very rough estimation of the average salary in field archaeology is also possible, even if it has to be seen with the necessary caution. Average salary in field archaeology seems to have been in the range of c. € 14.400 to c. € 21.600 in 2007, with an estimated average at c. € 16.200. This is roughly equivalent to the lowest 10% income band of the earlier British study of 2003 (Aitchison & Edwards 2003, 40) and roughly equals the average salary of Austrians employed in support jobs or as sales assistants, which according to Statistics Austria averaged at € 16.434 in the year 2005. Staff employed in field archaeology seem to be paid considerably less than people employed in comparably skilled jobs like eg lab assistants.

It is for this reason that a proposal for a career and salary model for staff in field archaeology has been developed as part of the Austrian study (see chapter 8.2.1.).

## Staff qualifications

52% of all employees in Austrian archaeology have graduated from universities, as many as 6% even hold the highest academic qualification in Austria, the Habilitation. In paid jobs, the percentage of graduates is even higher, with 69% of all staff in positions paid directly out of their organisations ordinary budget having graduated. Of paid staff, as many as 9% hold a Habilitation as their highest academic qualifications, a further 27% a PhD. 65% of staff paid from additional funds (3<sup>rd</sup> mission, research grant income) have graduated from universities, with as many as 39% having completed their PhD. Archaeology in Austria is clearly dominated by graduates and students expecting to graduate after completing their first degrees. Non-graduates only dominate in support jobs, particularly in administrative jobs.

## Identification of training needs

Despite an apparently strong commitment to training, Austrian archaeological organisations are failing to translate this into action.

Only 11% of responding archaeological organisations have a formal training plan. 63% of the responding organisations have no budget for staff training, and only 11% have control over their training budget.

While 52% of all organisations recorded the amount of time that their staff spent on training, only 34% formally evaluate the impact of training on individuals, only 22% the

impact of training on the organisation as a whole, and as few as 11% have a system of rewards for good training results of their staff.

## Potential skills shortages

The most commonly identified non-archaeological skills shortage (where outside consultants had to be brought in) was in information technology. Almost as commonly reported were the need to hire specialists for languages (for translations) and for editorial tasks.

Regarding specialised archaeological skills, the most commonly identified skills shortages were in (geophysical) survey and scientific analysis (paleobotany, -zoology, physical anthropology etc.), followed by artefact or ecofact conservation, archaeological desk-based analysis and excavations.

## Potential skills gaps

As recognised priorities for training (skills gaps), information technology and project management were the most commonly identified areas for improving non-archaeological skills.

Archaeological desk-based analysis and excavations, followed by artefact or ecofact conservation and (geophysical) surveying were the most commonly reported priorities for training in specifically archaeological skills for the next two years.

## Employers' commitment to qualifications and training

Organisations demonstrate a strong commitment to providing some form of training or development opportunities for their staff. May offer staff paid from their regular organisational budget the possibility of formal and informal training inside or outside of their own institution. A total of 81% of all responding institutions reported that they offered at least one of these possibilities to their paid staff.

The commitment to offer equivalent possibilities to other staff members, and in particular to volunteer staff and staff in AMS-measures (re-integration opportunities for long-term unemployed provided via job centres) is considerably less pronounced. Only a minority of institutions offers structured training and development opportunities to such staff members.

67% of all responding organisations encourage their staff to engage in continuing professional development. 74% of all responding organisations reported that they consider continual professional development as very important.

33% of all responding organisations reported that they hire staff without practical experience in the job. Of these, 22% offer many development and training opportunities, another 45% offer considerably many opportunities, while only 33% offer few or very few such opportunities to new entrants into the profession.

The opinions of respondents on how well prepared graduates and how well continual professional development opportunities are suited for the practical needs of the profession are divided. About half of the respondents think graduates are prepared well for the job, and that the suitability of continual professional development opportunities for the practical

needs of the profession is high. The other half, however, sees graduates as being badly or very badly prepared for their jobs, and the suitability of CPD opportunities as low or very low. It is particularly noteworthy that there is a close correlation between responses to these questions and the sub-fields of the sector: while universities and research institutions almost exclusively returned positive responses to this question, responses of organisations mainly active in field and museum archaeology were exclusively negative or even very negative.

### **Employment in rescue archaeology in Austria**

The employment situation in Austria as far as contract archaeology is concerned is different from that in other countries where the private sector is more strongly developed, and it is unclear to what extent contractors both inside and outside Austria compete “on a level playing field”. The fact that Austria is not so far a signatory to the Valletta Convention (revised 1992), while not strictly related to the employment situation, introduces a further lack of clarity.

A short summary of some of the issues that this survey has highlighted is provided in Appendix III.

## Recommendations

As a result of the research findings, we would like to recommend the following activities be undertaken for the benefit of individuals and employers working in Austrian archaeology:

1. This research should be repeated at least every five years to ensure that the data continues to be up to date and relevant to the needs of employers and other stakeholders. The results of these repeated surveys should be made available to the sector and the public.

2. A central request by the Austrian archaeological community towards Austrian society, industry and politics should be for Austria to finally ratify the Convention of La Valetta, to introduce the 'polluter pays' principle to Austrian heritage protection and conservation. In a European comparison, Austria employs a ridiculously low number of archaeologists, which is a direct result of the failure to introduce the 'polluter pays' principle. A direct consequence for industry is the lack of availability of sufficient numbers of archaeologists for development-induced archaeology, resulting in delays of developments, refusal of development permissions because of heritage protection concerns and similarly economically damaging problems. Another consequence seems to be that the National Heritage Agency (BDA) seems to be forced to publicly create the false impression that Austria has introduced the 'polluter pays' principle in heritage protection to be able to fund at least parts of the required excavations to make any kind of development possible. Would the BDA correctly execute the Austrian Heritage protection laws and be required to fund all heritage protection measures from its own budget, development in Austria would almost immediately grind to a halt. Also, by officially and legally introducing the 'polluter pays' principle, which is already partly used in practice, many hundred, if not several thousand new archaeological jobs could be created, as experiences from other European countries show, to the benefit not only of archaeology, but also of developers, who could then plan their developments on a much better basis.

3. A career model for employees in field archaeology should be introduced, that takes into account the practical qualifications of staff employed in field archaeology, the nature and quality of their contributions to the sector and scholarly research and that provides them with opportunities for promotions and long-term career planning. A model that could be adopted is proposed as part of this study, which should, however, still be discussed in the discipline to achieve a consensus about its necessity as well as its structure among all stakeholders.

4. A project to establish best scholarly practice and other quality standards should be undertaken, and examples for best practice be made available to archaeological employers in Austria (case studies, guidelines). Such a task could be undertaken by the newly established professional platform Initiative Österreichischer ArchäologInnen, which could also turn itself into an instrument of professional self-assessment and quality control in the process.

5. Even though the majority of archaeological employers in Austria has indicated a high theoretical commitment to continual professional development, and also supports its paid staff (and to a lesser extent also unpaid staff or staff paid from other sources than the ordinary budget of the archaeological organisations) by offering training and development opportunities, organisations who have formal strategic plans for continuing professional

development for their staff are still in the minority. An expansion of the opportunities for continuing professional development would undoubtedly be helpful to the sector. Organisations involved in archaeological education and training, especially of course the universities, would be well advised to develop continual professional development opportunities as required by the sector; that is, programmes that are suited for the practical needs of the non-university and non-research institution sub-sections of the sector, eg in the field of health and safety in the workplace, development- and heritage protection legislation etc.

6. The general quality and suitability for the labour market of archaeological training and development opportunities should be evaluated. As part of the current change to the Bologna-model, at least some universities should consider to change their training programmes and develop new, attractive and more labour market compatible degree programmes in archaeology.

7. The promotion and expansion of the Austrian archaeology sector, as this study suggests, would be beneficial to the international reputation of Austria as a leading cultural nation and should therefore be actively supported by politics and public.

8. A clear separation should be created between the Bundesdenkmalamt, Abteilung für Bodendenkmale as the state office which oversees archaeological heritage protection, and the organisations carrying out the actual practical measures in the field, especially the charities AS – Archäologie Service and ASINOE, to remove conflicts of interest for the public officials in the Bundesdenkmalamt, who also serve as officers of these charities, which lead to considerable distortions of competition in the market for archaeological consultancy services. An expert panel should be created, including representatives from archaeology, heritage services, private archaeological contractors and the Austrian business sector, to develop recommendations for the future direction of archaeological heritage protection in Austria. The recommendations of such a panel should then be implemented as soon as possible.



## 1. Preface

This report is the summary of the results of a research project to assess the archaeology labour market in Austria. The survey undertaken followed in its structure, aims and methods two earlier studies carried out by the British Institute of Field Archaeologists (IFA), carried out in the years 1997/98 (Aitchison 1999) and 2002/03 (Aitchison & Edwards 2003). The main aim was the collection of actual data on the archaeology labour market in Austria compatible with and comparable to similar studies carried out in other member states of the European Union. This is in contrast to earlier self-assessments of Austrian archaeology (Tomedi 2002; Friesinger & Titscher 2004; Sonius 2007), which focussed primarily on other aims and were not necessarily concerned with international comparability.

*Profiling the Profession – Austria* is part of a wider project funded in part by the European Commission Leonardo da Vinci programme. *Discovering the Archaeologists of Europe* has collected comparable data across twelve EU countries to describe the archaeological profession in 2007-2008. It is a transnational project, managed from the UK by IFA, with partners in Austria, Belgium, Cyprus, the Czech Republic, Germany, Greece, Hungary, the Republic of Ireland, the Netherlands, Slovakia, Slovenia, and the European Association of Archaeologists. In addition to twelve national reports on archaeological employment in each of the participating countries (of which this is one), these results also contribute to a transnational summary and overview of that project (see <http://discovering-archaeologists.eu> for all national and the transnational reports).

The Internationales Österreichisches Archäologie Forum, which has a long-standing interest in archaeology labour market intelligence (Karl & Krierer 2004a; 2004b; Karl 2008) and in providing job informations as part of its on-line job resource <http://archaeologieforum.at/jobnew.php>, had played with the thought of carrying out a study comparable to the previous British archaeology labour market studies for Austria for a considerable time already. It was thus a convenient coincidence that the IFA initiated a Europe-wide comparative study to be carried out in the years 2007-2008. It had originally been planned to include 10 partner countries in this labour market study. While Austria was not one of the 10 original partners, we decided to contact the project organiser when it came to our attention that this comparative study had started, and joined the project in fall 2007 as a voluntary partner. Since then, another voluntary partner from Hungary has also joined the „Discovering the archaeologists of Europe“ project, bringing the current total of EU member states in which this study has been carried out up to 12.

Due to our late entry into the project, the Austrian study had to be completed to a very tight timetable, to allow to complete the draft project report by the end of April 2008. As particularly the production of a specifically 'Austrian' questionnaire would have taken considerable time, we asked the German partner in the project, the Verband der Landesarchäologen in der BRD, for their questionnaire, which they kindly and very unbureaucratically provided, for which we are especially grateful. We then adapted the German questionnaire for the specific Austrian situation (mainly changing a number of names of eg measures for long-term unemployed, which in Germany are called ABM-Maßnahmen, while in Austria they are called AMS-Maßnahmen), but without making any major changes, as the questionnaire was already very well suited for our purposes and seemed sufficiently complete for our requirements. Nonetheless, for a future repetition of this survey, it is planned to create a specifically Austrian version of the questionnaire,

based on the feedback we received during this survey.

By end of January 2008, we had completed the adaptation of the questionnaire, which was also aided immensely by the discussions we had with other project partners during the project meeting in Leuven at the end of January 2008. At that time, most other partners had already completed the data collection phase of the project for their respective countries and had already has feedback. By end of January, we had also completed the basic documents for the project, the outline of the Austrian archaeological profession, the role profile for the 'archaeologist', and the valorisation plan for the Austrian study (included in this report as chapters 2-4), and could therefore begin with the actual data collection.

The questionnaires were thus sent out at the beginning of February 2008, with a very short deadline for respondents to return them by the end of the same month. The assessment of the collected data took place during April 2008, which also coincided with the completion of the German version of this text (the translation into English took place during May). At this place, we particularly want to thank those many archaeological organisations in Austria, which rapidly completed and returned the questionnaire. The overall response rate of c. 57% was equally astonishing and pleasing to us: after all, completing the questionnaire will have taken considerable time and effort for the respondents. It also should specifically be mentioned that most of the returned questionnaires were very carefully completed and thus have provided a reliable data base for the labour market analysis. That staff in many archaeological organisations in Austria have volunteered their time for this exercise demonstrates that such an assessment of the archaeology labour market has been seen as very important by these colleagues, and cannot be taken as a given. We therefore want to once again express our special thanks to all those colleagues who took the time to complete the questionnaire.

To provide the greatest possible support to colleagues in filling in the questionnaire, we offered to and then visited a couple of archaeological organisations during March 2008, filling in the questionnaires during the visit. As this study has mostly been carried out at Bangor University, Wales, UK, I also want to thank my institution that it provided me with the necessary support and especially allowed me the necessary time to complete this study.

Finally, I want to especially thank my wife, Dr. Sonja Prochaska, who not only helped me in the work on this project and came along with me for the 'Austrian tour' to collect a couple of questionnaire responses, but who also, as usual, has proofread the manuscript of this report. The responsibility for all remaining errors in text or data are nonetheless of course exclusively my own responsibility.

PD Mag.Dr. Raimund Karl FSA FSA<sub>SCOT</sub> MIFA

Vice chairman, Internationales Österreichisches Archäologie Forum  
Bangor / Gwynedd, am 27. April 2008

## 2. An outline of the archaeological profession in Austria

Austrian archaeology is structured in a relatively clear way, which is more or less directly reflected in the qualifications required for being eligible for being appointed to specific positions and in the eligibility to carry out specific archaeological work.

### 2.1. *The legal background to Austrian archaeology*

The Austrian constitution (in Art. 17 Staatsgrundgesetz 1867) defines that the freedom of academic research is a fundamental civic right. All kinds of desk-based archaeological assessment, post-excavation analysis and interpretative work are therefore open to every citizen, regardless of qualifications, as is any other kind of scientific research.

#### 2.1.1. Heritage management

Where the management of archaeological heritage is concerned, the Austrian constitution (in Art. 10 [13] Bundes-Verfassungsgesetz) defines that protection of cultural heritage ('Denkmalschutz') is a responsibility of the central state. The public office responsible for executing this constitutional function is the national heritage agency ('Bundesdenkmalamt', short BDA), under the control of the ministry of science and research ('Bundesministerium für Wissenschaft und Forschung'). As the BDA is responsible for the protection of all cultural heritage, regardless of whether it being known to exist or not, all archaeological fieldwork (whether invasive or- non-invasive) has to be individually licensed by it, or carried out by itself (under its direct authority), as specified in Austrian heritage law (§ 11 [1-2] Denkmalschutzgesetz). Austrian heritage law requires a degree in an archaeological subject as a necessary precondition for an applicant to be eligible to be granted an excavation licence (§ 11 [1] Denkmalschutzgesetz 1999).

The Austrian constitution (Art. 10 [13] Bundes-Verfassungsgesetz in combination with Art. 15 [1] Bundes-Verfassungsgesetz) also defines that culture (other than the protection of cultural heritage) is a federal responsibility, but the central state can establish and maintain national cultural institutions. All Austrian federal districts thus have services for cultural affairs and as part of these operate district museums ('Landesmuseen', sing. 'Landesmuseum'). The district governors also have emergency powers for the protection of cultural heritage (§§ 11 [9] and 30 [1] Denkmalschutzgesetz), which they usually execute through their respective museum services. As part of its maintenance of national cultural institutions, the central state continues to maintain the Austrian national museums ('Bundesmuseen', sing. 'Bundesmuseum'). Amongst these are the Natural History Museum ('Naturhistorisches Museum') and the Art History Museum ('Kunsthistorisches Museum'), who both maintain significant archaeological collections. As the BDA has to deposit all portable antiquities ('bewegliche Denkmale') acquired by the state in museums or public collections with an appropriate collection policy (§ 10 and §34 [2] Denkmalschutzgesetz), finds made during excavations financed by the public purse were usually deposited with the regional museum (see below) of the federal district in which the finds were made, or with national museums. In recent years, the Bundesdenkmalamt has also established a central storage facility, where most of the finds made in recent years on excavations carried out by the Bundesdenkmalamt or by associated charities are being stored. Other finds, whether made during privately financed excavations or accidentally by members of the public need to be declared (§ 8 [1] Denkmalschutzgesetz). If properly declared,

ownership is shared between the finder and the owner of the property on which they were found.

As a result of these legal requirements, the national heritage agency, the national museums and the federal district museum services employ professional archaeologists. As archaeology, and particularly field archaeology, is considered a scientific discipline requiring a university degree in the subject, archaeologists employed in the public service sector usually are employed as academic staff. This, however, is not an absolute legal requirement, and as such there have been exceptions to this convention.

### **2.1.2. Archaeological training (tertiary education)**

The Austrian constitution (in Art. 17 Staatsgrundgesetz 1867) also defines that the academic freedom to teach in public educational institutions, or to establish such institutions, is a fundamental civil right of every citizen who has demonstrated his/her ability to do so by due legal process. This is detailed in the University legislation, which states that the right to academic freedom to teach in public educational institutions is granted (1) to persons who have been appointed to a professorial position at a university (according to §§ 98-99 Universitätsgesetz 2002) or (2) who have proven their qualification by having been granted a Habilitation by a university (§ 103 Universitätsgesetz 2002). Appointment to a professorial position requires a Habilitation or an equivalent academic achievement.

According to Austrian University legislation (§ 100 [1] Universitätsgesetz 2002), a university can also appoint teachers for specific subjects or skills taught as part of a curriculum if it is satisfied that the person appointed is sufficiently knowledgeable or skilled to teach that specific subject or skill. There is no definition as to what kind of qualification is required, and as such, formal qualifications are only required where they are deemed necessary by the university official(s) deciding the suitability of a candidate. For courses on academic subjects, universities usually require at least a first degree (currently the MA-equivalent Mag.phil. degree) in the subject. For skills courses where formal qualifications for the specific skill exist (e.g. photography, carpentry etc.), it is usually required by universities that applicants hold such a formal qualification to be allowed to teach that skill. For skills courses where no formal qualification for the specific skill exists (e.g. prehistoric bronze casting), applicants will usually have to demonstrate to the university that they have sufficient practical experience to teach that skill. However, there is no formal legal requirement for any such formal or demonstrated practical qualifications, exceptions to the above stated conventions thus do exist.

If a university wants to carry out any archaeological fieldwork (including training excavations or other practical fieldwork training), the staff member responsible for this activity needs to apply for a fieldwork license with the BDA as any other citizen would, unless the university has been directly instructed by the minister for scientific research to carry out the excavation (§ 11 [9] Denkmalschutzgesetz). As such, fieldwork modules can usually only be organised by somebody holding a degree in archaeology, who needs to have overall responsibility for the module (even though the actual teaching on the module may be carried out by anybody considered sufficiently qualified by the university). Usually, fieldwork licenses are granted to university staff unless the proposed fieldwork recklessly endangers an important national monument.

### **2.1.3. Contract archaeology**

As every Austrian citizen has the constitutional civil right to carry out any kind of scientific research, and as excavation licences can be granted to any citizen with a degree in an archaeological subject, private contractors can become involved in every kind of archaeological work. Of course, such a private archaeological contractor needs to comply with all regulations covering businesses in Austrian law, but otherwise, there are no set limitations. For instance, a private citizen has in the recent past applied for a business license ('Gewerbeberechtigung') for 'treasure hunting' (an euphemism for metal detecting), and even though the case is still undecided there is no apparent reason why he should not be granted it.

If a private contractor wants to become involved in actual fieldwork or offer fieldwork services to third parties, the individual, company or registered charity offering archaeological services needs to be, employ or have as a registered member at least one person holding a degree in archaeology, to be able to be granted archaeological licenses by the BDA.

### **2.1.4. Fieldwork and fieldwork licensing**

Excavation licenses can only be granted to natural persons holding a degree in a relevant archaeological subject. Holding a degree in archaeology however does not guarantee a fieldwork license, as the BDA decides on the granting of licenses on a case by case basis (§ 11 [1] Denkmalschutzgesetz). As such, if anybody applies for a fieldwork license, a full description of the planned project (including, where applicable, proof of an immediate threat to the site or monument to be examined, site plans, proposed excavation methods, staff lists, etc.) needs to be submitted, based on which the BDA will decide whether it grants or does not grant a license. The BDA then has to issue in writing an official notification ('Bescheid') as to whether a license is being granted or is being refused within six months of the application (§ 52 Allgemeines Verwaltungsverfahrensgesetz). If the BDA fails to issue an official notification, the legal assumption is that no license has been granted. The applicant has the right to appeal to the administrative courts in case of a license not being granted or the BDA not responding within the statutory six months.

In its decision of whether to grant a license or not, the BDA will usually consider whether the proposed measures are likely to destroy or alter the integrity of a monument, whether the monument is threatened by human-induced or natural causes, and whether the proposed measures are the best way to protect the monument for the future (in case of excavation, this is understood to be preservation by record, and thus the granting of a license will strongly depend on whether the proposed measures are likely to achieve such a record). If the BDA grants a license, it will usually only be valid for a set period and may contain restrictions on the proposed works, reduce the scope of the proposed works, or add requirements as deemed necessary by the BDA.

## **2.2. Austrian archaeology in practice**

In practice, Austrian archaeology historically consists of three main strands, with a fourth strand slowly developing in the past few years. These three strands are 1) the national heritage agency (BDA), 2) the museum services (national, federal district and local) and 3) the universities. The fourth, developing strand is the field of contract

archaeology, which still can be considered to be in its infancy.

### 2.2.1. Qualifications

For practically all permanent archaeological posts (excluding support and office staff), a degree in an archaeological subject is required. At present, four universities in Austria offer archaeological degree programmes, with pre- and protohistory (Ur- und Frühgeschichte) offered at the Universities of Vienna and Innsbruck, and classical archaeology (Klassische Archäologie) at Vienna, Innsbruck, Salzburg and Graz. The University of Vienna also offers other subjects including aspects of archaeology, including Egyptology, Early Christian Archaeology, Near Eastern Studies, Celtic Studies etc., but degrees from such programmes are not usually considered to be 'full' archaeological qualifications. Graduates of the latter programmes are therefore normally not considered eligible for permanent archaeological jobs, with the exception of specialist jobs at the University of Vienna, the Austrian Academy of Sciences and Museums who have collections covering the specialist subject in question (e.g. the Egyptian collection at the Kunsthistorisches Museum may employ Egyptologists in archaeological positions). As a consequence, most appointments to permanent archaeological jobs in Austria are either prehistorians or classical archaeologists.

At present, the first degree in archaeology is the 4 year Magister der Philosophie (roughly MA / Mphil, contains both a strong taught and an extensive research thesis element), which can be followed up by a 2 year Doktor der Philosophie (PhD) degree. In practice, the average time spent on degrees is considerably higher than the numbers given above, average study times are about 6.5 years for the MA/MPhil-equivalent Magister and roughly the same again for the PhD. After the PhD, those considering a professorial career can also apply for a Habilitation (previously awarding the title Universitätsdozent [short. Univ.-Doz.], since the introduction of the Universitätsgesetz 2002 the title Privatdozent [short PD]).

The academic system is currently being changed to come into line with the Bologna-System, so future archaeology degree will follow the 'standard' European progression of 3 year BA (Baccalaureus), 2 year MA (Magister artium) and 3 year PhD, with the possibility to add a Habilitation as an additional qualification remaining in place.

All other jobs in the wider archaeological field either require no training at all, or specialist training as required by a specific post (e.g. photographers will have training in photography).

### 2.2.2. Financing

Financing predominantly comes from the public sector, even though in recent years, there has been an increasing influx of private money from building companies to finance large scale excavations, to be guaranteed that they can be completed within a timescale suitable to the developer, rather than within the limits set by public funding constraints. Austria has as of yet not ratified the Valetta Convention (European Convention for the Protection of the Archaeological Heritage) and thus has not introduced polluter financing into archaeology as a legal requirement. Nonetheless, the increasing availability of private funding has allowed for a small commercial sector to be established.

Research funding is mostly provided by the national funding agency (Fond für

wissenschaftliche Forschung) administered by the Austrian Academy of Sciences, other research funding bodies (including federal district cultural agencies and local councils) and increasingly also by European funding programmes. Most research is still carried out by the main university departments. University archaeology is again funded mostly by the public purse, with only a small amount coming from student fees. Museums are also mostly funded by the public purse.

### ***2.3. Estimate of archaeologists for comparison with the total ascertained during the project***

At present, there are no reliable figures for the number of archaeologists working in Austria. However, a rough estimation is possible. A recent study (Tomedi 2002) has referred to Austria as a 'failed state' with regards to the numbers of archaeologists employed by the Austrian state in the protection of cultural heritage, calculating the area that a single archaeologist has to cover for Tyrol at c. 15,000 square kilometres (compared to an average of c. 2000 square kilometres for archaeologists employed by the German federal state heritage agencies). Another study (Sonus 2007) has given a figure of c. 12,000 square kilometres per archaeologist for Upper Austria. In total, Austria employs 12 archaeologists in the national heritage protection agency, to which another c. 60 can be added working for national, federal district and local museums. At the Austrian universities, another 91 archaeologists are employed in full time positions, with another 102 in various part time positions (with partial part time staff overlaps between universities), bringing up the total to c. 250 archaeologists working in the three main strands of Austrian archaeology. Archaeological contractors have in recent years probably employed almost as many people in archaeology in Austria, even though most as fieldworkers and only very few on long-term or permanent contracts. As these have never been properly assessed, it can only be guessed at how many people they actually employ, even though rumour has it that the largest Austrian archaeological contractor employs c. 160 people, with all others employing far less than that. A rough estimate of people working in archaeology in Austria is therefore in the range of only a couple of hundred, c. 500 seeming a reasonable guess.

Interestingly, the expected distribution of jobs in the 4 sectors of Austrian archaeology is not reflected in the rate at which posts are advertised. Since November 2003, the inception of the archaeology internet job resource operated by the Austrian project partner (see <http://archaeologieforum.at/jobnew.php>), a total of 32 adverts for archaeological jobs in Austria have been posted. Of these, 23 were in the university sector, 2 for museum jobs, 1 for a post in the Austrian national heritage agency, and only 6 for fieldwork. While adverts seem to reasonably reflect the job market in the museum and state heritage protection sectors, the adverts for jobs at universities indicate a relatively high turnover of staff. The latter can mostly be explained by adverts for guest professorships or temporary teaching / research assistance contracts. The fieldwork / commercial sector on the other hand, which is likely to have the highest staff turnover rates due to the often very temporary / project based nature of archaeological fieldwork jobs, is vastly under-represented. As it is particularly in the area of fieldwork, where transferable excavation skills are likely to be largely universal and allow for greater transnational mobility, lack of advertising to allow mobile European citizens to apply for excavation jobs in Austria may form one of the main barriers to transnational mobility.

### 3. Job role profiles in Austrian archaeology

#### 3.1. 'archaeologist'

Usually, the defining criterion for officially being considered an archaeologist is holding a degree in an archaeological subject. While this is not perfectly clearly defined in Austrian law, it is implicitly assumed in § 11 (1) Bundesdenkmalschutzgesetz, which defines holding a degree in an archaeological subject as a necessary precondition for being eligible to be granted a license by the Bundesdenkmalamt (national heritage agency) for any kind of archaeological fieldwork aimed at 'discovering or analysing archaeological remains' (whether by excavation or non-invasive methods).

Archaeological subjects currently taught at Austrian universities are mainly Ur- und Frühgeschichte (pre- and protohistoric archaeology, including medieval and modern archaeology) and Klassische Archäologie (Greek and Roman archaeology), with courses in either or both offered by the Universities of Vienna, Innsbruck, Salzburg and Graz. In addition, the University of Vienna offers archaeology as part of several other degree programmes (Egyptology, Near Eastern Studies, Celtic Studies), but whether graduates of these degree courses would be recognised as 'archaeologists' by official bodies has never been clarified.

Austria is currently changing archaeology courses to the Bologna architecture. As of yet, the degree required to be considered an 'archaeologist' is the 4 year Mag.phil degree (MA equivalent), the first degree available in the pre-Bologna system. Whether the 3 year undergraduate BA (Baccalaureus) degree will be accepted by official bodies has not been clarified as of yet. In a statement in 2006, the director of the archaeology department in the Bundesdenkmalamt stated that it would most likely not accept the BA as a sufficient qualification, but this has not yet officially been confirmed.

#### 3.2. 'co-worker' ('Mitarbeiter')

Everyone else working in archaeology is usually referred to by the generic term 'co-worker'. Included under this term are academics holding degrees in non-archaeological subjects, skilled technical support staff (e.g. conservators, photographers, computer technicians, artists, craftsmen etc.), unskilled workmen and volunteers. In the case of fieldwork, the term is also used for staff members holding or studying for a degree in an archaeological subject if they are only participating, but are not the site director or head of a survey team.

##### 3.2.1. Other academics working in archaeology

Academics holding degrees in non-archaeological subjects are usually either employed on a permanent basis or on temporary contracts by archaeological institutions, charities or companies, or act as consultants to these. These are usually referred to by terms specific to their academic subject qualification (e.g. biologist, zoologist, physicist etc.), even if fully participating in fieldwork projects.

Palaeontologists and physical anthropologists have in the past occasionally been granted excavation licences for sites containing archaeological remains which fall into their



areas of academic expertise (e.g. excavations in cave sites likely to contain mainly zoological remains, excavations in early modern cemeteries). Regardless of this, academics holding degrees in these subjects are not considered to be archaeologists, but as scientists working in subject areas related to and partially overlapping with archaeology.

### **3.2.2. Skilled worker**

Skilled workers are usually employed on permanent or temporary contracts or occasionally brought in as contractors. Permanently employed skilled workers are rare, and usually are either conservators or photographers. Skilled workers, when not referred to by the generic term 'co-worker', are usually referred to by the term for their profession (e.g. photographer, carpenter), or by generic terms for their professional field (e.g. technician, craftsman).

### **3.2.3. Unskilled worker**

Unskilled worker refers to all members of staff who either have no formal qualifications or a high school diploma (Matura, A-level equivalent) only. They form a variable part of the archaeological workforce, and are almost exclusively employed on temporary contracts on excavations. Most unskilled workers participating in archaeological work are either enrolled in re-employment measures for long term unemployed run by the Austrian employment agency / job centre (Arbeitsamt) in cooperation with archaeological institutions or charities, or workers supplied by local councils or other interested parties for excavations as 'in kind' support. Occasionally, prisoners have also been used on archaeological excavations as unskilled workers. If not referred to by the generic term 'co-worker', they are usually referred to as 'excavators' ('Ausgräber') or just plain 'workers' ('Arbeiter').

Some unskilled workers have been working on archaeological excavations for lengthy periods. Some are drop-outs who started archaeology degree courses, but failed to complete them. Others came into archaeology with or developed particularly useful abilities, skills or qualities while working on excavations. However, any practical qualifications such long term 'unskilled' archaeological workers may have developed during their careers in field archaeology are not formally recognised. Informal recognition is usually expressed by archaeologists either regularly re-enlisting them for their field projects or in very exceptional cases by being given long-term or even permanent contracts, and by recommending them to other archaeologists for their field projects, usually by word of mouth.

### **3.2.4. Undergraduate students enrolled in archaeology degree courses**

By and large, students enrolled in archaeology degree courses who have completed field school modules or have gained considerable practical fieldwork experience but have not yet completed their degree are considered as 'skilled' archaeological workers. Given that archaeology degree courses in Austria have as of yet lacked a tight structure, this stage in an archaeological career can last several years, in some exceptional cases even several decades.

In practice, such students make up a large part of the actual archaeological workforce in Austria, and can hold considerable responsibilities on excavations. Depending on practical experience (once again mostly transmitted by word of mouth from project manager to

project manager), such students can be employed as simple labourers, site supervisors and even as acting site directors, with the 'official' site director (the person holding the excavation licence and having a degree in archaeology) only visiting on rare occasions to check progress. Exceptionally, particularly experienced students have been granted excavation licences by the Bundesdenkmalamt or have been employed as site directors for excavations under the direct authority of the Bundesdenkmalamt itself.

## 4. Valorisation plan Austria

The valorisation of the Austrian case study of the 'Discovering the archaeologists of Europe' project will take place in several different ways and result in several different outcomes. The results of the project will be the first ever assessment of the Austrian archaeology labour market and the archaeology sector in Austria based on actual data gathered from archaeological employers in Austria. As such, the data gathered will be valuable for the profession itself, will help to inform political decisions and will allow Austrian businesses as well as Austrian universities to establish present and future needs for archaeological labour. It will thus for the first time allow serious strategic planning for and of the sector.

### 4.1. Valorisation by dissemination of results

The results of the Austrian case study will be disseminated in several different ways. The Austrian national report of the project will be made available to the public via the Austrian project partner's website <http://archaeologieforum.at>, the main Austrian online platform for discussion of archaeological issues and will be deposited on the Austrian project partner's e-publication platform <http://ausgegraben.org>.

A permanent thread for discussion of the results presented in the Austrian national report as well as the general 'Discovering the archaeologists of Europe' project results will be established, and the results regularly compared and contrasted with the information gathered via the Austrian partner's own internet archaeology job resource. Projections made in the Austrian national as well as the European report of estimated future employment figures based on the questionnaire returns will be checked against the actually advertised jobs. This will allow to establish whether and how regularly job advertisements for archaeological jobs do become available outside of the nation in which they are published, and whether limited advertising forms an effective barrier to transnational mobility in the sector.

Printed and bound copies of the national report will be sent to all Austrian archaeological institutions to provide them with an easily available snapshot of the Austrian archaeology labour market for their own use. Copies will also be sent to the Bundesminister für Wissenschaft und Forschung (the ministry for scientific research) and each member of the Archäologische Rat (the advisory body on archaeological matters to the minister). Copies of the report will also be made available to the business sector via the Wirtschaftskammer Österreich (Austrian chamber of commerce). If financially possible, a printed version of the national report will also be made available to the public.

Besides the national report, the results of the Austrian case study as well as summaries of the wider 'Discovering the archaeologists of Europe' project will be presented to the archaeological community via a paper presented to 13<sup>th</sup> Austrian archaeologists conference (13. österreichischer Archäologentag). Short summaries of the national and European study results will also be published in the two main Austrian popular archaeology journals, the Archäologie Österreichs (the journal of the Austrian society for Pre- and Protohistory) and the classical archaeology e-journal Forum Archaeologiae.

As the Austrian project partner regularly assesses the data on the archaeology labour market gathered via the the project partner's online archaeology job resource, the national

and European results of the 'Discovering the archaeologists of Europe' project will provide a valuable benchmark for future reports on the Austrian archaeology labour market and how it compares against the wider European picture, and guarantee the continued use of the results of the 'Discovering the archaeologists of Europe' project in the Austrian context for the foreseeable future. Results of the assessment of job advertising data have been regularly presented at national and international conferences (5. Deutscher Archäologentag; 11. Österreichischer Archäologentag) and published in peer-reviewed journals (Archäologie Österreichs, Archäologische Informationen, Forum Archaeologiae), and will be disseminated through similar channels in the foreseeable future.

#### ***4.2. Valorisation in the political process***

The results of the Austrian national study as well as the wider European study will be a valuable tool for informing and influencing policy decisions at national, federal district (Bundesland) and local level. With the national heritage agency (Bundesdenkmalamt), the federal district governments via their museum services (Landesmuseen) and some city councils employing archaeologists, the results of the Austrian study and particularly the comparison of the Austrian with other European national archaeology labour markets will allow political bodies to strategically plan the personnel requirements for the cultural heritage protection sector.

This is likely to result in opening up the Austrian archaeology labour market for increased transnational mobility, as one of the expected outcomes of the Austrian study is that the Austrian archaeology labour market is much smaller than comparable labour markets in other European countries and that there will be a significant shortage of archaeologists should Austria ratify the Valetta Convention on the Protection of Archaeological Heritage.

At the same time, the expected outcomes of the Austrian study in comparison to the archaeology labour market in comparably developed European countries (e.g. UK, Belgium, the Netherlands, Germany) will illustrate the need for Austria to ratify the Valetta Convention and bring its system for the protection of archaeological heritage in line with the more business-friendly and transnational mobility enhancing European standards.

#### ***4.3. Valorisation in higher education***

The results of the Austrian national study and of the wider European study will allow tertiary education institutions to better manage their study programmes in the field of archaeology. The results of the national as well as the European study will highlight expected requirements for a skilled archaeological workforce, and thereby allow tertiary education institutions to manage both the availability of archaeology degree programmes as well as the number of places on courses run. It will also allow tertiary education institutions to identify course requirements by comparing existing provisions with reported skills shortages or gaps in the skills required by employers in the archaeological sector, both public and private. It will also allow tertiary education institutions to establish tailored postgraduate training programmes for lifelong learning to address these skills shortages or gaps and thereby improve the knowledge based economy in Austria.

#### ***4.4. Valorisation in the economy***

The results of the national study will be of particular value to the economy. Businesses for the first time will be able to establish the likely availability of skilled archaeological labourers and manage their business plans accordingly. Particularly in the construction sector, lack of archaeological labour can seriously delay the planning process as well as actual construction. The ability to strategically plan and if necessary hire skilled archaeological staff will allow construction and other companies planning to expand their businesses to avoid such delays and allow construction to go ahead as speedily as possible.

## 5. Methodology

The methodology used by this survey by and large follows that set out in the previous British studies *Profiling the Profession* (Aitchison 1999) and *Archaeology Labour Market Intelligence: Profiling the Profession 2002/03* (Aitchison & Edwards 2003). The present survey was based on these studies and the guidelines set out in the grant application for the *Discovering the archaeologists of Europe* project, to gather that allows to assess the situation of Austrian archaeology and compare it to that of archaeology in other European Union member states, based on up to date data pertaining to the years 2007/08.

The principal aim of the European project and its Austrian part was to improve the understanding of the needs for transparent qualifications for archaeologists in Europe and the capacity to provide the required archaeological workforce. On both European and national level, the project also wants to achieve the following secondary aims:

- identify barriers and national requirements on entry to the profession and for transnational archaeological mobility
- identify labour market data and trends, including investment in training and development and difficulties in the field of recruitment and career development
- establish the number of archaeologists employed in each of the participating countries
- establish the training and development needs and identify possible skills shortages and skills gaps
- provide archaeological employers with archaeology labour market intelligence to assist them in planning their businesses and increasing the performance of their organisation.

To achieve these aims, informations on archaeologists and the archaeological labour market were identified, collected, quantified and will be disseminated, to aid employers, professional bodies, the European Association of Archaeologists, providers of archaeological training and other institutions with:

- increasing their knowledge on practices and trends in the archaeology labour market, which allow to improve the possibilities for transnational mobility of labour
- define specific criteria and methods to identify the need for archaeological training in Europe
- to improve analysis and prognosis of demand for archaeological knowledge and skills
- allow the comparison of demand for archaeological knowledge and skills in different countries.

The project was advised by a consultant and the progress was monitored during general meetings of all project partners, which were also used to discuss procedures, problems encountered during the implementation of the project, and to exchange information between project partners. Internal quality assurance was carried out by the staff of the project and by the national and international bodies funding the project.

## 5.1. The questionnaire

Structure and content of the questionnaire closely followed the British example provided by the *Archaeological Labour Market Analysis: Profiling the Profession 2002/03* (Aitchison & Edwards 2003, Appendix 3) study. For the Austrian study, the questionnaire that had already been translated into German by the German partner organisation was used and adapted for the specifics of the Austrian labour market. Changes to the questionnaire were limited to the required minimum to allow for the greatest degree of comparability, and mostly were limited to changes of names for institutions, job role profiles and specifically Austrian standards (eg the recommendations of the Salzburg health and safety in archaeology conference 2006; <http://archaeologieforum.at/forum/index.php?showtopic=5434>).

The questionnaire was designed in two parts. The first part consisted of a range of questions about the organisation, and the second inquired about individual posts within the organisation. While the first part was only to be filled in once per organisation, the second part was designed to be copied as many times as necessary so profiles of all archaeological and support posts (regardless of how many people were employed in this specific kind of position) could be drawn up. It was sent to all organisations on the mailing list (see below), together with a covering letter and a completed sample questionnaire for a fictional archaeological organisation.

Because of the very short deadline – the questionnaire was sent out beginning of February 2008 with the request to return the completed questionnaire by the end of the same month – it was not deemed necessary to give a specific cut-off date to which all data from informations should relate. As job rotation is unlikely to be especially high during winter months, we assumed that any possible double-counts of colleagues who were just switching from one institution to another would be limited to an irrelevant minimum, and stay within the normal margin of error for any such survey.

A copy of the questionnaire and the covering letter can be found in **Appendix I: The Questionnaire**.

## 5.2. The mailing list

In the mailinglist, all archaeological organisations in Austria known to the board of the Internationales Österreichisches Archäologie Forum were included. Only such organisations were contacted of which could be safely assumed that they would not only be employing archaeologists on an occasional, short-term basis. Archaeological charities were thus mostly excluded, as only a very few of them are employing archaeologists on a regular basis for more than short-term tasks paid by the hour. The exception to this are a number of charities involved in archaeological fieldwork on a regular basis. To guarantee a maximum distribution of the questionnaire, we also contacted the newly founded Initiative der Österreichischen ArchäologInnen, the professional representation of Austrian archaeologists, and asked them to distribute the questionnaire via their own mailing list or make colleagues aware of the existence of the survey and where the questionnaire and cover letter could be downloaded. We also created a discussion thread on the webpages of the Internationales Österreichisches Archäologie Forum with a download-link to the questionnaire. We also consulted the literature (Friesinger & Titscher 2004) to gain an overview of archaeological organisations covered in earlier disciplinary self-assessments, but as all these organisations were already included on our original mailing list, no further

institutions had to be included in our mailing list as a result of this additional consultation exercise.

### **5.3. Data collection**

We finally posted 51 questionnaires at the beginning of February 2008, which went to archaeological departments in 34 Organisations. Each questionnaire was sent by surface mail and as an email, including the questionnaire, a covering letter and a completed sample questionnaire for a fictional archaeological organisation. The questionnaire was also made available electronically on the website of the Internationales Österreichisches Archäologie Forum. In the covering letter, organisations were asked to return the completed questionnaire by no later than 29.2.2008. On 29.2.2008, the return rate was at c. 35%.

Several follow-up emails were sent to organisations who had not responded until the original deadline had passed. In addition, we extended an offer to all organisations that had not responded until the original deadline that we would come and visit them during the last two weeks of March, to fill in the questionnaire for them. Both the possibility to send in completed questionnaires until a second deadline at the end of March and the offer of a visit by a member of the project was taken up by several organisations, which raised the total response rate to a total of c. 57 %.

The higher number of questionnaires than institutions is explained by the fact that we decided to send one questionnaire per archaeological department in an organisation, to ensure that answers from all departments could be received (who are not always on the best speaking terms). The questionnaires sent out were numbered to prevent duplications of responses, questionnaires sent to different departments within the same organisation were given the same number, but an identifying letter specific to the department to which the questionnaire had been sent. In the covering letter, we explained to the respective recipients in organisations where we had sent questionnaires to several departments that several questionnaires had been received by their organisation, and asked them to arrange with their colleagues in the respective other departments whether they would compile a single response for the whole institution, or individual responses for each department. In case of a collective answer for all the departments within an organisation, we asked the person completing the response to delete the letter on the questionnaire, to make us aware that the response was for the organisation as a whole, and not just for the department identified by the letter. Some organisations as a result chose to respond by individual department, while others sent in summary answers covering the whole organisation.

Late submissions were accepted and included in the analysis until 8.4.2008. In total, we received 27 completed forms, 2 of which were summary responses of organisations to which we had sent several questionnaires to individual departments. The actual response rate thus equals 20 completed questionnaires.

#### **5.3.1. Data entry**

Of the 27 returned questionnaires, 10 were returned as print-outs, while 17 were returned as electronic copies in either Microsoft Word or Adobe pdf format.

The results were entered into and analysed in a Microsoft Access 2003 database.



Graphic visualisation of the data was created in Microsoft Excel 2003. The data collected represent a total of 19 organisations or 29 departments and included 69 completed role profile forms (part 2 of the questionnaire).

### 5.3.2. Response rate

The 27 returned questionnaires, of which 2 summarize 2 departments within 2 organisations each, represent 56,86% of the distributed questionnaires. In total, we received responses from 19 of the 34 organisations we distributed questionnaires to, the institutional response rate thus is 55,88%, practically identical to the questionnaire response rate. In addition, one department of one organisation returned the sample questionnaire we had sent out with the original mail, but no completed questionnaire of the department itself.

The response rate by sector is detailed in Table 1:

**Table 1: Response rate by sector**

	Estimated number of departments	Returned questionnaires	Response rate
National agency	1	0	0%
Town- or Country arch.	3	2	66%
University / research	18	11	61%
Museum	23	10	43%
Private company	3	3	100%
others	3	1	33%

The response rate can generally be considered as very good. As already explained in the earlier British study 2003 (Aitchison & Edwards 2003, 10), response rate for postal surveys are rarely above 50% and can frequently fall below 25%. Compared to the earlier British studies – 61% returns in 1998/99 (Aitchison 1999, 93) and 33% in 2002/03 (Aitchison & Edwards 2003, 9) – the c. 57% compare well, especially considering the relatively short deadline for responses.

In contrast to the earlier British studies (Aitchison 1999, 93; Aitchison & Edwards 2003, 10), no duplicate responses were received in the Austrian study. While several responses were received from some organisations, these were separate responses of separate departments within these organisations, and not duplications.

### 5.3.3. Completeness of responses

As is common in postal surveys and as also observed in the previous British studies (Aitchison 1999, 94; Aitchison & Edwards 2003, 10), some organisations chose to leave some questions unanswered or gave only partial answers. The total number of responses to each question is therefore given in the discussions of the respective results of different parts of the survey.

One major problem encountered in the Austrian survey was the level and quality of responses regarding salaries. In this area, many organisations have refused to provide data, or have provided so inaccurate or incomplete answers that any detailed analysis of salary levels seems to be hardly possible. This is hardly surprising given the results of

previous studies of job adverts in the German-speaking academic community (Karl & Krierer 2004b; Karl 2008), which has clearly demonstrated that salaries are frequently not mentioned at all, or at the very best in a very non-transparent form in both Germany and Austria, and seems to be a general cultural phenomenon. In the present survey, responding institutions gave salary scales for only c. 1/3<sup>rd</sup> of all role profiles, and that mostly for management or executive positions. As a consequence, no fully reliable picture of the actual salary profiles in Austrian professional archaeology can be given.

#### **5.4. Calculating workforce size**

To determine the total number of individuals employed in Austrian archaeology, we did not – in contrast to the previous British studies (Aitchison 1999; Aitchison & Edwards 2003, 10) – rely on arithmetical techniques. Rather, we searched the websites of all those organisations who had not responded to our questionnaire for details of their staffing, as most organisations do provide contact details for most of, if not even all their staff on these. This was possible for all but three of the Austrian archaeological organisations that had not returned a questionnaire. This means that we could use relatively accurate employment data for 31 of the 34 total organisations (or 91,18% of all organisations) employing archaeologists in Austria.

While we had to consider that even the official websites archaeological organisations do not always give precise staffing details, or are not always very regularly updated, we could establish that the websites of those organisations that had returned questionnaires were c. 95% accurate. A higher margin of error only exists where short-term posts are concerned, mainly for staff in project-based posts, and there again primarily where staff in field projects are concerned (which are never mentioned on the official webpages of archaeological organisations in Austria), who are mainly employed for short periods during the summer months. As our data collection took place in February and March, and the majority of the institutions that did not return the questionnaire are not heavily involved in field archaeology, this should constitute only a minor problem.

A much more fundamental problem for assessing total staffing numbers in Austrian archaeology is the fact that two of the organisations who did not return the questionnaire, and of which one has no official webpage, and the other only a very superficial one that essentially only gives a contact address for that organisation, but no staffing or any other details, are probably the largest employers in Austrian field archaeology (the 'charities' Archäologie Service and ASINOE, also see Appendix III). For those two organisations, we had to estimate staffing numbers based on personal communications that the I had with several staff members of these organisations, who are personally known to me. As these 'rumours' about staffing numbers of these organisations as independently provided by several of their staff were roughly comparable in their magnitude (in case of one organisation in the range of +/- 10 staff; in that of the other +/- 20 staff), this allows for a reasonably accurate estimation of their average staffing numbers, which may however be subject to considerable fluctuations across the year, given that they mainly operate in field archaeology.

#### **5.5. Creation of post profiles**

Information was received on 69 role profiles, including archaeological and non-archaeological support roles. These 69 role profiles can be assigned to a total of 17 post

profiles, which partially were called by slightly different names by different organisations, but which clearly fulfil the same functions (see Tab. 2 and Fig. 1).

**Table 2: Post profiles and staff employed in each post (responses = 69)**

	paid post	voluntary unpaid	paid from additional funds	job centre for unemployed
EDV	3			
Epigraphiker	2			
Fotograf	2			
Grabungsleiter	12			
Grabungsmitarbeiter	46	5		78
Grafiker / Zeichner	7			
Landesarchäologe	1			
Management	1			
Museumsmitarbeiter	1	4		
Öffentlichkeitsarbeit	1			
Projektkoordination	1			
Redaktionsmitarbeiter / Bibliothekar	7			
Restaurator / Konservator	20	4	2	
Sammlungsleiter	3			
Sekretariat / Verwaltungspersonal	15			
Sonstige Angestellte	6		4	
Wissenschaftler	148	23	66	1

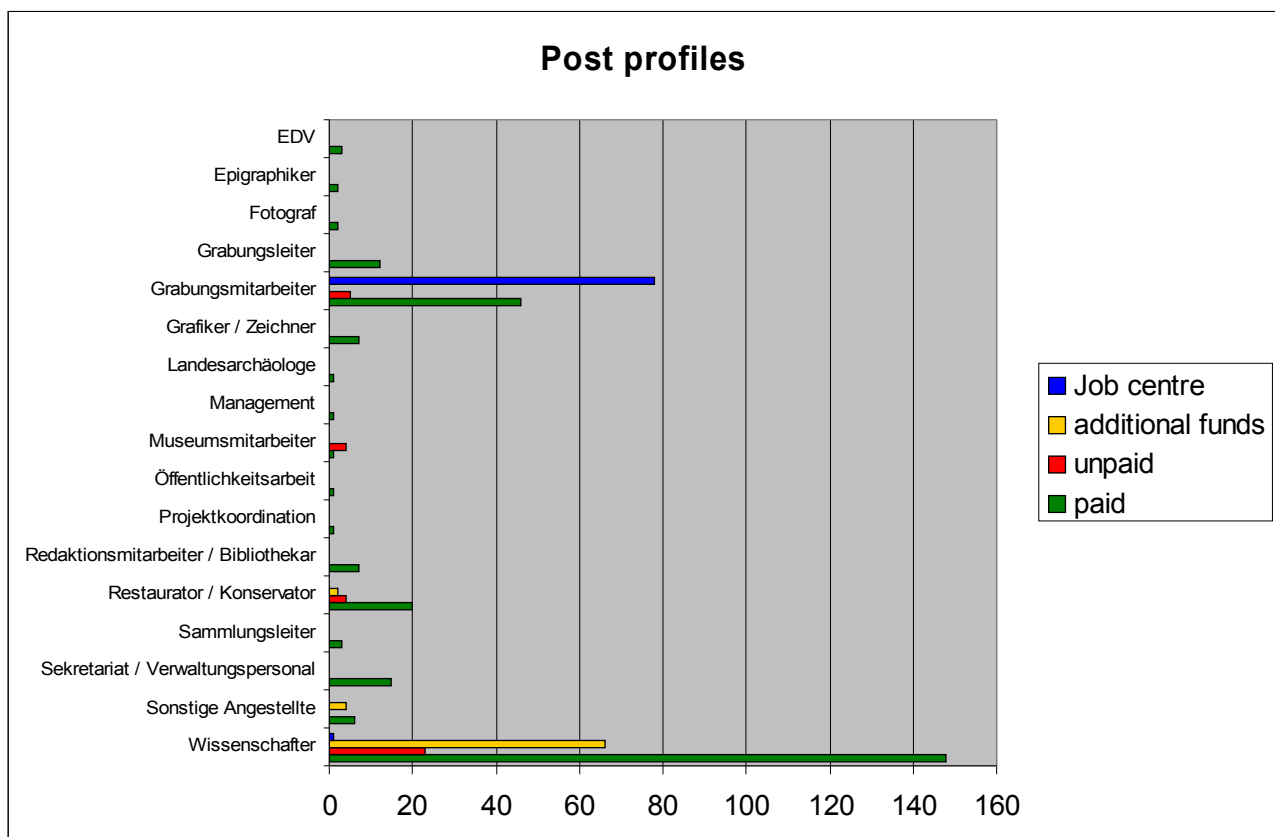


Fig. 1: Post profiles in Austrian archaeology

The post profiles presented in this study were created by summarizing reasonably comparable data sets. To this purpose, data sets were scanned for corresponding terms and comparable roles combined in the analysis. Nonetheless, several post profiles remain which represent only a handful or even only single individuals. We decided to follow the British example of 2002/03 (Aitchison & Edwards 2003, 11) and not eliminate these, as they most likely also exist in other organisations who had not returned the questionnaire and could demonstrate trends in the evolution of post profiles in archaeology.

### **5.6. Electronic access to the report**

This report will be made publicly available for free access via the web pages of the Internationales Österreichisches Archäologie Forum (<http://archaeologieforum.at> and <http://ausgegraben.org>). As the responding organisations were guaranteed that the data they provided would be treated in confidence, the database which underlies this report cannot be made publicly available, as the small number of archaeological organisations in Austria would possibly allow to gain sensitive commercial data from this database even after the names of the responding organisations are removed from it (as it would be too easy to guess which organisation is which based on non-sensitive data like employment figures). Summary data in electronic form (Microsoft Excel-Tables including diagrams), which do not allow to gain sensitive data on any individual organisation, can be requested from the Internationales Österreichisches Archäologie Forum.

## 6. Organisations

This project approached every organisation in Austria that was believed to employ archaeologists. This included central government organisations, archaeological departments of regional and local government, museums, universities, registered charities (gemeinnützige Vereine) engaged in field archaeology, and private companies. Not approached were archaeological professional bodies and scholarly charities, who to our knowledge do not regularly employ archaeologists. Also not approached were companies in the media/press sector, who to our knowledge occasionally employ archaeologists as freelance staff members, but not sufficiently regularly and consistently to make it seem reasonable to contact these organisations. We received 27 completed questionnaires, which describe completely or partially a total of 19 archaeologically active organisations in Austria. For the purpose of this analysis, all 27 returned questionnaires, many of which only relate to individual departments in much larger organisations (eg only 4 of 7 archaeologically active departments of the University of Vienna returned completed questionnaires), were treated as if they were a single organisation, questionnaires received from different departments of the same institutions were not summarised into a combined statement for the whole organisation these departments represent. This is due to the fact that even though these departments may form part of the same larger organisation, they usually act independently of other departments within the same organisation.

### 6.1. Types of organisations

The respondents were asked to select one of a series of options which best described the organisations type. The choices given for the type of organisation were:

- (national) heritage protection
- Town- or County archaeology (local / regional government)
- university / research institution
- museum
- private company
- other (eg registered charity)

In addition to selecting from this list, the respondents were also asked to identify what were the organisation's principal roles. While it was originally planned that organisations should just register a single principal role, it became clear during the preliminary discussions about the project, that such a limitation would not be very useful for Austria. Most archaeological organisations in Austria are fulfilling several functions and it would have been very difficult for many to decide on what their principal role actually was. As it turned out, most organisations have chosen several of the possibilities given.

As principal roles, the following options were given to organisations to choose from:

- excavation / survey (field archaeology)
- consultancy
- museum archaeology / exhibitions

- teaching / research
- publications

The 'core' principal role of each archaeological organisation in Austria can largely be deduced from their organisational structure or type, which usually result in main responsibilities, frequently defined by legal obligations or their own statutes. Tab. 3 and Fig. 2 show the principal roles that can be assigned to the responding organisations:

**Table 3: principal roles of archaeological organisations in Austria**

	excavation/ survey	consultancy	museum/ exhibition	teaching/ reserach	publication
(national) heritage protection					
town- or county archaeology	2				
university/research institution				11	
museum	2		8		
private company	2	1			
other	1				

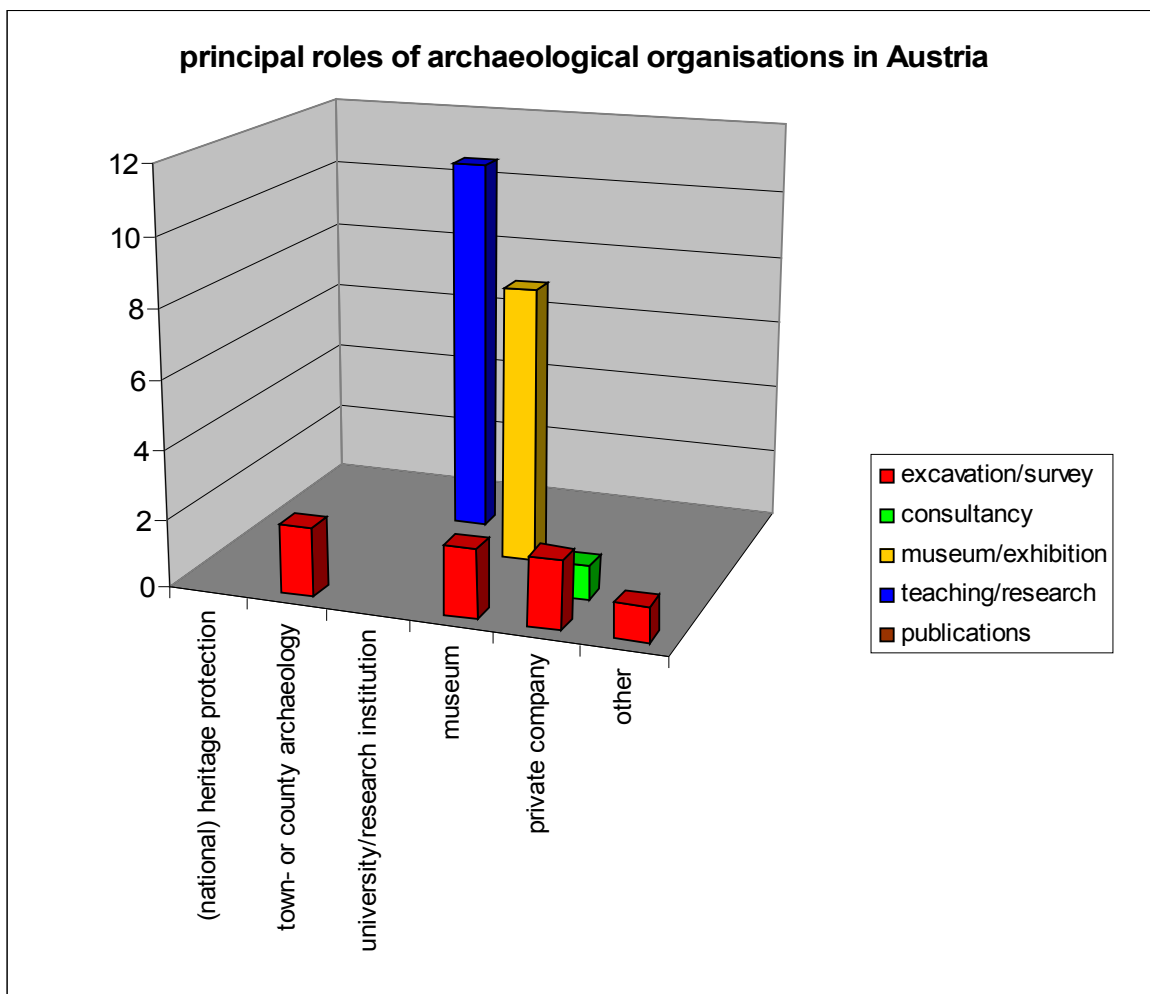


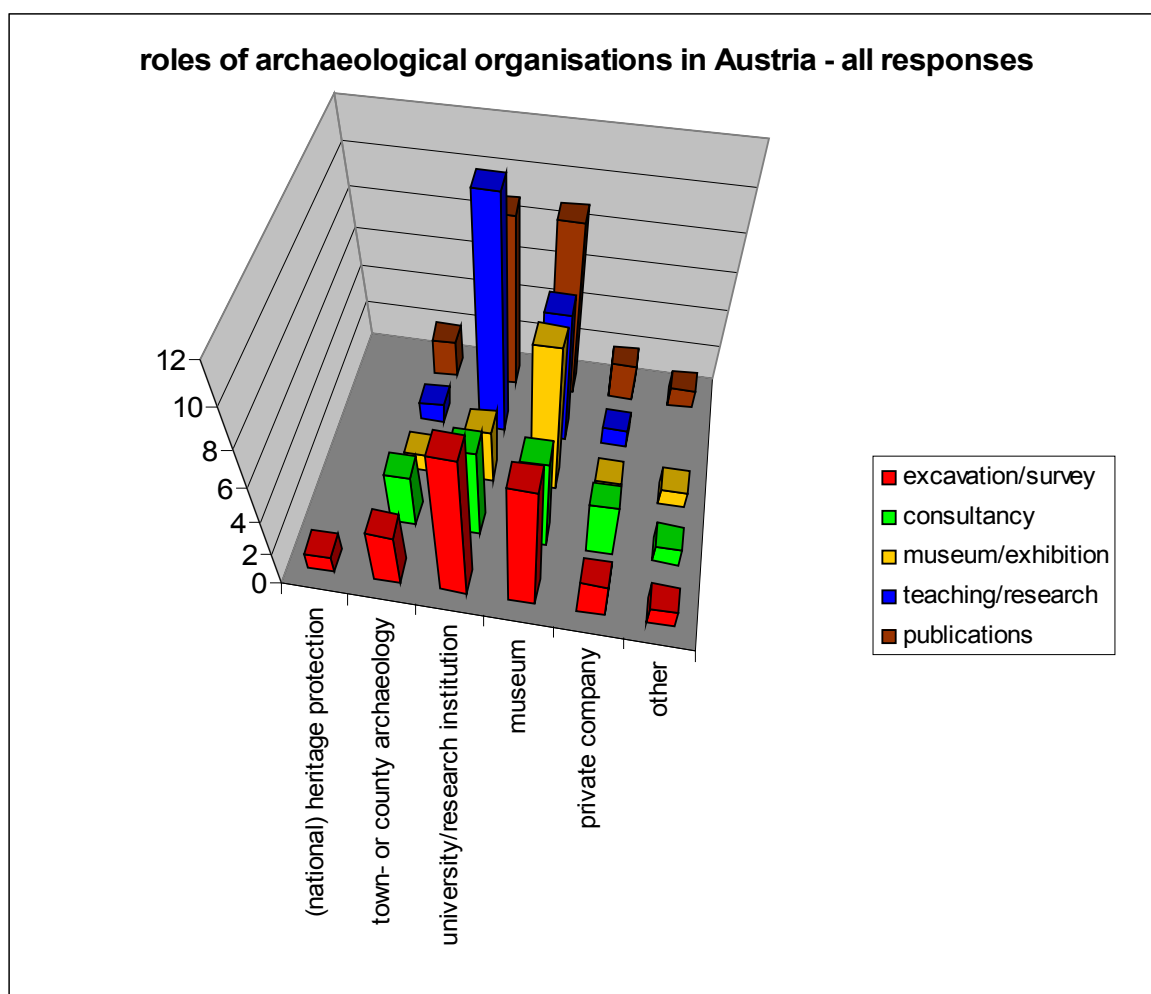
Fig. 2: principal roles of archaeological organisations in Austria

Most archaeological organisations do not limit themselves to just their primary core function, but are multifunctional in their responsibilities. This was confirmed by the

responses received: almost all organisations selected at least 2, frequently even 3 or 4 options. Tab. 4 and Fig. 3 show the real distribution of roles, as provided by the responses given in the 27 returned questionnaires:

**Table 4: roles of archaeological organisations in Austria – all responses**

	excavation/ survey	consultancy	museum/ exhibitions	teaching/ research	publications
(national) heritage protection	1				
town or county archaeology	3	3	1	1	2
university/research institution	8	5	3	12	9
museum	7	5	8	7	9
private company	2	3	1	1	2
other	1	1	1		1



*Fig. 3: roles of archaeological organisations in Austria – all responses*

The different roles that could be chosen by the organisations in this survey are more or less equally represented, with the greatest emphasis on university teaching and research and museum archaeology. Most of the archaeological organisations are, to a greater or lesser extent, active in almost all sub-sections of the sector.

### 6.2. Size of organisations

Archaeological organisations in Austria are by and large rather smallish. Where total staff numbers, including temporary staff, unpaid volunteers and staff in job-centre measures (AMS-Maßnahmen) are concerned, 30% of all organisations employ less than 10 staff, 37% 10 to 25 staff, 22% 26 to 50 staff and 11% more than 50 staff (Fig. 4). However, these figures are slightly misleading, as most organisations have considerably fewer full-time, permanent members of staff paid from the respective organisation's normal budget. If only staff paid from the normal organisational budget are included, 56% of all organisations employ 10 or fewer staff members, another 33% 10 to 25 staff – and of those again most have few more than 10 staff, and only very few more than c. 17 staff – just 7% 26 to 50 and only 4% more than 50 staff (Fig. 5). This corresponds well with the sizes of archaeological organisations in the UK (Aitchison & Edwards 2003, 15).

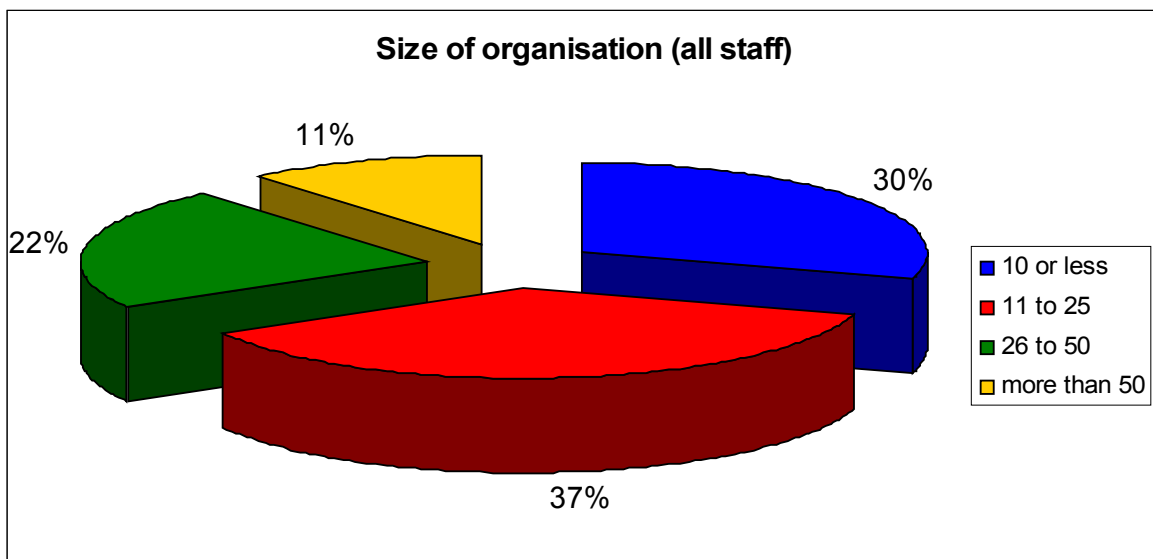


Fig. 4: Size of organisation (all staff)

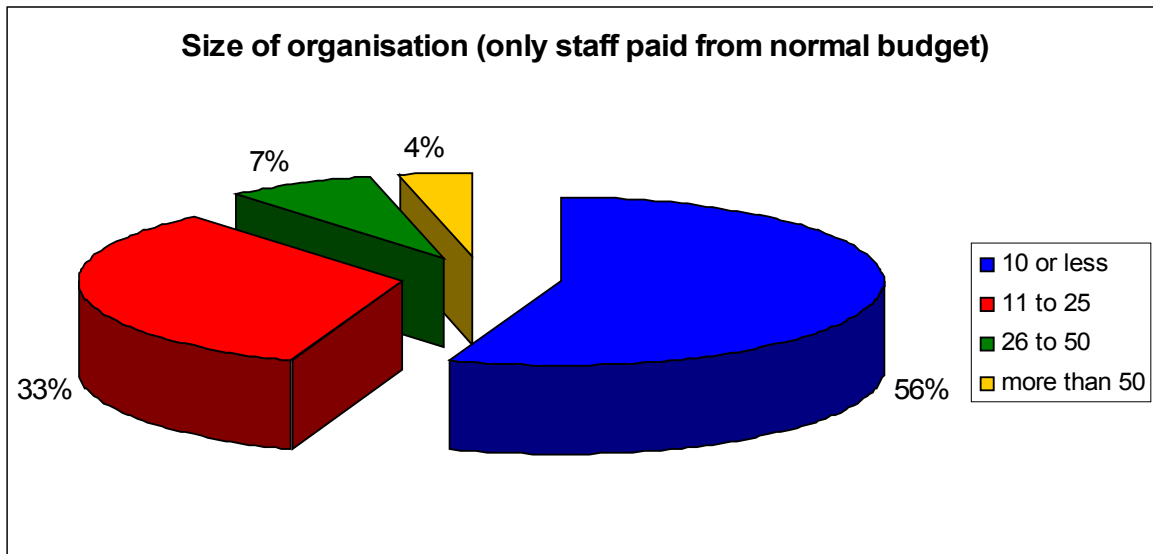


Fig. 5: Size of organisation (only staff paid from organisations' normal budgets)



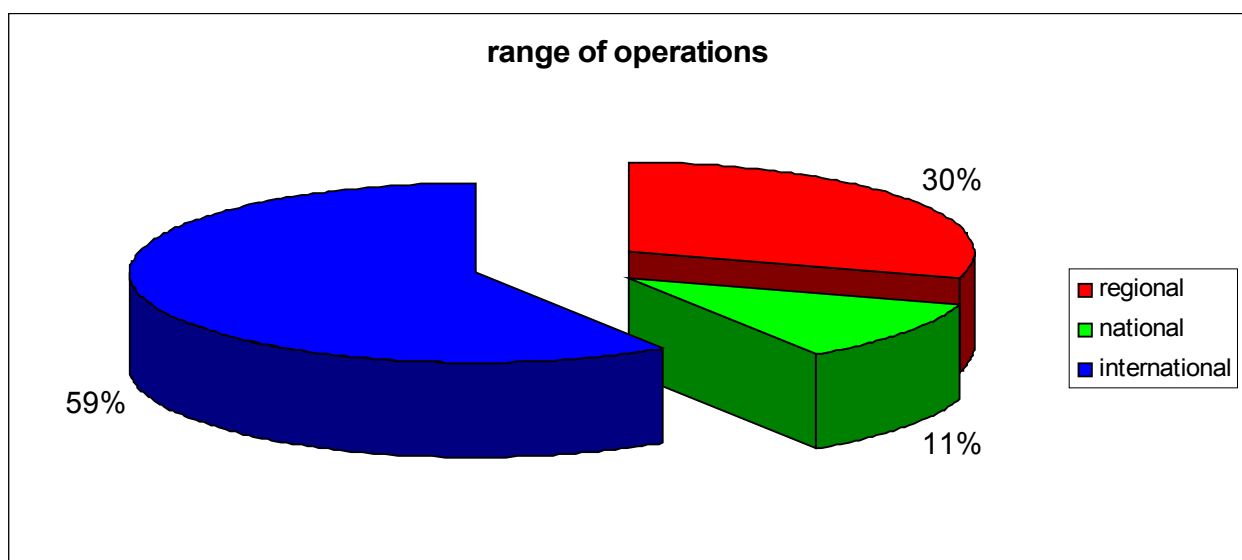
### 6.3. Geographical location and range of operations

The survey sought to identify where organisations are located in Austria (for the geographical distribution of the workforce see chapter 7.3.). The distribution of organisations is rather uneven, Vienna being a clear centre for archaeologically active organisations. Quite generally, with 27 organisations located in eastern Austria (Burgenland, Lower Austria, Vienna), c. 53% of all archaeologically active organisations are located in the east of Austria, with only 15 organisations in western Austria (Salzburg, Tyrol, Upper Austria and Vorarlberg) and a mere 9 in southern Austria (Carinthia, Styria).

**Table 5: Geographical distribution of archaeological organisations in Austria**

	responses	estimated total number	% of organisations
Burgenland	0	1	2%
Carinthia	1	4	8%
Lower Austria	2	7	14%
Upper Austria	4	5	10%
Salzburg	4	4	8%
Styria	4	5	10%
Tyrol	2	5	10%
Vorarlberg	0	1	2%
Vienna	10	19	37%

Interestingly, the majority of responding organisations think of their range of operation as being international (Fig. 6) – even such organisations, where one would not usually assume they were operating on an international level. This probably has to be understood in that many organisations see their publications as addressing an international audience, and the respective organisation therefore seeing itself as having an 'international' range of operations. Whether this is a realistic self-assessment is not to be commented on in this study. However, it may be worth stating that this 'international' range of operations will in most cases mostly be with the immediate neighbour states of Austria in mind, rather than on a world-wide range.



*Fig. 6: range of operations of Austrian archaeological organisations (as given by the organisations themselves in their responses)*

#### 6.4. Quality standards and requirements for site directors

The questionnaire also asked about organisations' engagement with quality standards. One particular point that interested us in the Austrian study was whether the recommendations given by the Salzburg health and safety in archaeology conference 2006 (<http://archaeologieforum.at/forum/index.php?showtopic=5434>) had been adopted by archaeological organisations in Austria. More generally, we were also interested in establishing whether and if yes how many organisations were acting according to set quality standards, and what quality standards these were.

Of the 27 returns 22 or 81% reported that their respective department / organisation would work according to some quality standards, while only 5 or 19% did not mention any quality standards observed by their department / institution.

In total, 14 different quality standards were mentioned, which are listed in table 6 (with the number of responses that mentioned the respective quality standard, also see Fig. 7). Not all of the 'standards' mentioned are commonly accepted as general quality standards, some of those mentioned are more or less unspecific, 'personal' standards, eg 'academic excellence' or 'personal scholarly ethos'. Yet others, like the 'Wissensbilanz der Österreichischen Akademie der Wissenschaften' and 'Leistungsvereinbarungen mit dem BMBWK' are rather standards of reporting than quality standards, even if both of the latter also include an element of quality control. However, the majority of standards mentioned are generally accepted national or even international quality standards.

**Table 6: quality standards in Austrian archaeology**

Quality standards	responses
No standards	5
ISO 9000	5
Corporate Governance	1
EAA Codes of Practice	1
Recommendations of the Salzburg health and safety in archaeology conference 2006	15
Excavation standards of the Verband der deutschen Landesarchäologen	1
Principles of good scientific practice of the Österreichische Rektorenkonferenz	7
ICOM Code of Ethics	1
IFA Codes of Practice	1
Leistungsvereinbarungen mit dem BMBWK	1
Personal scholarly ethos	1
Special technical standards (several)	1
Agreements of the Standesvertretung der österreichischen Museumsarchäologen	1
Wissensbilanz der Österreichischen Akademie der Wissenschaften	2
Academic excellence	1

A very positive result of our survey was that 15 of the 27 responding organisations / departments reported that they would follow the recommendations of the Salzburg health and safety in archaeology conference 2006 as part of their quality management. If one considers that 2 of the responding organisations that did not report that they would follow said recommendations specifically mentioned that they are prohibited by their respective statutes to carry out any kind of archaeological fieldwork, it seems as if currently 60% of all archaeologically active organisations in Austria follow the recommendations of the Salzburg health and safety in archaeology conference 2006.

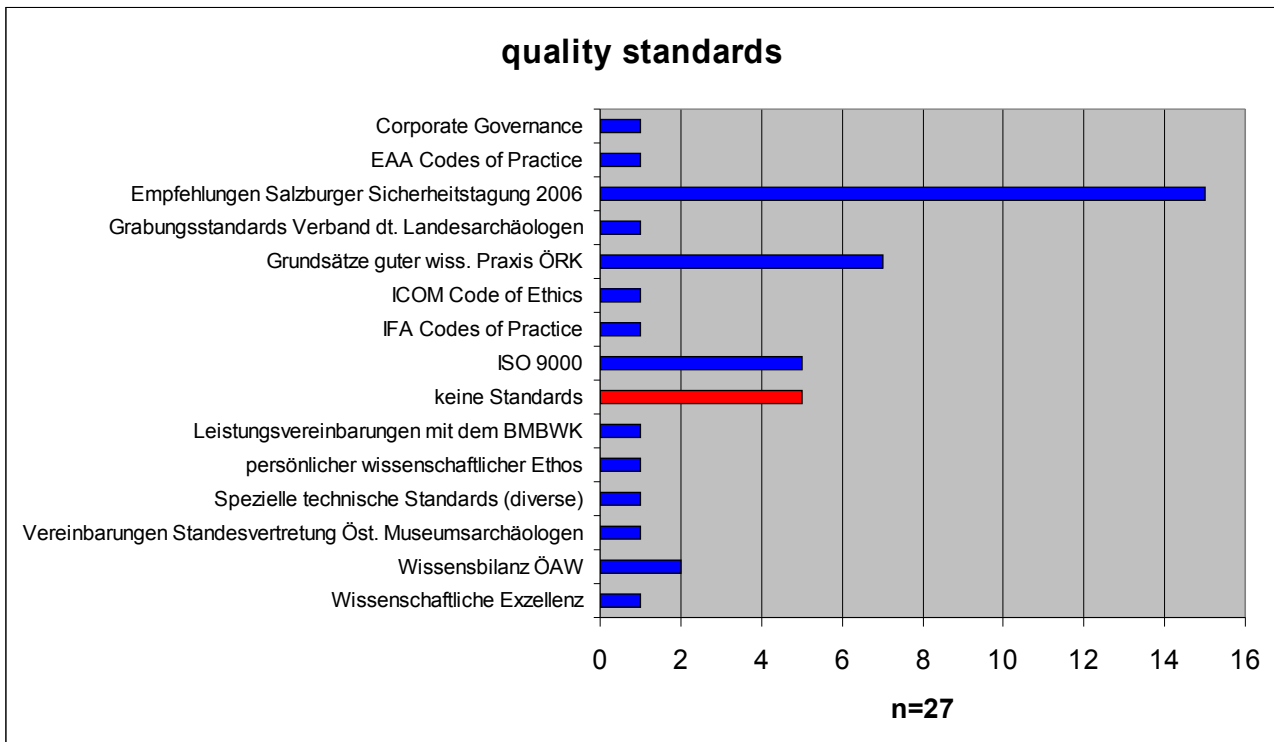


Fig. 7: quality standards in Austrian archaeology

That this very positive development has already led to real consequences is demonstrated by the fact that several organisations have reported that they have made or will make the newly established course for health and safety in archaeological fieldwork, provided by the Landesvertretung der österreichischen Museumsarchäologen in co-operation with the AUVA (Allgemeine Unfall-Versicherungsanstalt; the Austrian equivalent to the NHS A&E service) as a requirement for site directors. Others have reported that they already make the training as a building site coordinator (Baustellenkoordinator) a requirement for site directors (see Tab. 7, Fig. 8).

Table 7: qualifications of and requirements for site directors

Qualification / requirement	responses
Organisation prohibited to excavate by its own statutes	2
Training as building site coordinator (Baustellenkoordinator)	1
AUVA-Kurs safety on archaeological sites (starting 2008)	2
Dr.phil. / PhD (archaeology)	2
Professional suitability	1
Leadership qualities	3
Habilitation (archaeology) for excavations abroad	1
No formal qualifications required	7
Knowledge of digital documentation techniques	1
Knowledge of stratigraphical method	1
Mag.phil / MA (archaeology)	6
Personal knowledge of applicant for site director position	2
Practical experience in field archaeology	9
References	1
University degree (archaeology), level not specified	10

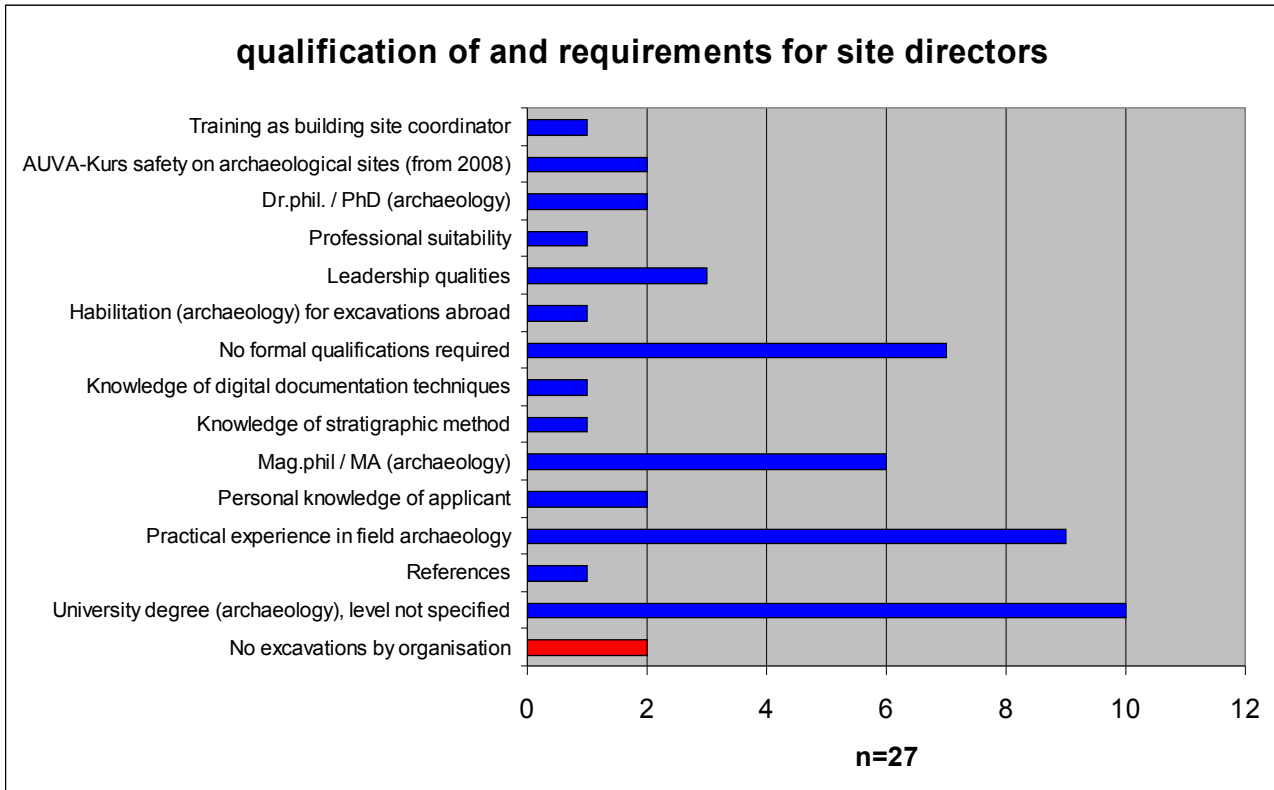


Fig. 8: qualifications of and requirements for site directors

The survey also asked respondents to indicate what qualifications they would expect a site director should have, and what other requirements site directors employed by their organisations would have to fulfil.

According to § 11 Abs. 1 Denkmalschutzgesetz in its current form, an individual applying for an excavation license has to have completed a suitable degree programme in an archaeological subject, and excavation licenses can only be given to physical persons for a specific excavation project. Interestingly, a total of 7 responding organisations did not mention the completion of a degree programme in archaeology as a minimum qualification a site director employed by their organisation was required to have. Whether these organisations simply deemed it unnecessary to mention the legally required minimum qualification, or whether they flaunt the heritage protection laws in this respect, could not be established.

Another 10 organisations mentioned a completed degree programme in archaeology, but did not specify which level of degree was required to become a site director in their organisation. As the head of the department for archaeological heritage in the Austrian national heritage agency has explicitly stated at the Salzburg health and safety in archaeology conference 2006 that the BDA is planning not to accept the BA as a sufficiently high-level university degree to be granted license to excavate, it has to be assumed that the respondents who did not clearly specify the minimum degree level were thinking of only MA / Mag.phil. – the lowest degree level currently available from Austrian universities. Another 6 organisations specifically mentioned the MA / Mag.phil. as the minimum qualification for a site directorship. Another 2 organisations even make a PhD / Dr.phil. the minimum qualification for site directors, with one of those even specifying that for excavations abroad, a Habilitation (Univ.-Doz./PD) was required of their site directors.

Next to this formal requirement of having completed a degree in an archaeological subject, only practical experience in field archaeology was mentioned frequently, in total by 9 responding organisations. Partly, this required experience was emphasised by adding emphatic forewords like 'much', 'plenty of', 'relevant' or 'fitting'.

Other requirements were only mentioned by very few organisations.

### 6.5. Pay scale systems

The questionnaire also asked respondents for information on whether salaries in their organisation were linked to externally defined, nationally agreed pay scales (eg public service pay scales, union-agreed pay scales etc.). Of the 27 responding organisations / departments, 23 reported that their pay scales were linked to such nationally agreed scales, 3 reported that pay scales within their institution were linked to no such nationally agreed pay scale system, one declined to answer this question (Fig. 9).

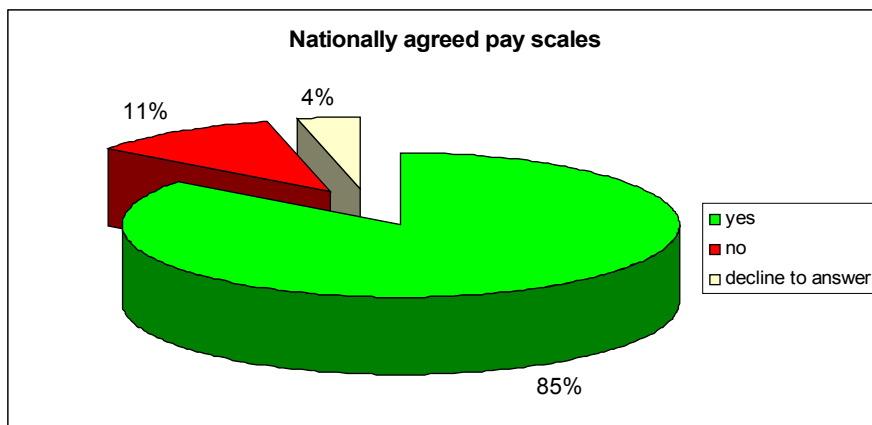


Fig. 9: Salaries linked to externally defined pay scale

In total, 5 different pay scale systems were mentioned by responding organisations. The overwhelming majority reported that pay scale systems within their organisations were linked to public sector pay scales (central, regional or local government pay scales). Also quite frequently, in total 9 times, the Angestelltenkollektivvertrag was mentioned, 4 times the Arbeiterkollektivvertrag. Several organisations pay staff in different types of positions and different contracts according to different pay scales, which explains why the sum total of pay scale systems mentioned exceeds the total number of responses received.

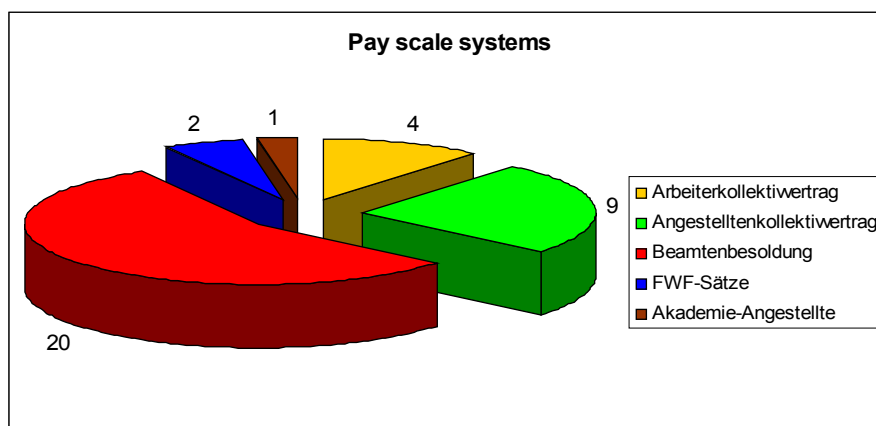


Fig. 10: Pay scale systems in Austrian archaeology

### 6.6. Unions

The survey also asked whether unions were active in archaeological organisations in Austria. This question was answered on all of the 27 returned questionnaires, with 23 respondents reporting unions as being represented in their organisations, and 4 respondents reporting that there was no union representation in their organisation (Fig. 11).

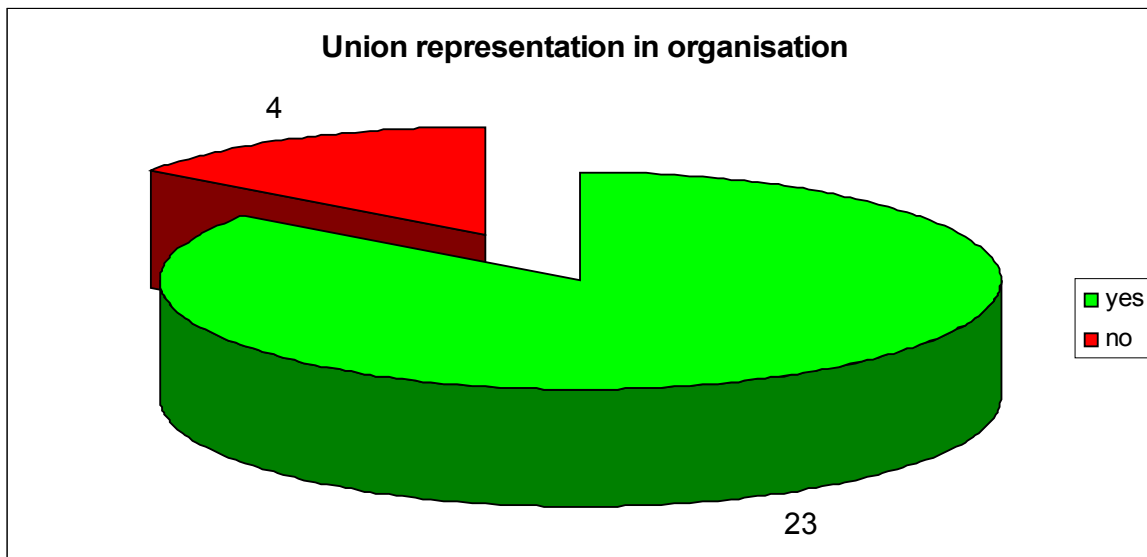


Fig. 11: Union representation in Austrian archaeological organisations

In the majority of archaeological organisations in Austria, public sector unions are active. The highest number of responses named the Gewerkschaft öffentlicher Dienst (16 responses) and the Gewerkschaft der Gemeindebediensteten (5 responses). Also mentioned were the Gewerkschaft Kunst, Medien, Sport, freie Berufe; the Universitätslehrerverband; and the Arbeiterkammer (2 responses each). Again, several unions are active in some of the organisations, explaining the higher sum total of unions represented than the total number of responses.

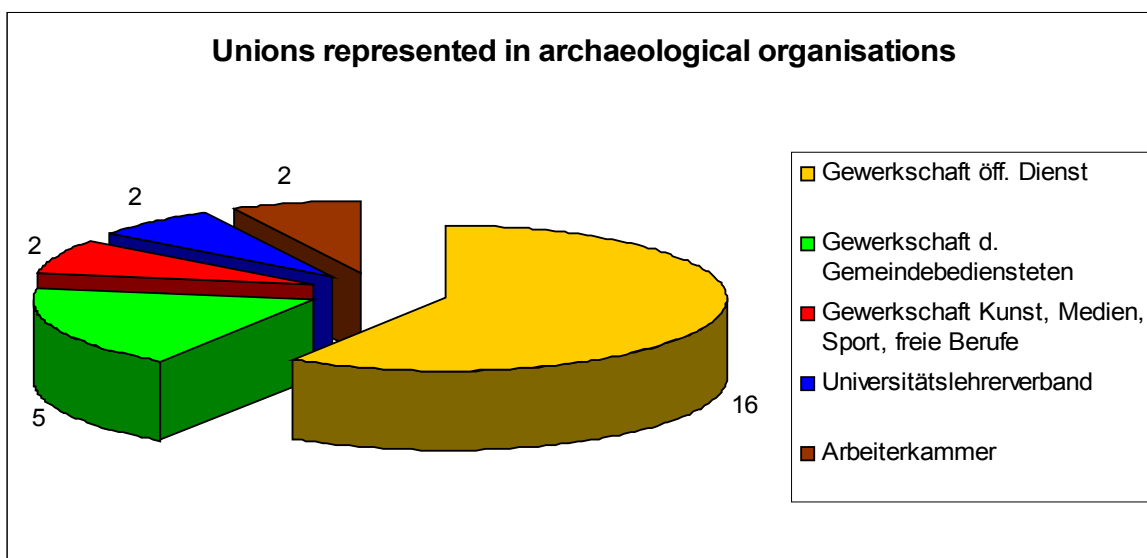


Fig. 12: Unions represented in archaeological organisations in Austria

## 6.7. Historical development of the organisations

Organisations were also asked about the historical development of their staffing numbers. The questionnaire asked for information in 2 year increments, ie the organisations were asked whether staffing numbers had changed since 2002, 2004 and 2006. Organisations were also asked to indicate whether they expected their staff numbers to change in the near future, in the year 2008 and 2010. It was asked whether staff numbers had increased, decreased or not changed for the past, and were expected to increase, decrease or stay the same in the future.

### 6.7.1. Staff paid from the normal organisational budget

The first category of staff the questionnaire was inquiring about was staff paid from the normal budget of the organisation itself, ie mostly long-term and permanent 'core' staff of the organisation. Generally, a slight decrease in staff paid from the normal organisational budget was reported by the responding organisations.

Of the 27 responding organisations, 14 or 51% reported that they had lost paid staff since 2002, while only 9 or 33% reported gains in staffing numbers. In comparison with 2004, 12 or 44% of the organisations reported a reduction in paid staff numbers, with 6 or 22% reporting an increase. In comparison with 2006, 9 or 33% of the responding organisations reported a decrease in paid staff numbers, 5 or 19% an increase.

**Table 8: Historical development of paid staff numbers in the past 5 years**

	decrease (in %)	unchanged (in %)	increase (in %)	Sum
2002	14 51%	4 15%	9 33%	-18%
2004	12 44%	9 33%	6 22%	-22%
2006	9 33%	13 48%	5 19%	-14%

The expected future development of paid staff is seen slightly more positive by the responding organisations. For 2008, a slight increase of paid staff numbers is expected, 5 or 19% of the organisations expect an increase during this year, with only 4 or 15% expecting a decrease. Until 2010 a slight decrease in paid staff numbers is expected, with 5 or 19% of all organisations expecting an increase in paid staff, and 6 or 22% a decrease.

**Table 9: Expected future development of paid staff numbers**

	increase (in %)	unchanged (in %)	decrease (in %)	n/a (in %)	Sum
2008	5 19%	18 66%	4 15%	0 0%	+ 4%
2010	5 19%	14 52%	6 22%	2 7%	-3%

Generally speaking, the historical development of paid staff numbers is not uniform across the sector. While some organisations seem to have reduced staff in positions paid from the normal organisational budget, others could increase their staff numbers. As we did not ask for precise staff number changes to be given, it cannot be calculated how many paid positions were lost since 2002, it has however to be assumed that the numbers of lost paid positions was rather marginal, even in comparison with the rather low numbers of archaeologists in Austria in general (see chapter 7). However, if it is considered that Austria is already, in a European comparison, employing comparatively few archaeologists, each lost paid position is particularly damaging.

### 6.7.2. Unpaid volunteers

As unpaid volunteers (ehrenamtliche Mitarbeiter) all such persons were considered who reasonably regularly contribute to the work of archaeological organisations without receiving a salary for their work from the organisation that benefits from their work. The numbers of unpaid volunteer staff also seem to have declined slightly over the last couple of years.

A total of 19 organisations responded to the question asking for the historical development of unpaid volunteer staff numbers. Here, the decrease in numbers seem to have been quite pronounced since 2002, a total of 8 or 42% responding organisations reported a decrease in volunteer numbers, while only 3 or 16% reported an increase. Since 2004, volunteer numbers seem to have largely stabilised, only 5 or 26% of the responding organisations reported a decrease in volunteer staff since 2004, while 4 or 21% reported an increase. Since 2006, 3 or 16% of the responding organisations reported a decrease in volunteers, while none reported having gained additional volunteer staff.

**Table 10: Historical development of volunteer staff numbers in the past 5 years**

	decrease	unchanged	increase	none	n/a	Sum
2002	8 (42%)	5 (26%)	3 (16%)	3 (16%)	8	-26%
2004	5 (26%)	9 (47%)	1 (5%)	4 (21%)	8	-5%
2006	3 (16%)	12 (63%)	0 (0%)	4 (21%)	8	-16%

Where the future development of volunteer staff numbers is concerned, 19 organisations have answered this question for 2008 and 17 for 2010. Responding organisations expect that volunteer staff numbers will remain reasonably stable for the foreseeable future. This year, 1 or 5% of the responding organisations each is expecting an increase or decrease in volunteer numbers. For 2010, 2 or 12% of the responding organisations expect an increase in volunteer staff numbers, while 3 or 18% expect a decrease.

**Table 11: Expected future development of volunteer staff numbers**

	increase	unchanged	decrease	none	n/a	Sum
2008	1 (5%)	13 (68%)	1 (5%)	4 (21%)	8	+/- 0%
2010	2 (12%)	7 (41%)	3 (18%)	5 (29%)	10	-6%

Generally, volunteer staff numbers seem to have stabilised after a distinct reduction c. 5 years ago. However, much like with staff paid from the normal budget of organisations, the development of volunteer staff numbers varies between organisations, while some have lost volunteer staff over the past 5 years, some have gained volunteers.

### 6.7.3. Staff paid from additional funds

This refers to staff members paid by funds that are available in addition to an organisation's normal budget, for instance from research grants, or from third mission activities. Virtually all of these posts are temporary, as required by the nature of their funding. Generally, there also has been a slight decrease of staff paid from additional funds been reported by responding organisations.



In total, 24 of the responding organisations answered this question, with one of these 24 organisations declining to answer for the year 2002, but answering for the other years asked for. The decreasing number of posts is also observable in this area: in 2002, 8 or 35% of the responding organisations employed more, only 5 or 22% less staff paid from additional funds as in 2008. In 2004, 9 or 37% of all responding organisations had more and 6 or 25% fewer such staff than now. In 2006, 5 or 21% of the responding organisations employed more, and only 3 or 12% fewer staff paid from additional funds than do now.

**Table 12: Historical development of staff paid from additional funds in the past 5 years**

	decrease	unchanged	increase	none	n/a	Sum
2002	8 (35%)	6 (26%)	5 (22%)	4 (17%)	4	-18%
2004	9 (37%)	4 (17%)	6 (25%)	5 (21%)	3	-16%
2006	5 (21%)	11 (46%)	3 (12%)	5 (21%)	3	-9%

Where the expected future development of staff paid from additional funds is concerned, 23 organisations answered this question for 2008 and 20 for the year 2010. Responding organisations expect a distinct increase of staff paid from additional sources. For the current year, 5 or 22% of organisations expect to increase their staff numbers in this area, while none expects a decrease. For 2010, 6 or 30% of all responding organisations expect an increase in their staff paid from additional funds, with only 2 or 10% expecting a decrease.

**Table 13: Expected future development of staff paid from additional funds**

	increase	unchanged	decrease	none	n/a	Sum
2008	5 (22%)	13 (56%)	0 (0%)	5 (22%)	4	+22%
2010	6 (30%)	8 (40%)	2 (10%)	4 (20%)	7	+20%

Where staff paid from additional funds is concerned, a slow decrease in numbers was reported for the past few years, even though this in all likelihood only affected a very small number of posts. For the future, expectations in this area are much more optimistic, and responding organisations expect a slight increase in staff numbers paid from additional sources of income. Again, historic development and future expectations vary between organisations, with reduction in such staff recorded by some organisations, while others could report and expect future increases of staff under this heading.

#### 6.7.4. Staff in job centre measures (AMS-Maßnahmen)

Staff employed through job centre measures (AMS-Maßnahmen) refers to long-term unemployed who are given jobs in archaeology, paid by job centre (AMS) funds, to help these unemployed to re-integrate into the labour market. The majority of archaeological organisations in Austria does not employ any staff of this kind, but a small number occasionally can employ in excess of 100 such staff for large excavations. Some archaeological organisations in Austria even have as one of their primary purposes, as set out by their own status, to help long-term unemployed with the re-integration into the labour market by employing them for a year in archaeology.

Only 5 of the responding organisations have reported that they did employ staff in job

centre measures during the past 5 years. The remaining 22 responses either indicated that the organisation did not employ any such staff, or left this question unanswered. The data available thus cannot be considered very reliable. Generally speaking, the numbers of staff employed in job centre measures seems to have remained relatively stable.

**Table 14: Historical development of staff in job centre measures in the past 5 years**

	decrease	unchanged	increase	none	n/a	Sum
2002	1 (20%)	2 (40%)	2 (40%)	10	12	+ 20%
2004	1 (20%)	3 (60%)	1 (20%)	11	11	+/- 0%
2006	2 (40%)	3 (60%)	0 (0%)	11	11	- 40%

Similarly, the 5 organisations who did answer this question do not expect many if any changes to the number of staff employed via job centre measures.

**Table 15: Expected future development of staff in job centre measures**

	increase	unchanged	decrease	none	n/a	Sum
2008	0 (0%)	5 (100%)	0 (0%)	10	12	+/- 0%
2010	1 (20%)	3 (60%)	1 (20%)	8	14	+/- 0%

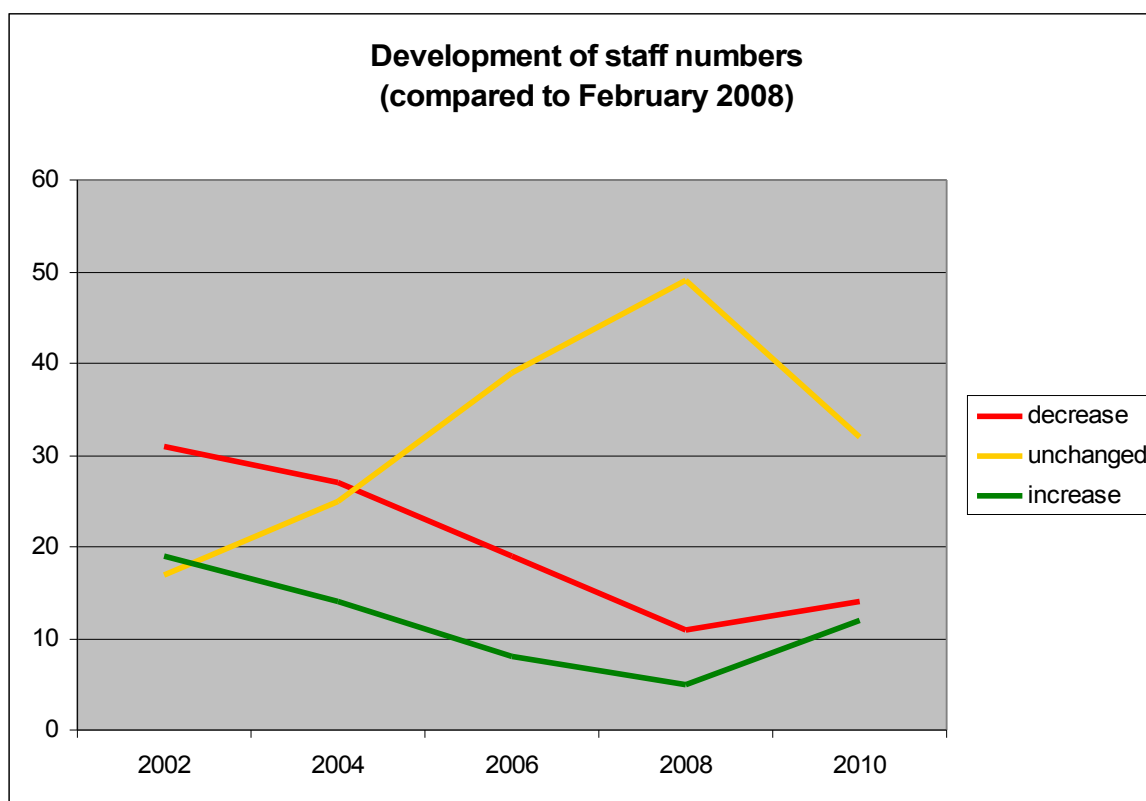


Fig. 13: Historical and future development of staff numbers compared to February 2008

### 6.7.5. Overview of staff number developments

Responding organisations reported a small decrease in numbers of archaeological staff over the past 5 years in Austria. This trend is expected to continue, even though decline in staff numbers is thought to become less pronounced. Where actual numbers of posts are

concerned, this reduction probably was not massive and can probably be numbered in a few 10 lost posts. However, as Austria already employs very few archaeologists when compared to similar EU member states, any additional post lost means that Austria is falling further behind in a European ranking, where it already is at the bottom of the league table.

Any reductions affected different organisations differently: some organisations have shrunk considerably in real terms, while others will have remained largely unchanged or will have been able to compensate losses in one type of posts with gains in other types of posts, while some even increased their overall staff numbers in real terms.

## 7. Archaeologists

### 7.1. Size of the workforce

One of the primary aims of the study was to establish the size of the archaeological workforce in Austria. The questionnaire thus asked organisations to report the absolute number of archaeologists employed by them, whether employed in paid or unpaid volunteer posts or via job centre measures.

26 of the 27 responding organisations reported that they employed archaeologists (as defined in chapter 3.1.), the remaining one reported it only employed archaeologists if a wider meaning of the term was accepted. However, as the latter only employs only 2 staff, they were taken to be archaeologists for the purpose of this study. The responding organisations reported that they employ a sum total of 458 archaeologists. If the staff numbers reported on the web sites of organisations that did not respond, and the estimated for those organisations who did not respond and do not give staff numbers on their web sites are added (for the methodology, see chapter 5.4.), we estimate that a sum total of 743 archaeologists were employed in Austria in February 2008 (Fig. 14).

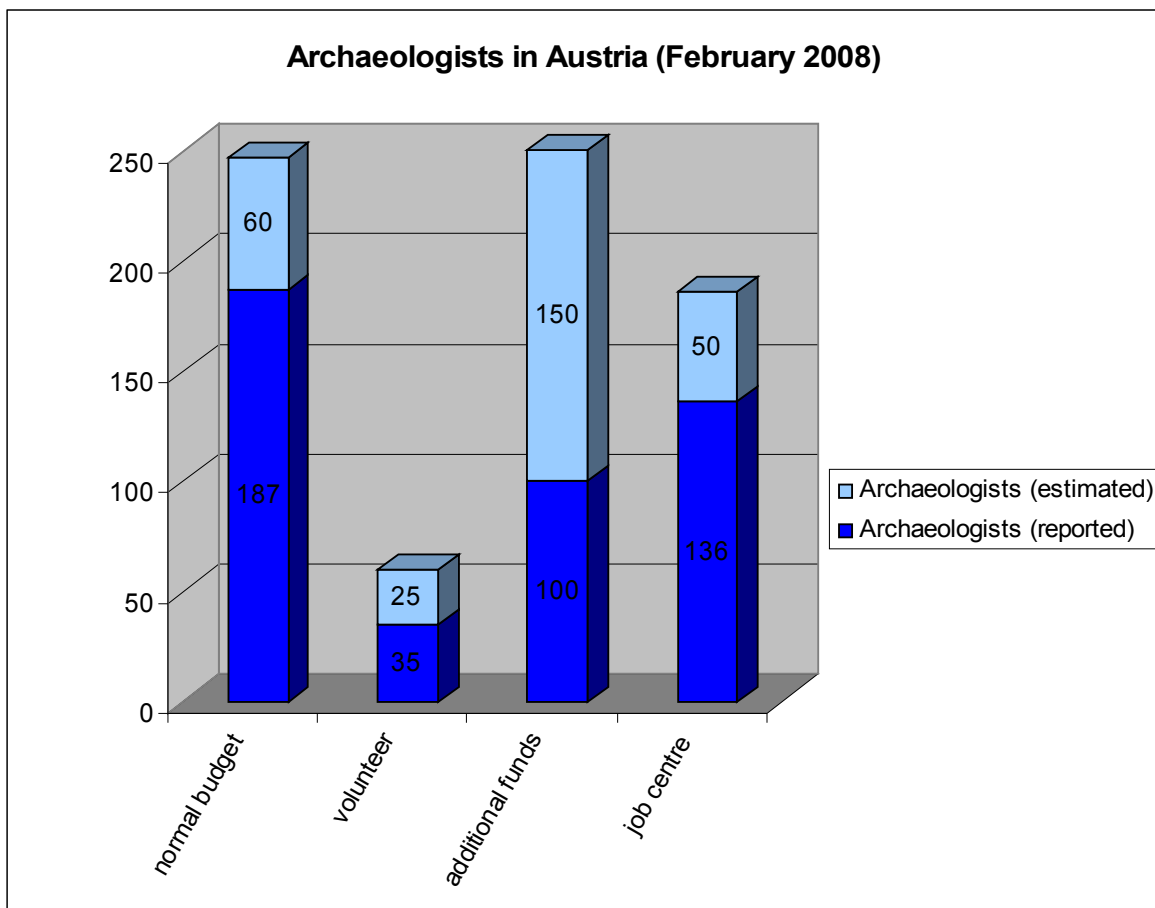


Fig. 14: Archaeologists in Austria (February 2008)

To this figure, another reported 182,5 individuals employed by archaeological organisations for non-archaeological tasks can be added. Again, if staff reported on web pages of not responding organisations and estimates for the few organisations who neither

responded nor have staff details on the web sites are added, we estimate that in total 222,5 individuals were employed by Austrian archaeological organisations in support (non-archaeological) jobs in February 2008 (Fig. 15). This gives an estimated sum total of 965,5 individuals employed in Austrian archaeology in February 2008. Details of how these individuals are distributed according to job types can be found on table 16.

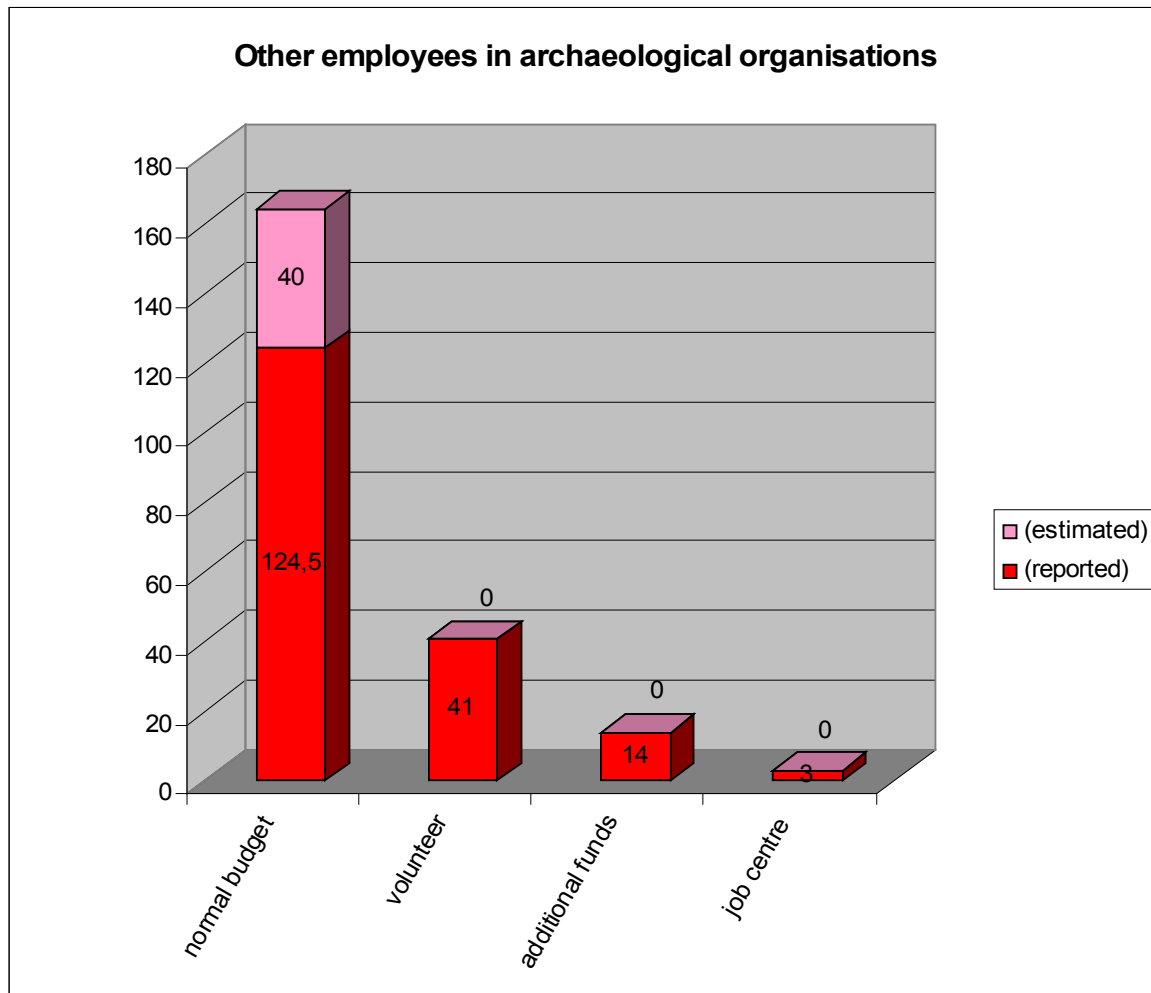


Fig. 15: Individuals employed in support (non-archaeological) jobs by Austrian archaeological organisations

Table 16: Employees in Austrian archaeology

	paid (normal budget)	unpaid volunteers	paid (additional funds)	job centre (AMS-Maßnahmen)	Sum
Archaeologists (reported)	187	35	100	136	458
Archaeologists (estimated)	60	25	150	50	285
Others (reported)	124,5	41	14	3	182,5
Others (estimated)	40	0	0	0	40
Total	411,5	101	264	189	965,5

These figures included all employees in all job types, whether staff paid from the normal budget of their organisation, from additional funds like research grants, unpaid volunteers and staff employed in job centre measures (AMS-Maßnahmen) in all 34 Austrian

archaeological organisations (or 51 organisations, if individual departments within the same organisation are counted separately). This is an average of 28,4 staff per organisation (if the 34 organisations are taken as a frame for comparison) or an average of 18,9 staff members per archaeological department.

These figures are approximately twice as high as those estimated by us prior to the start of the project (see chapter 2.) of c. 500 individuals employed in Austrian archaeology, or 50% higher, if only archaeologists are counted. This difference between original estimation and the results of this study can at least partly be explained by fluctuations in the labour market (see chapter 7.1.1.), partly by the full- to part time post ratio and the percentage of posts with only short duration – the 743 estimated archaeologists are probably roughly 600 full-time equivalent staff. While this figure is still higher than the c. 500 estimated before the project started, this figure includes all archaeologists, whether they are paid for their labour or not.

If the unpaid volunteers and the individuals employed by job centre measures are removed, a total of c. 675,5 individuals remain, who are employed in paid positions in Austrian archaeology, or 497 archaeologists in paid positions. Taking part-time posts into account, this equals approximately 591 full-time equivalent staff, or 435 full-time equivalent archaeologists. Where full-time equivalent archaeologists are concerned, the final numbers are even slightly below the figure estimated before the project.

### 7.1.1. Fluctuation of the workforce

The above sum total relates to February 2008. The questionnaire also asked responding organisations to provide minimum and maximum figures for the total numbers of staff they had employed during the past 12 months.

A total of 18 or 67% of the 27 responding organisations reported that their staffing numbers had fluctuated during the past year. The degree of reported fluctuation was considerable (Tab. 17), and similarly strong fluctuations have also to be assumed for the estimated numbers, possibly even a higher degree of fluctuation, as two of the organisations that did not respond and have no websites giving staff details are primarily active in field archaeology, where fluctuations of staffing numbers are likely to be highest (Tab. 18). That field archaeology is subject to high seasonal fluctuations was also apparent from the responses of organisations primarily active in field archaeology who did respond to the questionnaire.

Generally speaking, a drastic fluctuation of staff numbers has to be assumed: minimally, as few as 286 archaeologists may have been employed during parts of 2007, with a maximum of 872 archaeologists employed during other parts of the same year. For the total number of employees in Austrian archaeology, the numbers vary from minimally 480 to a maximum of up to 1123 individuals (Tab. 19; Fig. 16-18).

**Table 17: reported fluctuations of staff numbers**

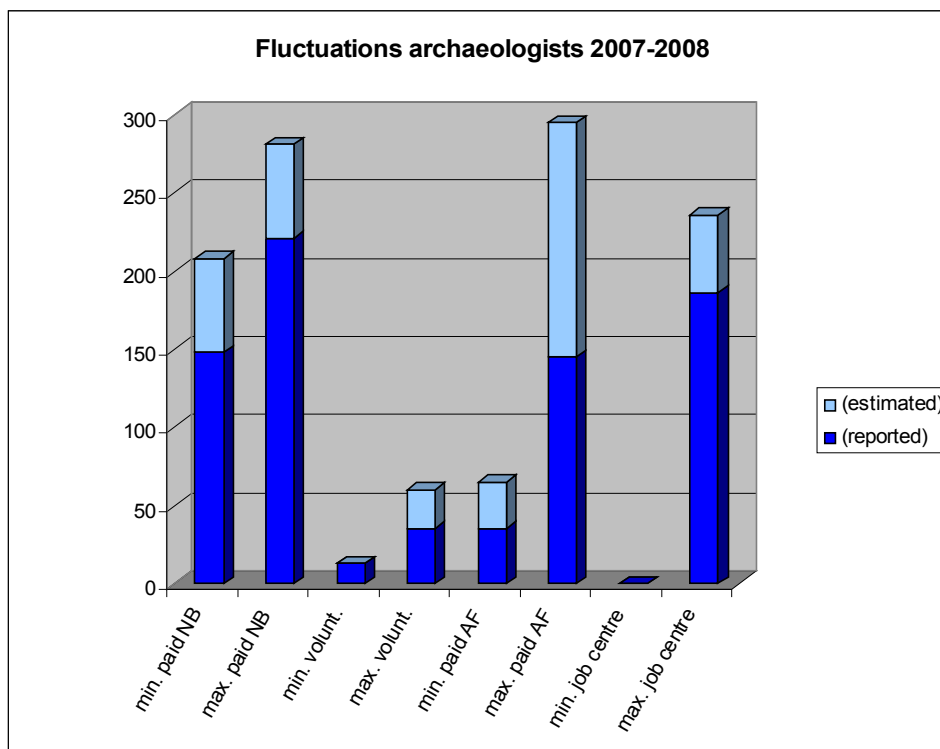
	paid (normal budget)		unpaid volunteers		paid (additional funds)		job centre (AMS-Maßnahmen)		Sum	
	min.	max.	min.	max.	min.	max.	min.	max.	min.	max.
Arch.	148	221	13	35	35	145	0	186	196	587
Others	102,5	134,5	37	51	10	18	4	7	154	211
Total	250,5	355,5	50	86	45	163	4	193	350	798

**Table 18: Fluctuations of estimated staff numbers**

	paid (normal budget)		unpaid volunteers		paid (additional funds)		job centre (AMS-Maßnahmen)		Sum	
	min.	max.	min.	max.	min.	max.	min.	max.	min.	max.
Arch.	60	60	0	25	30	150	0	50	90	285
Others	40	40	0	0	0	0	0	0	40	40
Total	100	100	0	25	30	150	0	50	130	325

**Table 19: Staff number fluctuations (total)**

	paid (normal budget)		unpaid volunteers		paid (additional funds)		job centre (AMS-Maßnahmen)		Sum	
	min.	max.	min.	max.	min.	max.	min.	max.	min.	max.
Arch.	208	281	13	60	65	295	0	236	286	872
Others	143	175	37	51	10	18	4	7	193,5	250,5
Total	351	456	50	111	75	313	4	243	479,5	1123



*Fig. 16: Fluctuations of archaeologists employed during 2007-08*

As it can be assumed that several archaeologists moved from one organisation to another during 2007-08, if their contract with the one ended and they started a new one with another, it can cautiously be estimated that in total, c. 580 archaeologists are currently working in Austria. About half of these are employed in contracts with more than a years duration, while the remainder moves around between organisations on temporary short term contracts.

Due to the fluctuations in the labour market and due to the fact, that most probably some staff who are not employed full time by their respective organisations are working for

two or several organisations on part-time contracts at the same time, we estimate that during February 2008, c. 100 archaeologists were not working in archaeology (and were possibly unemployed).

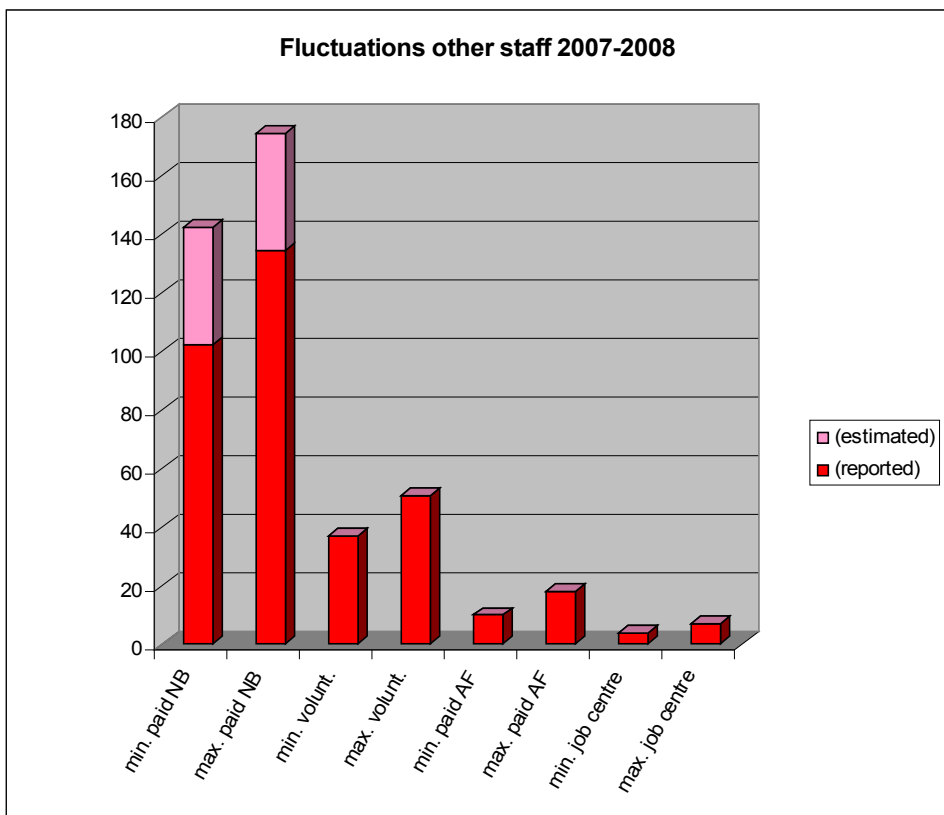


Fig. 17: Fluctuations other staff in archaeological organisations 2007-08

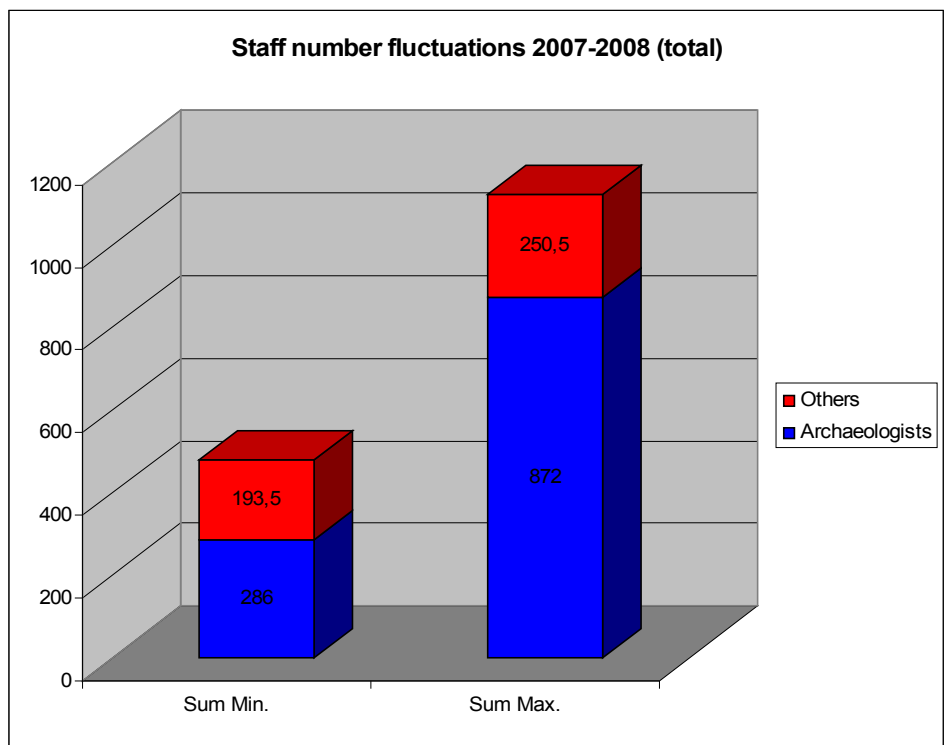


Fig. 18: Staff number fluctuations in archaeological organisations 2007-08 (total)



### **7.1.2. Archaeologists as a segment of population and per square km**

Gerhard Tomedi has already remarked in his recent study on the awfully bad situation in Austria and in particular in western Austria where staff employed in the protection of the archaeological resource is concerned (Tomedi 2002, 26). Even more recently, his results were confirmed by a similar assessment of the situation in Upper Austria (Sonus 2007, 13).

The data collected in this study allows to further confirm these earlier results for all of Austria. According to Statistics Austria the total population of Austria in 2006 (the last year for which data is available) was 8,506,560 persons. At a minimum of 286 employed archaeologists throughout the year 2007 this means that in Austria, there is 1 archaeologist employed full time, around the year, for every 29.743 inhabitants. At a total of c. 580 archaeologists, which according to this study are working in Austria in permanent and temporary positions, this means that 1 archaeologists working in Austria for every c. 14.666,5 inhabitants. At the maximum number of archaeologists, estimated at 872 archaeologists by this study, this would mean 1 archaeologist for every 9.755 inhabitants. Compared to the estimated figures for the Republic of Ireland (Conor McDermott, pers. comm.), where c. 2100 people seem to be working in archaeology compared to c. 4.1 Million inhabitants, or 1 archaeologists per c. 1980 inhabitants, this means that the Republic of Ireland seems to employ c. 15 times as many archaeologists per capita than Austria, or 7 times as many if the total estimated number of archaeologists working in Austria is taken for comparison, or still at least c. 5 times as many if the maximum estimated number for everyone who works – even only occasionally – in Austrian archaeology is taken for the comparison (including volunteers and staff in Job Centre measures).

The minimal number of 286 archaeologists employed all year round are responsible for a total area of 83.870 km<sup>2</sup>. That means that an archaeologist in a full-time, permanent position is available per c. 293.25 km<sup>2</sup>. For the average, assumed to be at c. 580 archaeologists working in Austria, 1 archaeologist would be available per 144,6 km<sup>2</sup>. If the maximum estimated number is taken, 1 archaeologist is available per c. 96,18 km<sup>2</sup>. These areas would be the areas for which, in theory, 1 archaeologist would be responsible, were all of these archaeologists employed in the protection of the archaeological resource. That, however, is not in the least the case: rather, of the minimum of 286 archaeologists employed in Austria, only 12 are directly employed for the protection of the archaeological resource, while a further 114 have a smaller or larger aspect of archaeological heritage protection as part of the remit of their respective jobs. This means that in practice, 1 archaeologist is responsible for the protection of the archaeological heritage in an area of c. 7000 km<sup>2</sup>. Again, a comparison with the Republic of Ireland under the assumption that everyone working in Irish archaeology were employed in the protection of the archaeological resource, gives the average Irish archaeologist an area of c. 33,3 km<sup>2</sup> to care for. In Austria, the archaeologists employed year round are thus responsible for c. 9 times the area of their Irish counterparts, or c. 4 times (if the average number of archaeologists in Austria is taken for comparison) or c. 3 times (if the maximum estimated number is taken).

### **7.2. Composition of the labour market**

The questionnaire asked archaeological organisations for data on age and gender,

nationality and disability status of employees. In total, responses gave information on age and gender of 454 employees. This relates to c. 71% of all employees mentioned in the questionnaire. The nationality was given for 479 or c. 75% of all mentioned employees.

### 7.2.1. Age distribution

As basis for the determination of the age of employees, organisations were asked to supply data according to 5 year bands. The bands given in the questionnaire were:

- under 20 years of age
- 20-24 to 65-69 years of age in 5 year bands
- 70 years of age or above

According to the data received, the average age of Austrian archaeologists is 42, with male archaeologists being on average 45 years, and female archaeologists on average 39 years old. Staff paid from the normal budget of organisations are on average also 42, with men on average 46 and women on average 39 years old. The average age of volunteers is 55, with men on average 59 and women on average 52 years old. Staff paid from additional funds are on average 34 years old, with the same average age recorded for both men and women. Staff employed in Job Centre measures (AMS-Maßnahmen) the average age is 41 years for both men and women. 76% of the people employed in Austrian archaeology are below 50 years of age, 74% between 20 and 50, and 69% between 30 and 50 years.

According to Statistics Austria (<http://www.statistik.at>), the average age of the Austrian working population in the year 2007 was 39 years, for both men and women. 79% of the Austrian working population are under 50 years, 74% between 20 and 50 and 54% between 30 and 50 years of age. In comparison, the average age of people working in Austrian archaeology is slightly higher than the average for the Austrian working population.

### 7.2.2. Gender balance

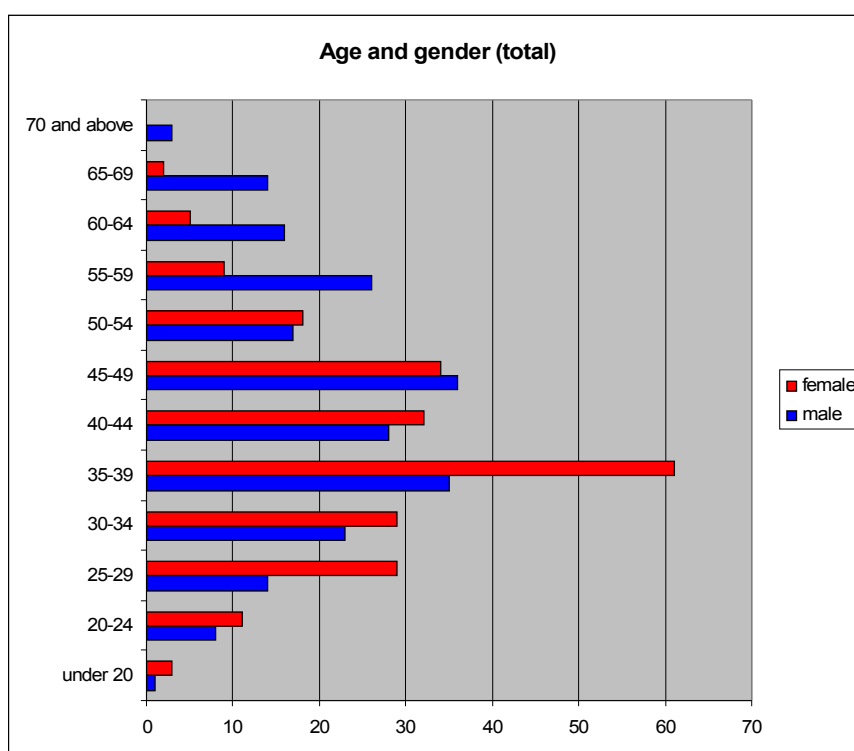
According to Statistics Austria in 2001, 48,4% of the Austrian population were male and 51,6% female. According to the questionnaire responses, 48,7% of all people employed in Austrian archaeology are male, 51,3% are female. This corresponds well to the overall gender balance of the Austrian population.

Where the different types of posts are concerned, 46% of the posts paid out of the ordinary budget of responding organisations were held by male, 54% by female members of staff. Of the volunteers, 65% are male, 35% female. Of staff employed in posts funded from additional sources of income, 40% are male, 60% female. Of posts in Job Centre measures (AMS-Maßnahmen), 56% are held by males and only 44% are held by females. In Austrian archaeology, women therefore are clearly overrepresented in paid positions, compared to the overall gender balance of the Austrian population.

Gender balance according to age shows an interesting pattern (Tab. 20; Fig. 19): the higher the age of an archaeologist, the more likely it becomes that he is male. Under 45 years of age, women are clearly dominating the Austrian archaeological workforce, while above 45 years of age, the dominant gender is equally clearly male.

**Table 20: Age and gender balance of Austrian archaeologists according to age**

	male	% of age range	female	% of age range
under 20	1	25%	3	75%
20-24	8	42%	11	58%
25-29	14	33%	29	67%
30-34	23	44%	29	56%
35-39	35	36%	61	64%
40-44	28	47%	32	53%
45-49	36	51%	34	49%
50-54	17	49%	18	51%
55-59	26	74%	9	26%
60-64	16	76%	5	24%
65-69	14	88%	2	12%
70 or above	3	100%	0	0%
Sum	221	48,7%	233	51,3%



*Fig. 19: Age and gender balance of archaeologists in Austria*

The balance again is considerably different in different post types, which have to be assessed here as well, as they show some interesting phenomena. The gender balance for posts paid out of the ordinary budget of organisation is, as has already been mentioned, that 46% of these posts are held by men and 54% by women. In these posts, women clearly dominate the age groups below 55, while men only dominate in the age groups above 55 (Tab. 21; Fig. 20). This indicates that men are still overrepresented in the top jobs with higher salaries and higher responsibilities (at an approximate ratio of c. 4:1), but that this will even out within the next decade or so. Then, women will (even though at first only to a limited extent) will come to dominate this area of the archaeological labour market and will be slightly overrepresented in comparison to the general percentage of

women in the Austrian population. Austrian archaeology thus seems to be on the right way to address traditional gender imbalances in the archaeological sector, can be expected to soon have reached a fair gender balance even in the archaeological top jobs, and may in the more distant future even turn the traditional gender imbalance on its head.

Where the volunteers are concerned, both the age- and the gender profile is quite different from that in jobs paid from the ordinary budget of archaeological organisations (Tab. 22; Fig. 21): 92% of the volunteers are over 45 years old, and men dominate in virtually all age categories over 45. This can probably best be explained in that men are more willing to chase up their 'childhood dreams' and make archaeology their 'hobby' prior to and after retirement in an active, physical manner than women; many of the more elderly volunteers seem to be active in practical field archaeology.

Almost inverted to that of the volunteers is the age and gender profile of staff employed in posts paid from additional funds (Tab. 23; Fig. 22): of staff employed in such posts, 95% are under 45 years old, and in practically all age categories below 45 women are clearly dominating the labour force. The gender balance here seems to roughly mirror that of staff employed in posts paid out of the ordinary budget of archaeological organisations, the main difference being that from a certain age onwards – c. late 30ies or early 40ies – staff who until then were employed in mostly temporary posts funded from additional sources of income either seem to move into more permanent posts paid from the ordinary budget of their employing organisation (either to replace retired staff, or to fill newly created posts), or seem to be turning their back on archaeology (at least as a profession, not necessarily where their interests are concerned) to find 'more secure' employment in other sectors.

The age distribution among volunteers and staff employed in posts paid from additional sources of income thus roughly is what would have been expected for these respective types of posts: volunteer work is more commonly the preserve of the elderly, some of which may already have retired, while 'project jobs' paid from additional funds are 'beginner's jobs'. The gender balance in these two kinds of posts in sum roughly equals that of staff employed in 'normal' posts paid from the ordinary budget of the employing organisation and thus indirectly confirms the gender balance of the latter.

**Table 21: Age and gender of staff in posts paid from ordinary budget according to age**

	male	% of age range	female	% of age range
under 20	1	25%	3	75%
20-24	2	25%	6	75%
25-29	3	19%	13	81%
30-34	13	46%	15	54%
35-39	11	31%	25	69%
40-44	22	45%	27	55%
45-49	16	47%	18	53%
50-54	10	48%	11	52%
55-59	14	88%	2	12%
60-64	7	88%	1	12%
65-69	4	80%	1	20%
70 and above	1	100%	0	0%
Sum	104	46%	122	54%

**Table 22: Age and gender of volunteers according to age**

	male	% of age range	female	% of age range
under 20	0	-	0	-
20-24	0	-	0	-
25-29	1	25%	3	75%
30-34	0	-	0	-
35-39	0	0%	1	100%
40-44	0	-	0	-
45-49	4	100%	0	0%
50-54	6	46%	7	54%
55-59	8	57%	6	43%
60-64	9	69%	4	31%
65-69	10	91%	1	9%
70 and above	2	100%	0	0%
Sum	40	65%	22	35%

**Table 23: Age and gender of staff in posts paid from additional funds according to age**

	male	% of age range	female	% of age range
under 20	0	-	0	-
20-24	3	50%	3	50%
25-29	10	43%	13	57%
30-34	10	42%	14	58%
35-39	7	26%	20	74%
40-44	6	55%	5	45%
45-49	0	0%	2	100%
50-54	1	100%	0	0%
55-59	1	50%	1	50%
60-64	0	-	0	-
65-69	0	-	0	-
70 and above	0	-	0	-
Sum	38	40%	58	60%

**Table 24: Age and gender of staff in Job Centre measures (AMS-Maßnahmen) according to age**

	male	% of age range	female	% of age range
under 20	0	-	0	-
20-24	3	60%	2	40%
25-29	0	-	0	-
30-34	0	-	0	-
35-39	17	53%	15	47%
40-44	0	-	0	-
45-49	16	53%	14	47%
50-54	0	-	0	-
55-59	3	100%	0	0%
60-64	0	-	0	-
65-69	0	-	0	-
70 and above	0	-	0	-
Sum	39	56%	31	44%

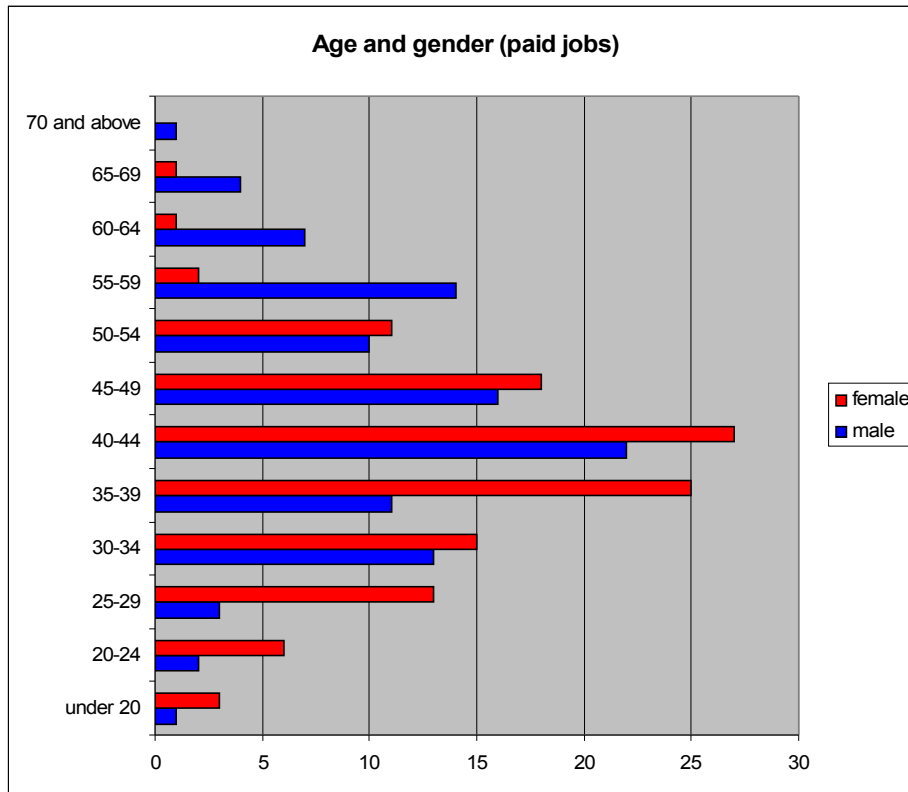


Fig. 20: Age and gender of paid staff (ordinary budget) according to age

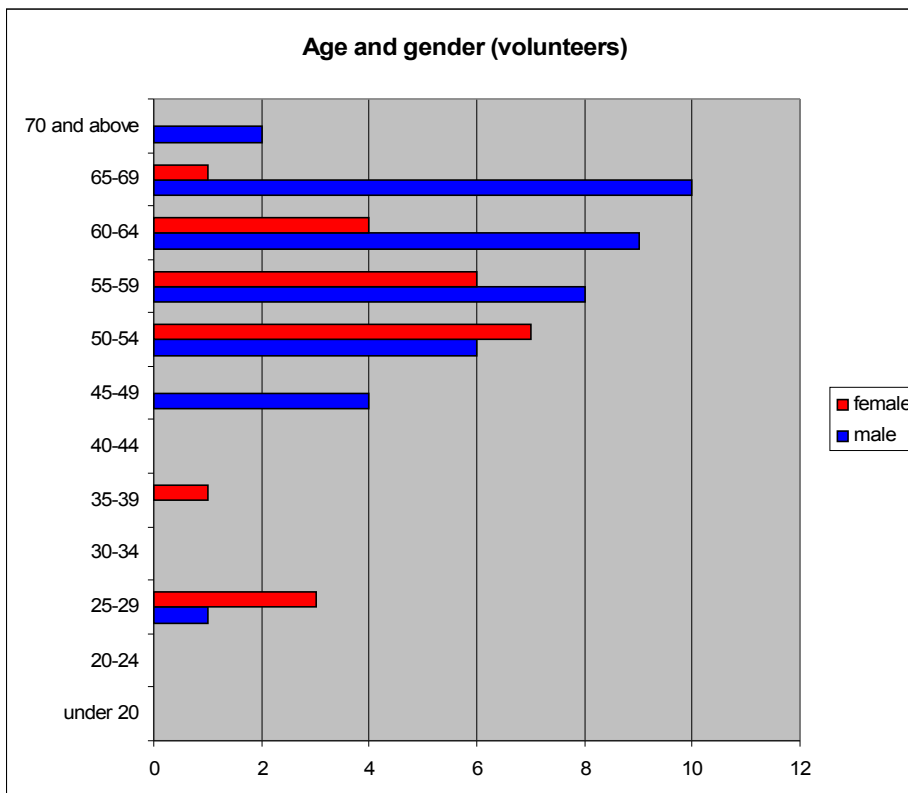


Fig. 21: Age and gender of volunteers according to age

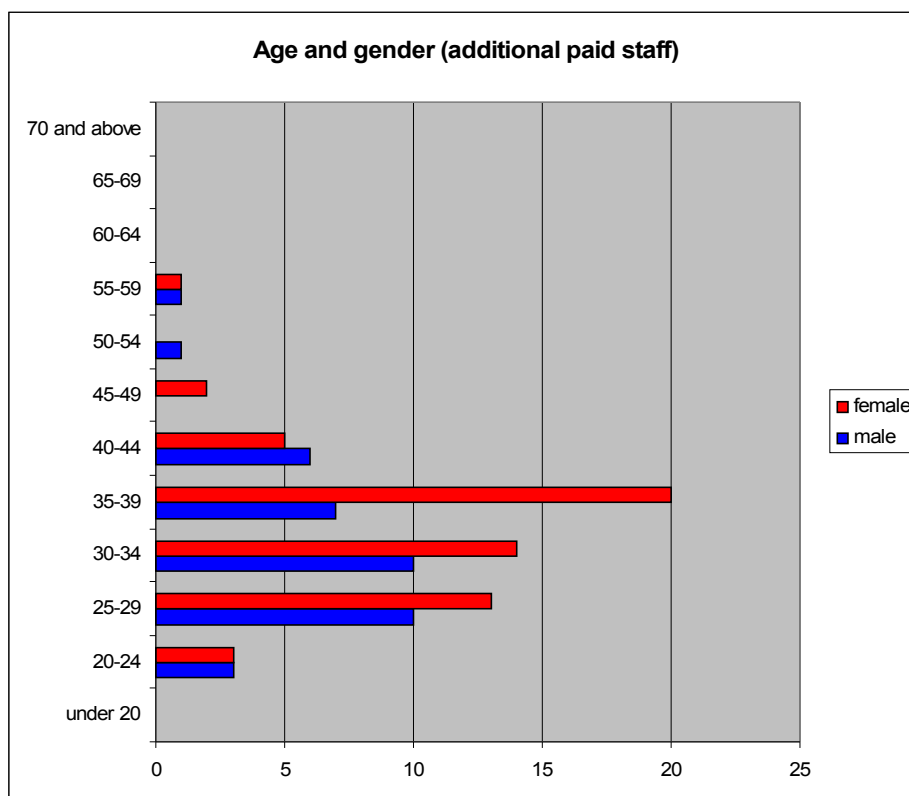


Fig. 22: Age and gender of staff in jobs paid from additional funds according to age

The gender balance of staff employed in Job Centre measures (AMS-Maßnahmen) is roughly in line with the general gender distribution of the Austrian population. The age distribution seems to be not representative, as over 42% of all staff in this post category are in the age ranges of 35-39 and 45-49. This is probably mainly due to the archaeological organisations employing them only on a temporary basis not having sufficiently detailed documentation regarding their age, or that this information is not fully and freely available to the archaeological organisations employing them, as they are not usually considered to be 'core' archaeological staff.

Table 25: Age and gender of all archaeologists according to gender

	male	% of men	female	% of women	male+female	% total
under 20	1	0,5%	3	1%	4	1%
20-24	8	3,5%	11	5%	19	4%
25-29	14	6%	29	12%	43	9%
30-34	23	11%	29	12%	52	11%
35-39	35	16%	61	26%	96	21%
40-44	28	13%	32	14%	60	13%
45-49	36	16%	34	15%	70	15%
50-54	17	8%	18	8%	35	8%
55-59	26	12%	9	4%	35	8%
60-64	16	7%	5	2%	31	5%
65-69	14	6%	2	1%	16	4%
70 and above	3	1%	0	0%	3	1%
Sum	221	100%	233	100%	454	100%

**Table 26: Age and gender of the Austrian workforce (total, in 1000, according to gender, source: Statistics Austria)**

	male	% of men	female	% of women	male+female	% total
under 20	121,1	5%	98,4	5%	219,4	5%
20-24	198,3	9%	184,3	10%	382,6	9%
25-29	243,8	11%	206,8	11%	450,7	11%
30-34	261,7	11%	216,8	11%	478,5	11%
35-39	322,2	14%	278,7	15%	600,9	14%
40-44	342,3	15%	299,2	16%	641,6	15%
45-49	304,2	13%	263,0	14%	567,3	13%
50-54	233,6	10%	206,7	11%	440,3	10%
55-59	171,0	7%	111,5	6%	282,5	7%
60-64	59,1	3%	25,8	1%	84,9	2%
65-69	22,2	1%	14,0	1%	36,2	1%
70 and above	18,8	1%	9,9	1%	28,7	1%
Sum	2.298,3	100%	1.915,2	100%	4.213,5	100%

The age balance according to sex (Tab. 25) highlights an interesting phenomenon where female staff are concerned, which has already been noticed in earlier comparable studies for the United Kingdom (Aitchison & Edwards 2003, 22). While the age distribution of men is roughly comparable to the general age distribution of the male Austrian workforce, young women are overrepresented in Austrian archaeology when compared to the general Austrian female workforce, while elder women are under-represented. Whether this can be explained by women becoming more active in archaeology in the last decades, or whether women around 40 are more likely to leave the archaeological profession cannot safely be answered as of yet. A connection to the improvements of ease of access to university courses in the 1970ies would be a reasonable explanation, but cannot as of yet be confirmed.

### 7.2.3. Nationality of the workforce

The questionnaire also asked organisations for the nationality of their employees. This is in contrast to earlier comparable studies in the United Kingdom (Aitchison & Edwards 2003, 25), which asked for the ethnicity of staff, primarily understood as skin colour, and secondarily as geographical origin. This was considered to be pointless where the Austrian archaeological workforce is concerned, as the ethnic origin of the workforce as analysed in previous British archaeology labour market studies tells comparably little about the transnational mobility of the workforce. Their nationality seems a more useful criterion in this regard.

In total, the question regarding their nationality was answered for 479 employees. Of these, 433 or 90% are Austrian nationals, another 37 or 8% are nationals of EU member states, with the remaining 9 or 2% being nationals of non-EU countries (Fig. 23). This is roughly equivalent to the percentage of non-Austrian nationals who are inhabitants of Austria (source: Statistics Austria).

Table 27 and Figure 24 show the precise nationality of members of staff: in posts paid from organisations' ordinary budgets, 87% of all staff are Austrian nationals, 11% are nationals of other EU member states, with the remaining 2% from non-EU countries. 97% of the volunteers are Austrian nationals, the remaining 3% (= 1 person) is a national of



another EU member state. Where posts paid from additional sources of income are concerned, 89% of employees are Austrian nationals, another 9% nationals of other EU member states, with the remaining 2% from non-EU countries. Staff in Job Centre measures (AMS-Maßnahmen) to 99% are Austrian nationals, while just 1% (= 1 person) is a national of a non-EU country.

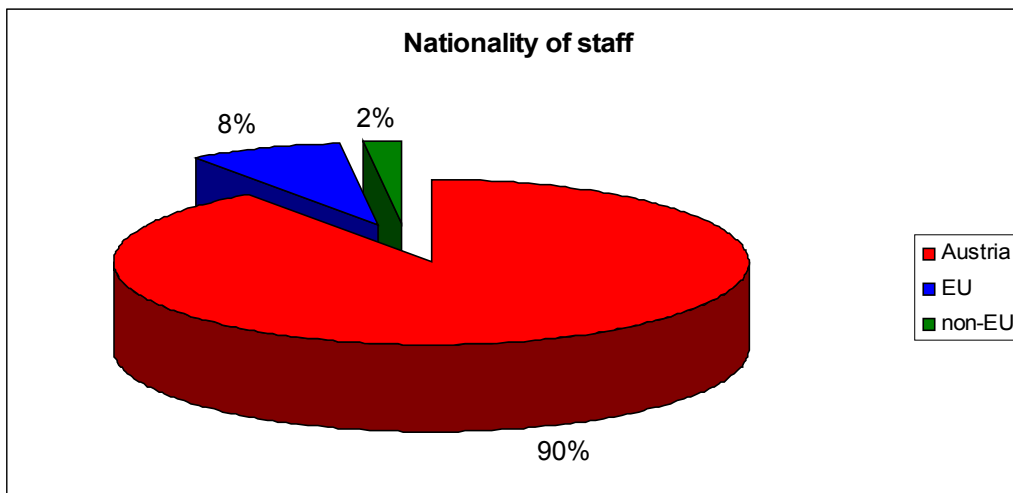


Fig. 23: Nationality of staff

Table 27: Nationality of staff according to post type

	Paid OB	Volunteer	Paid AF	Job Centre	Sum
Austria	232	37	84	80	433
EU	28	1	8		37
Non-EU	6		2	1	9

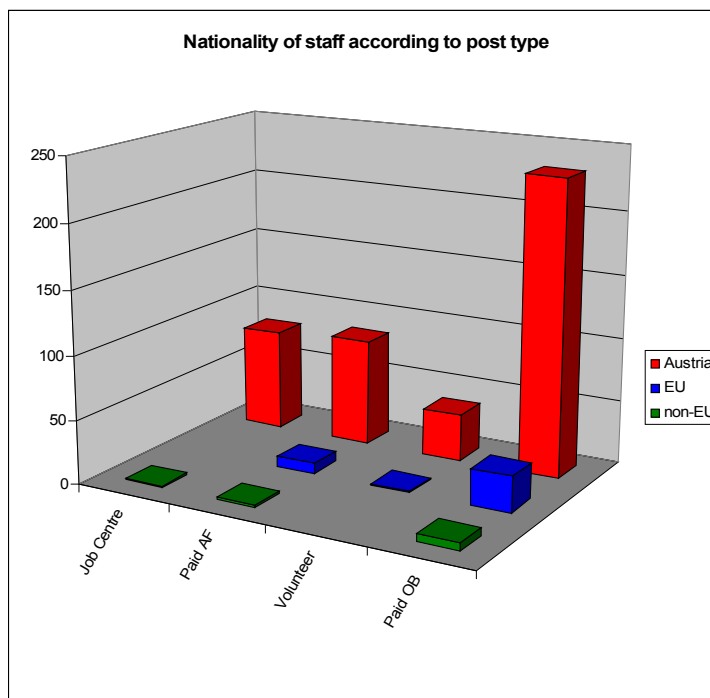


Fig. 24: Nationality of staff according to post type

The specific distribution of non-Austrian nationals in Austrian archaeology is shown on Figure 25. Hardly surprisingly, the majority of non-Austrian staff are from Germany: 21 or 46% of all non-Austrian nationals are from Germany. Other than that, nationals of states which were formerly part of the Austro-Hungarian Empire are relatively frequent: Italians (probably primarily from Southern Tyrol), Slovakia, Hungary and Poland. It is likely that there is also a strong link to traditional knowledge of German, which is still reasonably widespread in many of these countries.

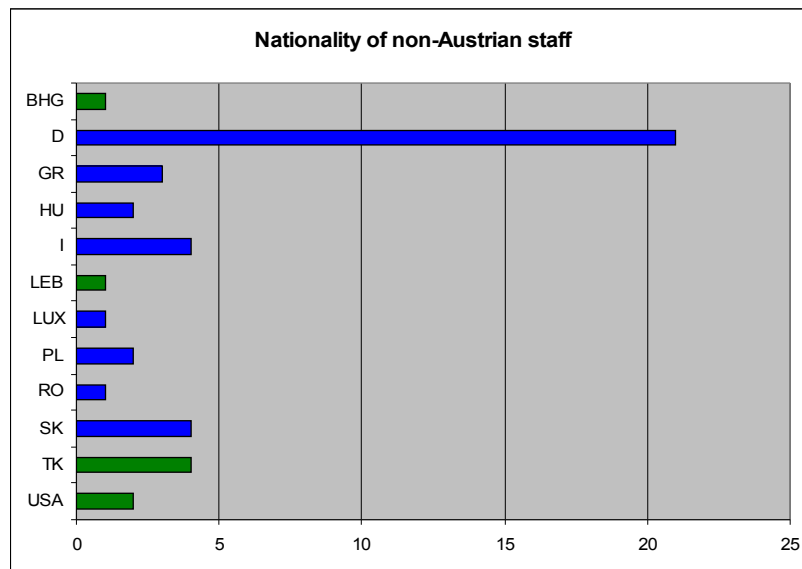


Fig. 25: Nationality of non-Austrian staff

#### 7.2.4. Disability status

The questionnaire also inquired about the disability status of employees in Austrian archaeology. This question was positively answered by only 3 of the responding organisations, each of which reported 1 disabled employee. Of these, 2 were reported to be employed in normal paid posts, while one was reported to be employed as part of Job Centre measures (AMS-Maßnahmen). This is less than 1% of all employees in Austrian archaeological organisations and is in stark contrast to the general percentage of the disabled as a section of the Austrian population: according to national figures, 29% of the Austrian populations are disabled, while according to ECHP, 12,5% of all Austrians are considered disabled (European Commission 2001, 35).

As has also been noted by earlier comparable studies for the UK (Aitchison & Edwards 2003, 25), the amount of disabled persons working in archaeology in Austria is very small. While this at least partly can be explained by the fact that some physical disabilities make participation in some aspects of archaeology relatively difficult, there is a wide range of archaeological tasks where disabilities do not hinder. The development of measures that allow greater inclusion of the disabled in Austrian archaeology would therefore be strongly advisable and highly desirable.

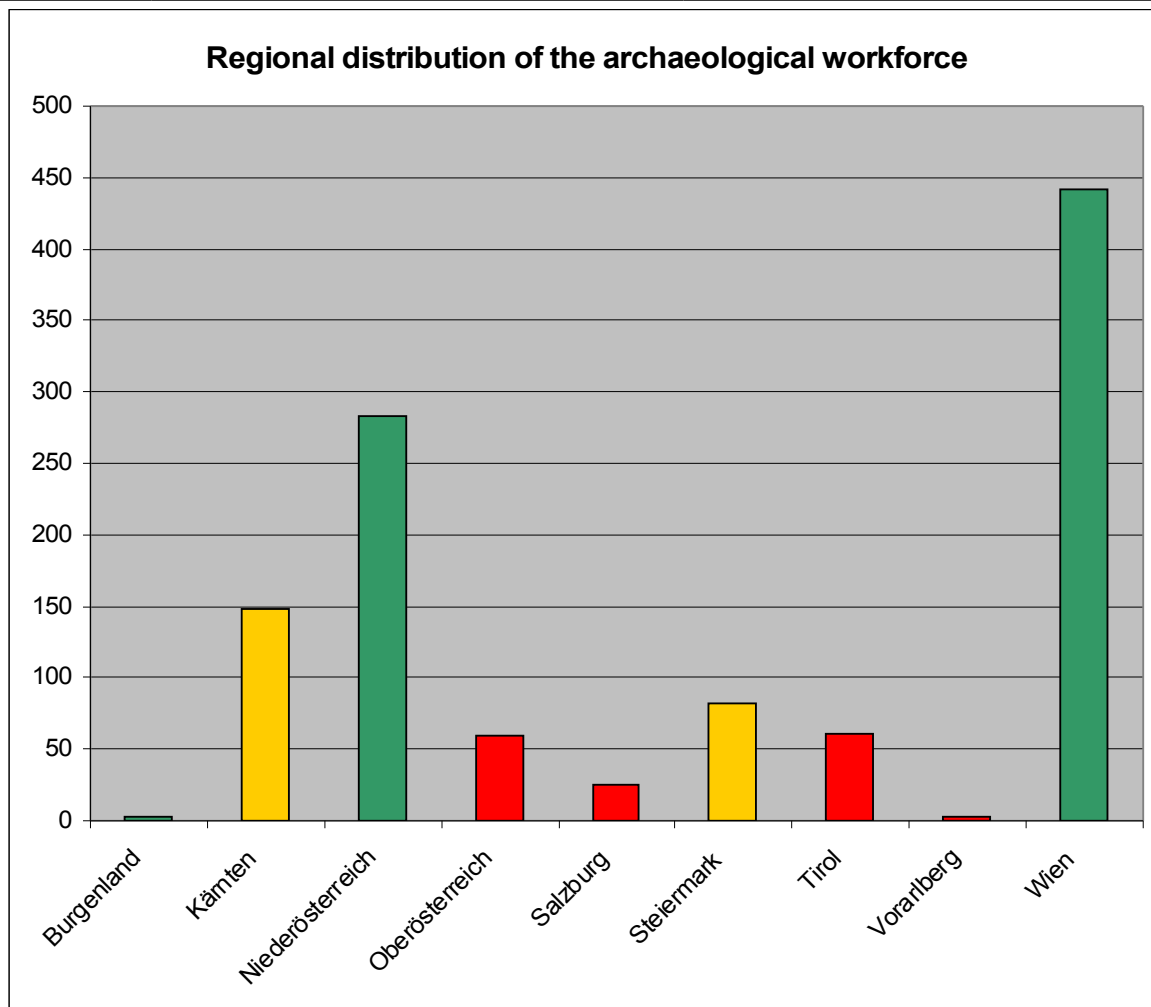
### 7.3. Regional distribution of the archaeological workforce

The questionnaire responses also allow conclusions about the regional distribution of the archaeological workforce in Austria. As a basis for this analysis, the location of each

organisation as given in the questionnaire response or as gathered from their web page or postal address was taken to represent the main area in which the respective organisation is active. All figures reported in this section of this study are estimations based on the data reported in questionnaire responses, the data gathered from staff lists of non-responding organisations as listed on their websites, and on estimations for those few organisations that neither responded nor give staff details on their websites.

**Table 28: Regional distribution of the archaeological workforce (based on federal regions)**

	Number of employees (estimated figure)	in %
Burgenland	2	0%
Kärnten	148	13%
Niederösterreich	283	26%
Oberösterreich	60	5%
Salzburg	25	2%
Steiermark	82	7%
Tirol	61	6%
Vorarlberg	2	0%
Wien	442	40%
Sum	1105	100%



*Fig. 26: Regional distribution of the archaeological workforce (by federal district; red: Western Austria, yellow: Southern Austria, green: Eastern Austria)*

These figures, much like the figures for the distribution of archaeological organisations in Austria (see 6.3.), show a distinct regional imbalance where the distribution of the archaeological workforce in Austria is concerned (Tab. 28; Fig. 26). This imbalance is even more pronounced than that of archaeological organisations: an estimated c. 66% of the archaeological workforce seems to be located in Eastern Austria (Wien, Niederösterreich, Burgenland), with only 21% in Southern Austria (Steiermark, Kärnten) and a mere 13% of the archaeological workforce being located in Western Austria (Oberösterreich, Salzburg, Tirol, Vorarlberg). This ranking is inverse to the size of the respective main regions of Austria, with c. 41% of the Austrian territory located in Western Austria, c. 31% in Southern Austria, and only c. 28% in Eastern Austria. If one considers that Austria employs much fewer archaeologists than many comparable EU member states already, the lack of archaeologists in Western Austria in particular has to be seen as particularly alarming, as Gerhard Tomedi already clearly demonstrated in his study of the protection of the archaeological heritage in the Tyrol (Tomedi 2002).

### 7.3.1. Regional distribution according to main archaeological tasks

The available data also allows to establish a rough regional distribution of the availability of staff to carry out different archaeological tasks, according to the main responsibilities given for the respective posts by the responding institutions. Again, all figures in this section are rough total estimates and therefore probably are not highly accurate. Also, the returned questionnaires did not always perfectly clarify what the main responsibilities for each post in the organisation were, which further decreases the accuracy of these figures. The figures given here should therefore be seen as no more as rough estimates, which do give a general impression of reality, not an accurate picture. One example for this is the distribution where archaeological consultancy is concerned, where only a single institution reported that some of its staff were mainly responsible for this.

**Table 29: Regional distribution of staff mainly doing fieldwork / prospection**

	Estimated number of employees in federal district	Employees mainly responsible for fieldwork/prospection	% in federal district	% of all employees mainly responsible for fieldwork
Burgenland	2	0	0%	0%
Kärnten	148	120	81%	21%
Niederösterreich	283	235	83%	41%
Oberösterreich	60	24	40%	4%
Salzburg	25	8	32%	1%
Steiermark	82	58	71%	10%
Tirol	61	22	36%	4%
Vorarlberg	2	0	0%	0%
Wien	442	112	25%	19%
Sum	1105	579	41%	100%

**Table 30: Regional distribution of staff mainly providing consultancy services**

	Estimated number of employees in federal district	Employees mainly responsible for consultancy	% in federal district	% of all employees mainly responsible for consultancy
Burgenland	2	0	0%	0%
Kärnten	148	0	0%	0%
Niederösterreich	283	0	0%	0%
Oberösterreich	60	0	0%	0%
Salzburg	25	0	0%	0%
Steiermark	82	0	0%	0%
Tirol	61	6	10%	100%
Vorarlberg	2	0	0%	0%
Wien	442	0	0%	0%
Sum	1105	6	1%	100%

**Table 31: Regional distribution of staff mainly responsible for museum services/exhibitions**

	Estimated number of employees in federal district	Employees mainly responsible for museum/exhibitions	% in federal district	% of all employees mainly responsible for museums/exhibt.
Burgenland	2	2	100%	1%
Kärnten	148	28	19%	16%
Niederösterreich	283	30	11%	17%
Oberösterreich	60	36	60%	21%
Salzburg	25	4	16%	2%
Steiermark	82	13	16%	7%
Tirol	61	2	3%	1%
Vorarlberg	2	2	100%	1%
Wien	442	57	13%	33%
Summe	1105	174	38%	100%

**Table 32: Regional distribution of staff mainly responsible for teaching/research**

	Estimated number of employees in federal district	Employees mainly responsible for teaching/research	% in federal district	% of all employees mainly responsible for teaching/research
Burgenland	2	0	0%	0%
Kärnten	148	0	0%	0%
Niederösterreich	283	18	6%	5%
Oberösterreich	60	0	0%	0%
Salzburg	25	13	52%	4%
Steiermark	82	11	13%	3%
Tirol	61	31	51%	9%
Vorarlberg	2	0	0%	0%
Wien	442	273	62%	79%
Sum	1105	346	20%	100%

## 7.4. Qualification profile

The questionnaire also asked for the highest respective qualification that members of staff had achieved. The responding organisations provided qualification details for 490

members of staff. 57% of all responses concerned staff paid from the organisation's ordinary budget, 11% concerned volunteers, 15% staff paid from additional funds and 17% staff in Job Centre measures (AMS-Maßnahmen).

Of all reported staff members, 52% hold at least a first university degree. A total of 6% seem to have achieved a Habilitation as their highest qualification, 22% hold a PhD, while a further 23% probably hold a Mag.phil. degree, as the Baccalaureus / BA is currently just being introduced in Austria. The remaining 1% of members of staff with an academic qualification have completed a vocational degree at a 'Fachhochschule'. Of the 48% without a university degree, 4% have completed an apprenticeship, while the remaining 44% have completed secondary education (Fig. 27).

The percentage of staff in Austrian archaeology with a university degree is thus considerably lower than in the UK, where earlier comparative studies (Aitchison & Edwards 2003, 36-7) indicated that c. 87% of all archaeology employees have at least a first university degree (BA). It is also interesting to compare the qualification figures for Austria with those in the UK where postgraduate or postdoctoral qualifications are concerned (in Austria: PhD and Habilitation; in the UK: MA and PhD): these are roughly equal, with c.28% of all archaeological staff holding such higher qualifications in Austria and c. 30% in the UK; compared to c. 23% of all employees holding a first degree in Austria, and c. 57% holding a first degree in the UK. Whether and how far this relationship will change in Austria after the completion of the introduction of the Baccalaureate / BA is hard to guess, but given the resistance against the BA from various sides, particularly as stated e.g. by the head of the National Heritage Agency (BDA) it has to be assumed that the introduction of this new first degree will have little practical effect.

Where paid members of staff are concerned, the percentage of staff with a university degree is much higher, as was to be expected: c. 69% of all paid members of staff hold a university degree (Fig. 28).

While the qualification profile of staff paid from additional funds roughly equals that of ordinary paid members of staff, the qualification profile of volunteers and of staff in Job Centre measures is considerably different from that of paid members of staff (Fig. 29).

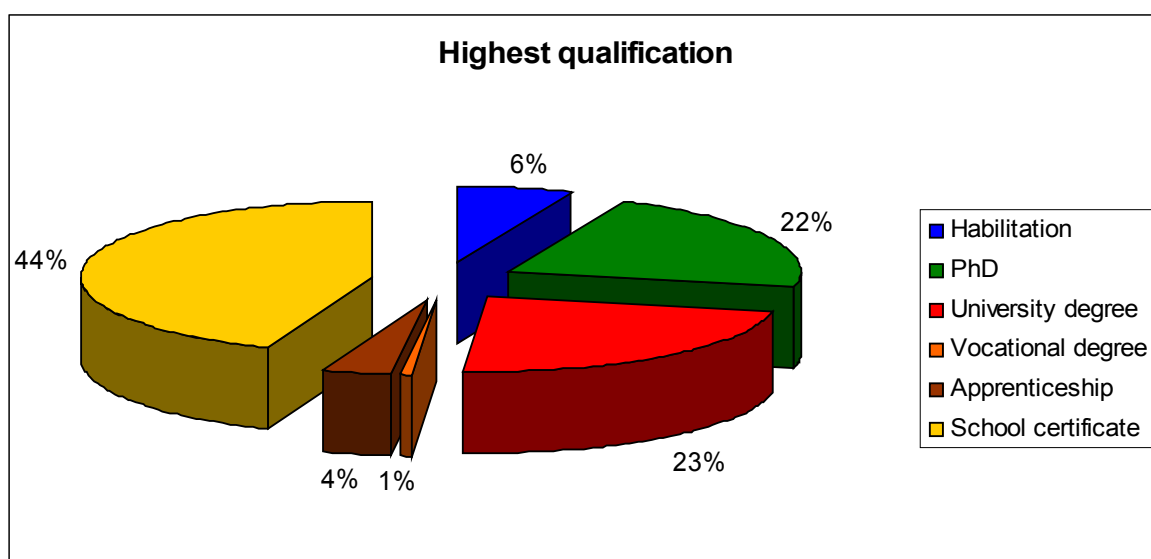


Fig. 27: Qualification profile of Austrian archaeology employees

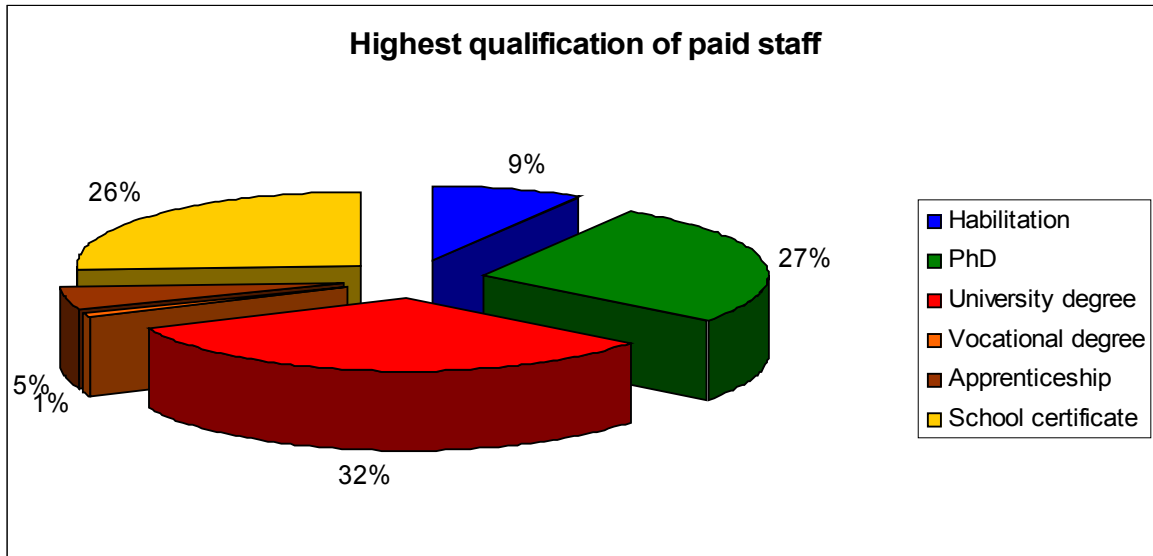


Fig. 28: Qualification profile of paid staff

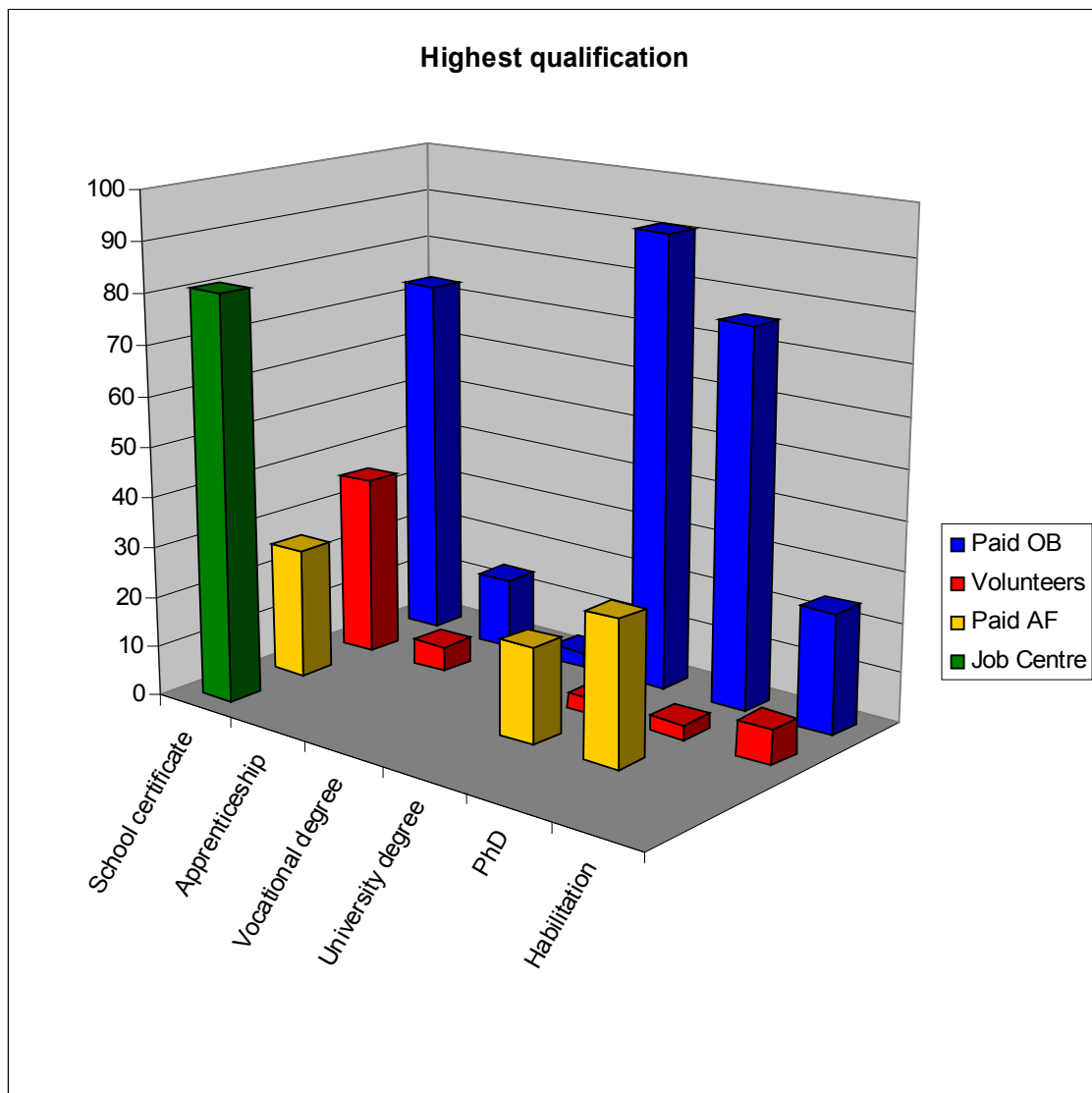


Fig. 29: Qualification profile by staff category

Of staff in posts funded from additional sources of income, c. 65% hold a university degree. However, of these staff, not a single one holds a Habilitation as their highest qualification. On the otherhand, 39% of these staff members hold a PhD, another 26% a Master, with the remaining 35% having completed School. It is reasonably safe to assume that almost all staff employed as researchers in such posts funded from additional sources of income hold at least a first university degree. The distribution of staff with a Doctorate, as compared to those 'only' holding a Master degree, makes it likely that the Master degree is usually seen by those employed in such posts as insufficient to later progress from a temporary post funded from additional sources of income to a more permanent position funded from the ordinary budget of their respective (or other) organisations. As it is primarily younger colleagues who are employed in such posts funded from additional income (see 7.2.), it seems as if these staff have a heightened motivation to acquire further postgraduate qualifications to improve their chances of gaining a permanent post.

Only 25% of volunteers hold a university degree, while 75% only have completed school or an apprenticeship. However, of those volunteers that do hold a university degree, the majority seems to be holding the highest qualification available, with 13% of all volunteers holding a Habilitation. Only 6% of volunteers hold a PhD, and another 6% a Master degree as their highest qualification.

Of staff employed in Job Centre measures (AMS-Maßnahmen), none hold a higher qualification than a High School degree.

It is interesting that of those members of staff holding a university degree, c. 95% seem to be employed in either normal paid jobs or jobs paid from additional funds, with only 5% working as volunteers. It is also remarkable that of those holding either a Master or PhD, 97% are in jobs paid from the ordinary budget of their organisation or from additional funds, while of those holding the highest achievable qualification, the Habilitation, only 77% are employed in paid (ordinary or additional funds) posts, while c. 23% are working as volunteers. While this does not necessarily indicate that the Habilitation does not result in an advantage that translates into greater chances of getting a permanent post – especially for professorships, the Habilitation is still a huge advantage, if not a necessity – it seems as if the Habilitation can be a double edged sword, as it seems to translate into a disadvantage where all other than professorial posts are concerned. It may well be that for non-professorial posts, i.e. all posts that do not require a Habilitation or equivalent qualification to have any chances of being appointed, colleagues who hold a Habilitation are considered to be over-qualified and therefore are not considered; or are not even asked to apply where temporary posts funded from additional sources of income are concerned, which are only rarely advertised in the first place, as can be gathered from the Job resource of the Austrian Archaeology Forum, but mostly seem to be given directly to 'fitting' persons already known to those who can appoint somebody to these jobs. The Habilitation thus seems to be a risky career choice for the individual aspiring to it, as it may open up chances of getting a professorship, but seems to considerably reduce chances of any other job in the profession.

Finally, the questionnaire also asked where the highest qualification of members of staff originates from. The responses received indicate that the vast majority of qualifications had been achieved in Austria: 94% of all staff employed in Austrian archaeology have acquired this qualification in Austria, while the remaining 6% have acquired it in another EU country. Not a single reported member of staff had acquired their highest qualification outside the European Union (Fig. 30).



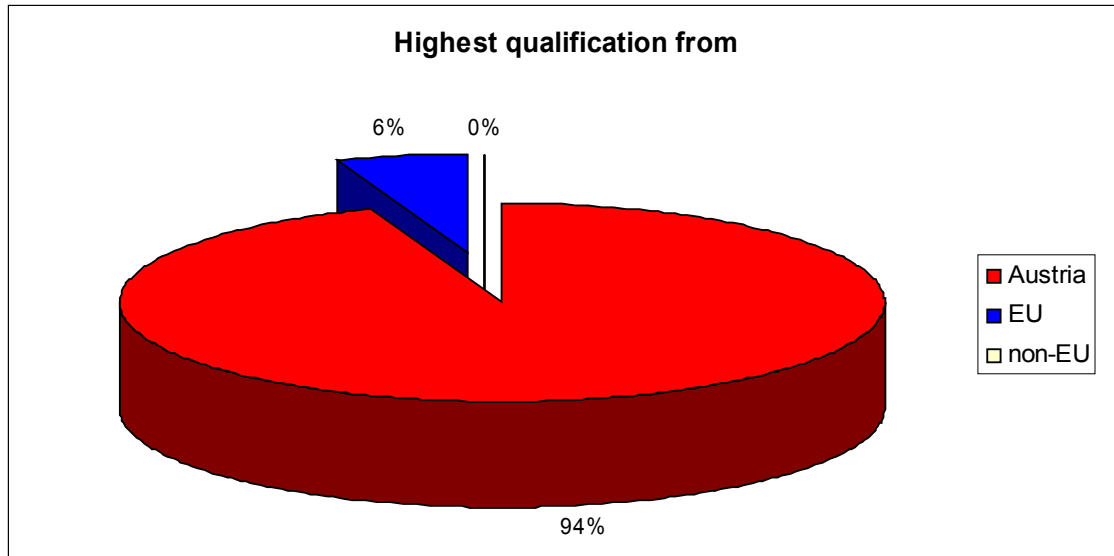


Fig. 30: Country of origin of highest qualification

## 8. Jobs

### 8.1 Range of jobs

On the returns to the questionnaire, 463 staff were employed by the responding organisations in 21 different job types. On average, that means that 22 persons were in the same type of job, a much higher number than recorded by the earlier comparable study for the UK, where on average 5.5 persons were recorded for each job title (Aitchison & Edwards 2003, 38).

While the raw data may create the impression that in Austria, consistency in job descriptors is much higher than in the UK, in reality it rather seems as if the questionnaire returns were frequently not giving actual post titles, but rather just general post descriptors. This is demonstrated for instance by none of the responding universities distinguishing between e.g. assistants, tutors and various titles for the professorial hierarchy (Ass.-Prof., Univ.-Prof., O.Univ.-Prof.), but referring to all these functions, as well as all other staff in academic functions, summarily with the term 'scientist/scholar' ('Wissenschaftler'). This is most probably due to the questionnaire in some parts not being clear enough, as had also been rightly been criticised in some of the comments on some of the questionnaire responses. In a future repeat of this study it will therefore be important to design the questionnaire accordingly. A sad consequence of the imprecision of the questionnaire in this section is that the data presented in this chapter is rather unreliable and superficial.

For practical reasons different role descriptors used by different institutions for very similar or identical types of jobs were combined for the following statistics into 17 job types, each summarised under a generic role title. Details for these job titles and the numbers of staff employed in them are given in Table 33 and Figure 31.

**Table 33: Role profiles and number of people employed in each profile**

	Paid OB	Volunteers	Paid AF	Job Centre	Total
EDV	3	0	0	0	3
Epigraphiker	2	0	0	0	2
Fotograf	2	0	0	0	2
Grabungsleiter	12	0	0	0	12
Grabungsmitarbeiter	46	5	0	78	129
Grafiker / Zeichner	7	0	0	0	7
Landesarchäologe	1	0	0	0	1
Management	1	0	0	0	1
Museumsmitarbeiter	1	4	0	0	5
Öffentlichkeitsarbeit	1	0	0	0	1
Projektkoordination	1	0	0	0	1
Bibliothekar	7	0	0	0	7
Restaurator / Konservator	20	4	2	0	26
Sammlungsleiter	3	0	0	0	3
Verwaltungspersonal	15	0	0	0	15
Sonstige Angestellte	6	0	4	0	10
Wissenschaftler	148	23	66	1	238
Sum	276	36	72	79	463

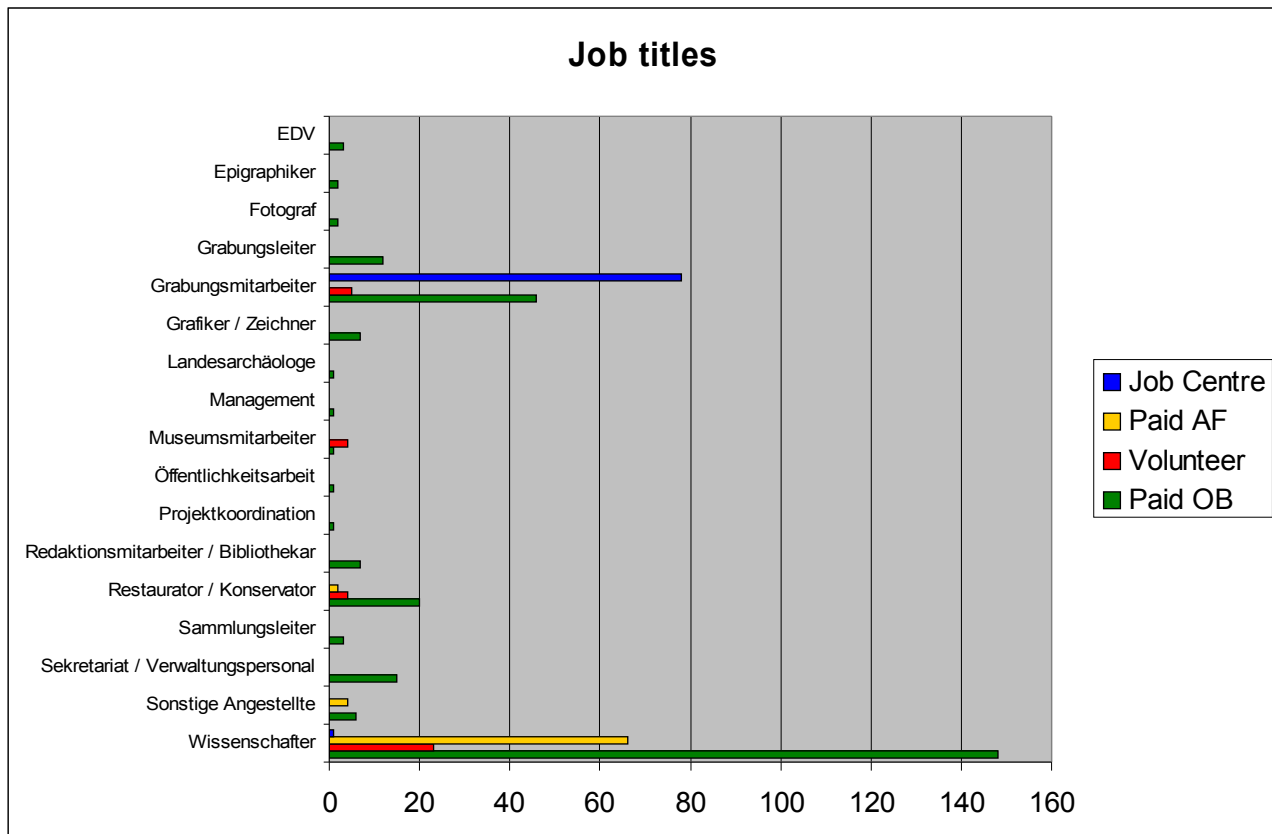


Fig. 31: Role profiles and staff employed in each profile

As the above figures clearly show, the vast majority of posts is concentrated in just two profiles: Grabungsmitarbeiter ('excavation worker') and Wissenschaftler ('scientist/scholar'). 79% of all posts fall into these two categories. The only other post titles recorded with more than 5 staff members in the respective post were: Grabungsleiter ('site director', 3%), Graphiker/Zeichner ('graphic artist / draughtsman', 2%), Redaktionsmitarbeiter / Bibliothekare ('layouter / librarian', 2%), Restauratoren / Konservatoren ('restaurator / conservator', 6%), Sekretariat / Verwaltungspersonal ('secretary / administrative staff', 3%) and Sonstige Angestellte ('other staff', 2%). This distribution most probably is relatively representative for the actual distribution of staff in archaeological organisations in Austria, even though for most posts the data is too sparse to allow any kind of more detailed analysis of the respective role.

## 8.2. Salaries

Even less satisfying than the responses to the question regarding posts were the responses regarding the salary of staff. Responses regarding salaries were received for only 167 posts that were at least remotely useful, even though with many of these, relevant details were missing. On the majority of returned questionnaires, however, the fields for salaries were left empty (the questionnaire asked for minimum, maximum and average salary for the post, as well as for how many monthly salaries were paid per year – many public posts in Austria are paid 14 rather than just 12 monthly salaries) or filled in with useless information (e.g. 'above average' for both minimum and maximum salary). While this by and large confirms the experiences we made with the job resource of the Austrian Archaeology Forum, where most of the advertised posts – and there are not that

many posts in Austria that seem to be advertised at all – are advertised without any salary range (Karl & Krierer 2004a; 2004b; Karl 2008), it seems slightly strange that so few and so highly inaccurate answers were received on this question. After all, the vast majority of responding organisations had answered that they were paying their staff according to a fixed salary scheme like the public servant's salary scheme (Beamtenbesoldungschema) or other general pay schemes (see also 6.5.).

Even if one accepts that many Austrian organisations that do have archaeology departments may not make the budgetary data for personnel available to the heads of their respective departments, as these do not necessarily have control over their departments' budgets, one should have assumed that it would have at least been easy to provide the salary range for each post according to the respective pay scheme that each post is in, and to get an estimated average salary for staff in each of these post types. The more or less consistent unwillingness of the responding organisations to provide salary details thus is probably best explained as a cultural phenomenon – particularly given that thankfully on almost all other questions, the respective respondents went to considerable lengths to provide as accurate data as possible, and to clearly indicate where they were only estimating. It thus has to be concluded that it is seen as inappropriate by most of the respondents to provide any data on salaries, even anonymous and approximated data.

Based on the available useful data provided by respondents, the average yearly salary of people employed in Austria in archaeological organisations calculates as c. € 31.518 (pre tax). The recorded range of salaries is huge, starting at as little as € 1.600 (probably for only a few hours of part-time employment per month for unspecialised tasks) and going up to as much as € 98.000 (incidentally, both these figures have been given for the same post type). Compared to the average Austrian income, which according to Statistics Austria was € 25.797 per year in 2006, staff employed in Austrian archaeology seem to be paid reasonably well. However, it has to be remarked here that on a majority of the returned questionnaires that did include salary data, the question regarding salaries was mainly or exclusively answered for academic staff. Again according to Statistics Austria, average academic income in Austria was € 45.574 in 2005. Even non-technical skilled staff, roughly what site technicians and other excavation staff with at least some level of experience in their job should really be considered, which constitute the second largest group of archaeological staff in Austria (see 8.1.) had an average income of € 30.126 in 2005, a salary which, taking inflation into account, will probably have risen until 2007/08 to roughly the average that can be calculated for archaeological employees in Austria based on the questionnaire responses. As such, while the raw figures may look good if compared to the national average income, in reality, people employed in Austrian archaeology are probably earning less than the Austrian average for people employed in similar, comparable positions in other sectors, much like it also is the case in the UK (Aitchison & Edwards 2003, 39-40). The only exception to this are probably those employed in positions paid according to public sector pay schemes or in posts funded from additional sources of income, but paid according to national, regional or local government salary schemes, whose average income will roughly be equivalent to the average paid to other staff employed in other sectors according to the same salary schemes.

### **8.2.1. Recommendations regarding a salary scheme for field workers**

As has been mentioned above, those staff on ordinary paid posts or on temporary posts paid from additional funds seem mostly to be paid according to general salary schemes,

frequently based on public sector salary schemes or similar schemes. Their average income will thus roughly mirror that of employees in other sectors which are paid according to the same or similar pay schemes. As most of these employees seem to be academic staff one can assume that they are on average receiving a salary that fits their job role and the responsibilities coming with it, which also compares reasonably well to the salaries of employees in other sectors than archaeology.

Staff employed in practical field archaeology, however, mostly seem not to fall into this category. While the data received on the returned questionnaires allows little more than a very rough estimate of average nominal yearly incomes of field workers (i.e. assuming that any average field worker is actually employed 12 months a year and thus is drawing a salary year round, which is unlikely to be true in most cases), the actual achievable annual salary range seems to be in the magnitude of c. € 14.400 to c. € 21.600, with an estimated notional annual average salary of c. € 16.200. This average annual salary roughly corresponds with the lowest 10% of salaries in British archaeology according to the earlier comparable study in the UK in 2003 (Aitchison & Edwards 2003, 40), and is roughly equivalent to the salary of Austrian employees in unskilled service jobs or working as salespersons in shops or on markets, which according to Statistics Austria was on average € 16.434 in the year 2005.

The level of qualifications achieved by staff in unskilled service jobs or by salespersons, however, tends to be much lower than that of even the most ordinary humble site worker, who is still performing a skilled task in academic research. It is our professional opinion that the tasks carried out by site workers with at least some degree of practical work experience is comparable to that of a lab technician in other academic disciplines, or with the qualification level required by technical support staff, which require the application of specialised skills, and whose performance of their tasks has a direct influence on the quality of any research data gathered. We thus think it appropriate that site workers should also earn roughly the same as employees with similar responsibilities in other sectors. According to Statistics Austria, the average annual salary of technicians and comparable non-technical employees in Austria in 2005 was c. € 31.931. 25% of employees in these kinds of jobs earned € 17.607 or less and 25% € 40.815 or more per annum. While we fully understand that raising salary levels for site workers to these levels cannot be done immediately and at once, as the financial implications for excavations would be unbearable, a slow increase of salaries for site workers according to a general site workers pay scheme that takes their actual qualifications into account and results in salaries corresponding to their responsibilities and comparable to that of similarly skilled employees in other sectors is strongly recommended.

What can also be seen from the results of this study is that there is a lack of possibilities for career and salary progression by means of gaining practical work experience. While it was reported – more as a rumour than supported by actual figures – that practical experience is taken into account when calculating the salary of site workers, this seems to happen mostly on an ad hoc basis according to the tastes of the employer, and therefore seems to be mostly a random process. This does not allow skilled site workers to proceed with a structured and reasoned career progression plan, allowing them to request being paid according to their qualifications, and weakens their position in any salary negotiations. In the present study, this was clear from the fact that there was hardly any differentiation between different categories of site workers: if at all, two different levels of responsibility and qualification were distinguished in returned questionnaires, site workers

('Grabungsmitarbeiter') and site directors ('Grabungsleiter'). However, as virtually all responding organisations specified that a university degree was required as the necessary qualification to become a site director for them (see also 6.4; Tab. 7; Fig. 8), and the Austrian Heritage Protection Law specifies in § 11 Abs. 1 that a university degree is required to be granted a permit to excavate, site directorships must be considered to be academic posts for which practical experience may well be considered relevant on an individual case to case basis, but is ultimately at the very most a secondary requirement. Also, if site directorships are considered to be exclusively academic jobs, these should also be paid according to the level of qualification required (average academic salary in Austria in 2005: c. € 45.574, source: Statistics Austria).

The salary scheme for site workers proposed below is based on examples that consider practical experience as a relevant part of the calculation of salaries for site staff. Examples can be found e.g. in the pay recommendations provided by the British Institute of Field Archaeologists (<http://www.archaeologists.net>) or the British Archaeological Job Resource (<http://www.bajr.org>). The proposed salary scheme below is roughly following these models, adapted for the specific situation in Austria:

### **1. Field researcher in training (*FeldforscherIn in Ausbildung*)**

New entrants to the profession without academic qualifications in the field and with little or no practical experience in the field, up to c. 6 months of practical field experience.

**Recommended salary (annual, pre-tax): € 14.784 - € 21.120** (€ 7 - € 10 hourly rate)

### **2. Field researcher (*FeldforscherIn*)**

Staff with some practical work experience who are able to carry out most ordinary tasks on an excavation independently, but do not hold responsibility for strategic decisions regarding excavation, survey/prospection or documentation and are not responsible for team leadership. More than 6 months of practical experience.

**Recommended salary (annual, pre-tax): € 21.120 - € 25.344** (€ 10 - € 12 hourly rate)

### **3. Field technician (*FeldforschungstechnikerIn*)**

Staff with considerable practical experience who are able to carry out most tasks on a site independently, can take strategic decisions regarding excavation, survey/prospection or documentation and can/do lead small teams of up to 5 members of staff. More than 1.5 years of practical experience, evidence for completion of relevant courses in e.g. health and safety on archaeological sites, building site coordinator (Baustellenkoordinator), etc.

**Recommended salary (annual, pre-tax): € 25.344 - € 31.680** (€ 12 - € 15 hourly rate)

### **4. Deputy site manager (*stellvertretendeR/örtlicheR FeldforschungsmanagerIn*)**

Staff with plenty of practical experience, who are able to direct independently a field research project, able to make any kind of decision required in the field, and able to lead sizeable teams (5+ members of staff). More than 2 years of practical experience, evidence of completion of relevant courses in addition to those mentioned above, e.g. heritage

protection law, construction law, labour law, staff management, etc.

**Recommended salary (annual, pre-tax): € 29.569 - € 35.904** (€ 14 - € 17 hourly rate)

### **5. Site manager (*FeldforschungsmanagerIn*)**

Staff with plenty of practical work experience, who can independently manage one or several field projects at once, are able to take strategic decisions concerning one or several field projects at the same time, and are able to lead large teams (25+ members of staff). More than 2 years practical experience and university degree in a relevant archaeological discipline (to be able to be granted an excavation license), evidence for the completion of relevant courses as already mentioned above under 3. and 4., managerial skills.

**Recommended salary (annual, pre-tax): € 31.680 + (€ 15 + hourly rate)**, but could usually expect to be paid an annual salary above € 38.016 (€ 18 hourly rate)

Would this scheme be accepted, this would create a career model for site staff that would reasonably reflect the responsibilities and qualifications required of site workers of different levels of experience, also in financial terms. If one considers that a substantial number of people – most often even holding a university degree in the subject – are turning their back on archaeology in their 30ies and early 40ies, such a fieldwork career model could help in convincing highly qualified and most frequently very enthusiastic people to stay within the profession, which are otherwise lost for good.

## **8.3. Job security**

The questionnaire also asked for information regarding job security, by asking the archaeological organisations to provide data on how long they already employed their current staff and on the length of contracts on which staff were employed. It also asked for whether staff were employed on a full-time or part-time contract.

### **8.3.1. Duration of contracts**

The question for the duration of contracts was answered for 299 posts. The data received shows (Tab. 34; Fig. 32) that only c. 37% of all contracts are permanent contracts, while the majority of contracts – c. 58% – are temporary with no more than 2 years duration, and more than half of all contracts – c. 52% – have a duration of a year or less. This is in stark contrast to the results of the earlier comparable study in the UK, where in 1997/1998 66% of all staff were employed in permanent contracts, with that figure going up to as many as 71% in 2002/2003 (Aitchison & Edwards 2003, 47-8). Even this ratio had been seen as an anomaly when compared to the general working population of the UK, of which 93% are employed in non-temporary contracts.

This comparison with the data collected by the earlier British studies demonstrates very clearly, that job security in Austrian archaeology has generally to be considered very low. The majority of all contracts are temporary, with fixed terms of a year or even less, so career planning for many Austrian archaeologists is only possible for the short or even very short term. This is probably made worse by the high seasonal fluctuation of available jobs

(see also 7.1.1). This high degree of insecurity cannot be helpful for any kind of long-term career planning.

**Table 34: Duration of contracts**

	Number of contracts	%
up to 3 months	20	7%
3-6 months	17	6%
6-12 months	121	40%
12-24 months	15	5%
More than 24 months	14	5%
permanent post	112	37%
Sum	299	100%

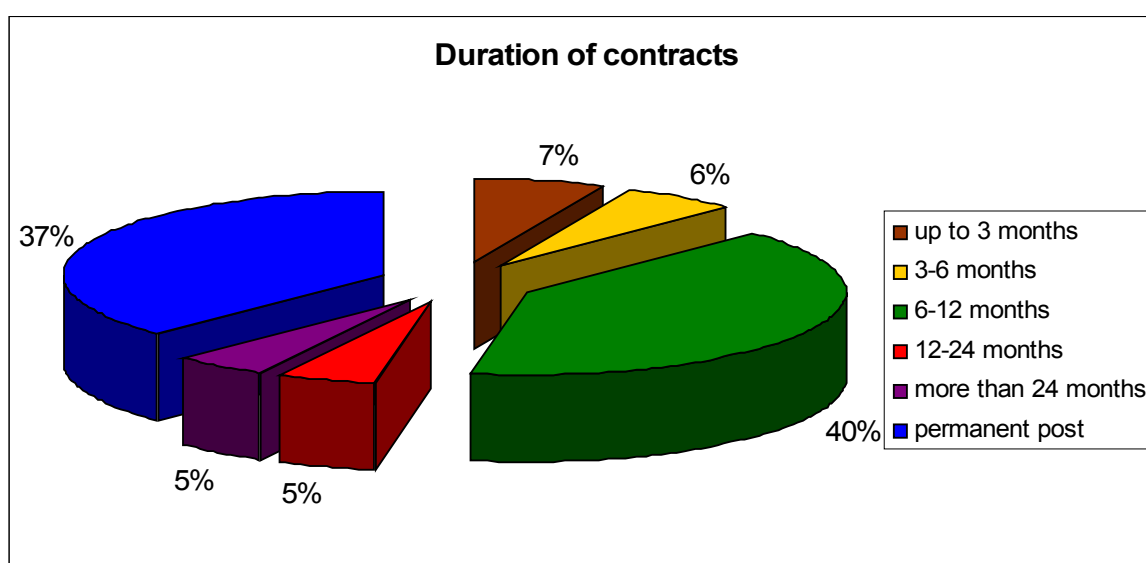


Fig. 32: Duration of contracts

It is even more remarkable that, given the high fluctuation of job availability over the course of the year, and the comparably short duration of the average contract, which must result in many jobs having to be filled on a regular basis, hardly any archaeological jobs are being advertised in Austria. Since its inception on 8/11/2003 until the 24/4/2008, only 41 adverts for archaeological jobs (most of them for single posts) in Austria were posted on the job resource of the Austrian Archaeology Forum, even though we are actively searching for archaeological job adverts in Austrian newspapers etc., and have advertised well over 4000 archaeology jobs from many areas of Europe during that time. Of these 41 adverts, c. 76% concerned posts at universities, of which about half were 4-month fixed term visiting professorships. Another c. 5% were in the heritage protection sector (National Heritage Agency), another 10% in the museum sector. While these figures seem reasonably realistic where posts paid from the respective organisations ordinary budget are concerned, which are mostly to be found at universities, the national heritage agency and in archaeological museums in Austria, even posts paid from additional funds are already seriously under-represented, and jobs in field archaeology practically seem not to be advertised at all. Compared to the fluctuation of jobs and the ordinarily very short duration of contracts, this demonstrates that hardly any position seems to be advertised at all. Rather, the vast majority of jobs seems to be given directly by the employer to persons known to him/her. One of the direct consequences of this, which I already criticised



elsewhere (Karl 2004; 2005) is the existence of quasi-feudal career structures in Austria, where the success or failure of an individual's career does not depend on that person's archaeological abilities, skills or qualifications, but mainly on how well that person is getting along with a handful of powerful archaeologists who give away jobs to their friends and allies based on the principle of patronage. Another direct consequence is that the Austrian archaeological labour market is pretty much closed to the outside, as one only has serious chances of getting a job if one knows – and gets along – with the right people.

### 8.3.2. Duration of existing contracts

The question as to how long existing contracts were already being served was answered for a total of 460 posts. The responses show a similar distribution as for the general duration of contracts, and thereby confirm the points made above. About 38% of all jobs have been occupied by their present holder for more than 2 years, while c. 55% of all jobs have been occupied for less than 1 year (Tab. 35; Fig. 33). the remaining 6% of jobs have been occupied less than 2, but more than 1 year. It has to be assumed that most of the latter contracts will come to an end during the current year.

**Table 35: Duration of existing contracts**

	employees	%
up to 3 months	84	18%
3-6 months	86	19%
6-12 months	87	19%
12-24 months	27	6%
More than 24 months	176	38%
Sum	460	100%

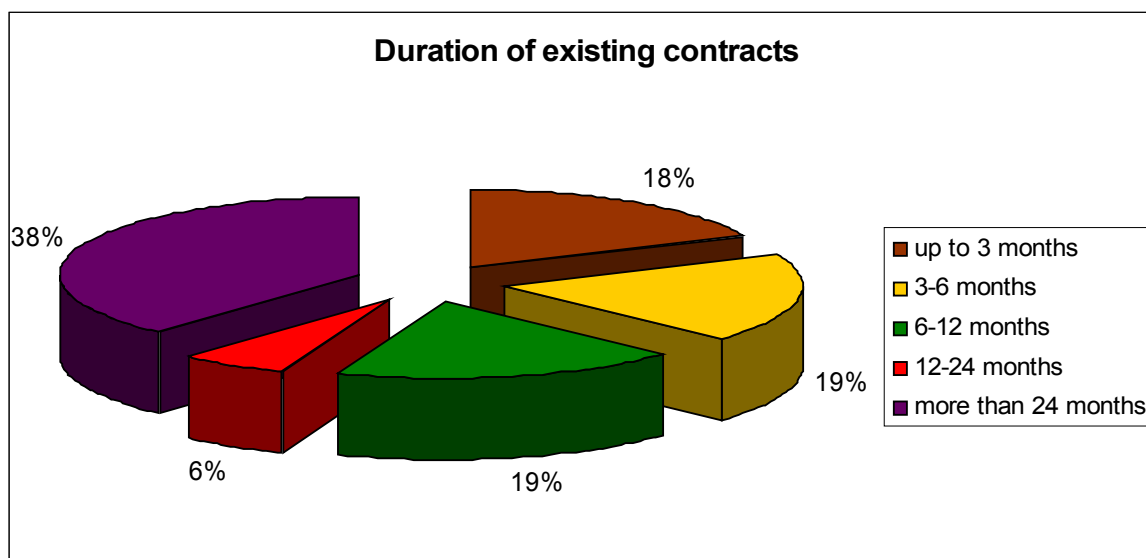


Fig. 33: Duration of existing contracts

Where the duration of contracts in different types of posts are concerned, the results diverge somewhat from the general pattern (Fig. 34). For instance, c. 51% of all staff paid from the ordinary budgets of their respective organisations have been in post for over 2 years, while in Job Centre measures, hardly anyone has been in post for over a year, as

was to be expected.

Nonetheless, the data shows that c. 30-35% of all staff employed in Austrian archaeology will have changed from one contract to another at least once during the last year, if not considerably more often, or will have had their contract extended on relatively short notice by their current employer. Thus, for a large segment of archaeology employees in Austria, their jobs are anything but secure. Any kind of long-term career, let alone life planning is thus, for many, hardly possible.

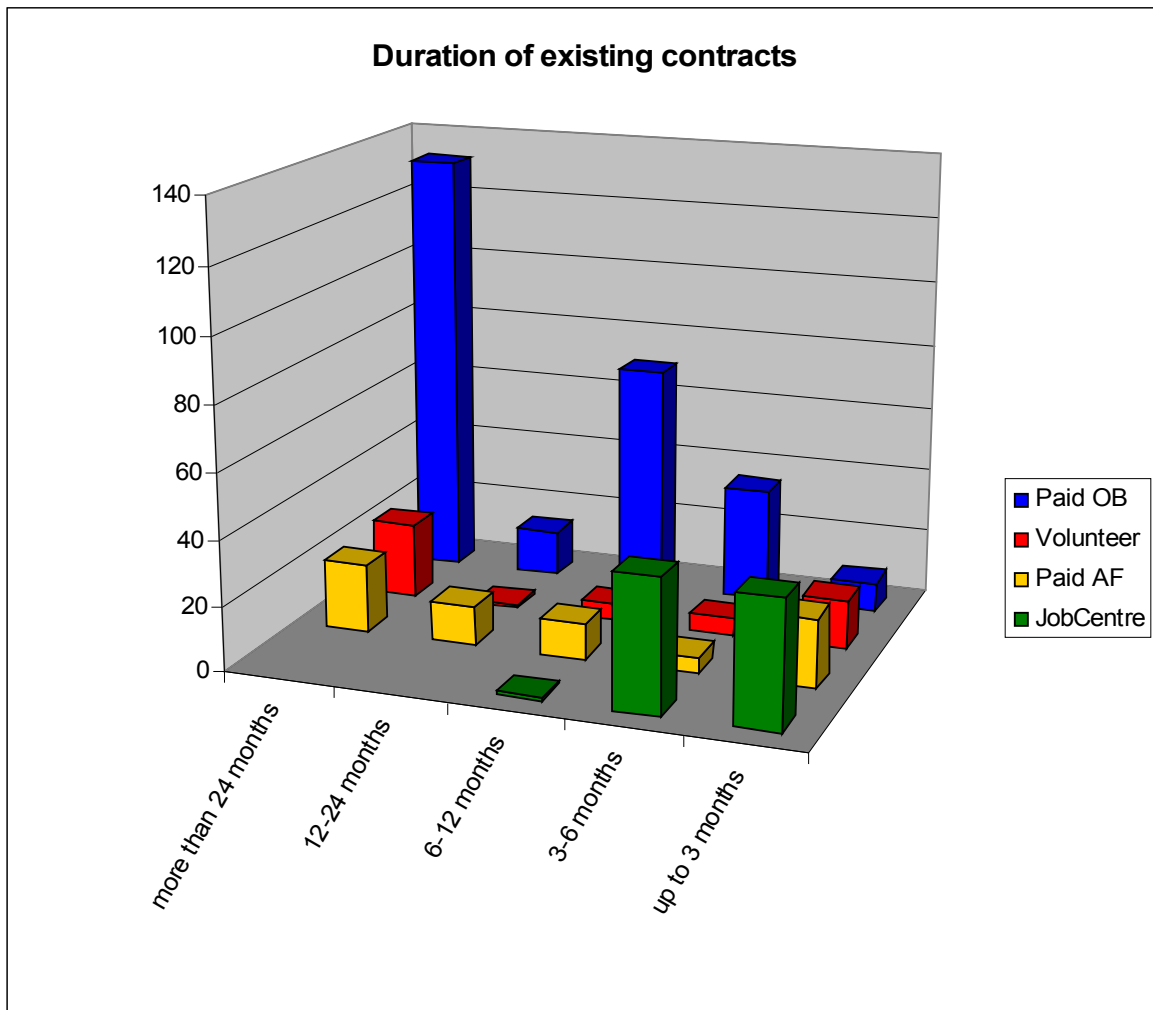


Fig. 34: Duration of existing contracts (by post type)

### 8.3.3. Full- and part-time jobs

The questionnaire also asked respondents about the number of full- and part-time job in any of the job profiles they supplied. This question was answered for a total of 490 posts. The normal average working week in Austria is 38.5 hours, even though in field archaeology, a working week of 40 hours has most probably to be considered typical. Full- and part-time employment in Austria is usually given as a percentage of the normal working week. The questionnaire contained fields for full-time (100%) and half-time (50%) employment, as these two models are the most commonly encountered in Austria, as well as several empty fields to allow employers to record different percentages. The latter option was used for only 12 posts, with 'irregular' percentages mentioned being 5% (1

post), 25% (7 posts), 60% (1 post) and 75% (3 posts).

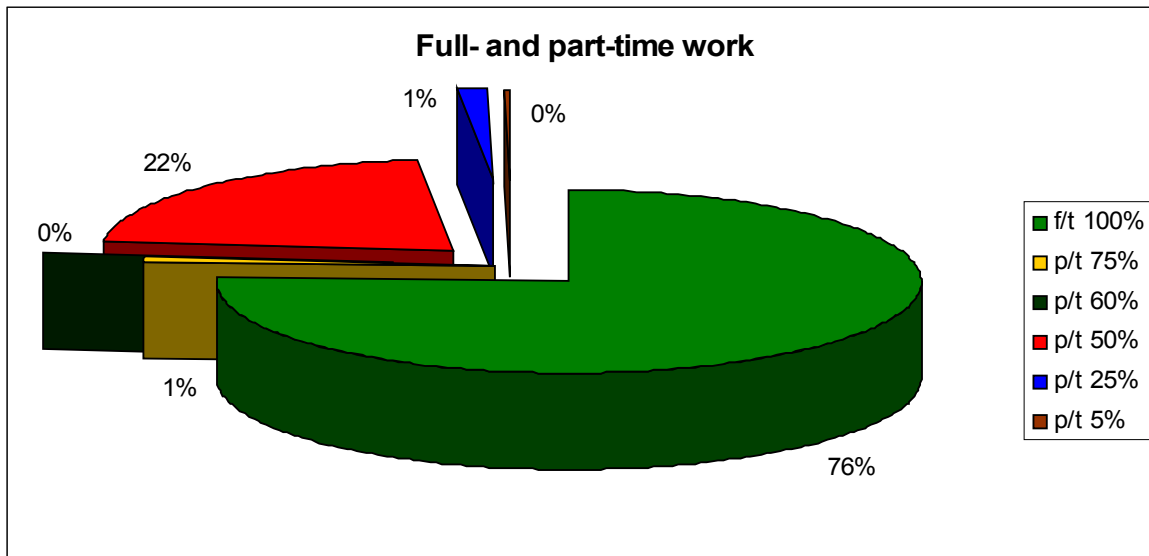


Fig. 35: Full- and part-time work

For the vast majority of jobs, one of the two main options (full- or half-time) was chosen, even though in some cases these may hide other slightly irregular part-time models, which were rounded to either half- or full-time by respondents. In total, 76% of all reported posts are full-time and 22% half-time posts, with the remaining 2% being the above mentioned 'irregular' part-time models. This is roughly the same as for the general Austrian workforce, of which according to Statistics Austria in 2005 77% were employed in full-time and 23% in part-time contracts.

#### 8.4. Difficulties filling vacancies

The questionnaire also asked employers whether they had encountered difficulties to find suitable candidates to fill vacancies during the past year. As a vacancy difficult to fill any such posts were defined where the post had been open for more than 6 months without any suitable candidates to fill them coming forward.

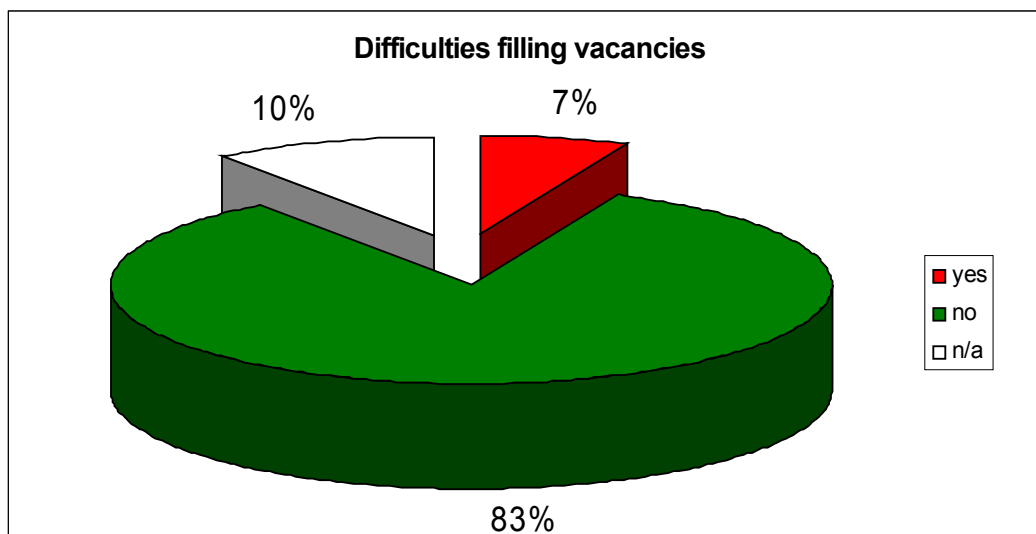


Fig. 36: Difficulties filling vacancies

In total, 60 responses were received for this question, or 54 if those where the field n/a had been chosen are excluded (Fig. 36). The answers recorded that for 50 positions (83%) no difficulties were encountered to fill any openings, while for 4 posts (7%) difficulties were encountered. This is roughly equivalent to the results of the earlier, comparable British study in 2002/03 (Aitchison & Edwards 2003, 51), where difficulties for filling positions were recorded in 5% of cases. This supports that in Austria, archaeological positions are relatively easy to fill, which by and large confirms the results that there is a surplus of archaeological labour available in Austria. As a side remark, were more posts publicly advertised than there are, even less difficulties might be encountered in filling vacancies.

## 9. Training

Organisations were also asked to answer questions regarding potential skills shortages and gaps, as well as what steps they were taking to ensure that their staff could benefit from continual professional development (CPD) and training. They were also asked what they thought of the quality of available training opportunities, and how well adapted university graduates and training opportunities were to the needs of the workplace. This was for the purpose to give archaeological organisations involved in teaching / training / CPD the opportunity to evaluate their training provision and to better adapt it to the needs of the actual archaeological employers, and to assess the demand for additional courses or training programmes.

### 9.1. Demand for training

Generally, Austrian archaeological organisations seem to have a substantial interest in developing the skills and knowledge of their staff, even though that interest does not seem as pronounced as in the UK according to the results of the earlier comparable British study in 2002/03 (Aitchison & Edwards 2003, 53). Of the 27 responding institutions, 17 (63%) stated that they had identified training needs for their staff, only 4 (15%) identified no need to develop the skills base of their staff, with 6 (22%) ticking the n/a box for this question (Fig. 37; Tab. 36). As a comparison, in the British study in 2002/03, 93% of all responding organisations had identified a need for training their staff, with only 6% seeing no need to develop the skills base of their staff, and 1% not commenting on this question. While this constitutes a considerable difference, no rash conclusions should be drawn from these figures, as in practice, the identification of staff training needs by archaeological organisations in the UK is not necessarily matched by steps taken by these same organisations to address these identified training needs with concerted actions (Aitchison & Edwards 2003, 53).

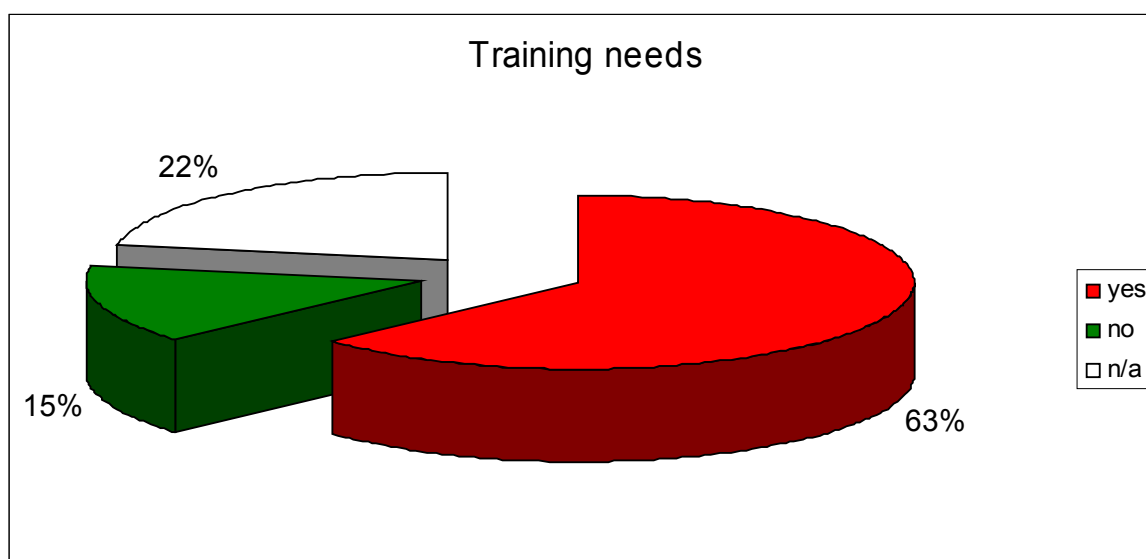


Fig. 37: Training needs

**Table 36: Professional training and development**

	yes	no	n/a	
Do you see a need for training staff?	17 (63%)	4 (15%)	6 (22%)	
Training opportunities	yes	no	n/a	
Paid OB	22 (81%)	3 (11%)	2 (8%)	
Volunteers	7 (26%)	7 (26%)	13 (48%)	
Paid AF	12 (44%)	6 (22%)	9 (34%)	
Job centre measures	3 (11%)	3 (11%)	21 (78%)	
How do you train your staff?	formal, external	formal, internal	individual, external	individual, internal
Paid OB	13	13	14	13
Volunteers	0	2	1	3
Paid AF	3	6	6	9
Job centre measures	0	1	0	2
	yes	no	n/a	
Does your institution have a training strategy?	3 (11%)	22 (81%)	2 (8%)	
Does it have a training budget?	8 (29%)	17 (63%)	2 (8%)	
Do you control this training budget?	3 (11%)	15 (55%)	9 (34%)	
Do you record staff training times?	14 (52%)	10 (37%)	3 (11%)	
Do you record staff progress due to training?	9 (34%)	12 (44%)	6 (22%)	
Do you record institutional progress due to training?	6 (22%)	14 (52%)	7 (26%)	
Are there incentives for good training results?	3 (11%)	18 (67%)	6 (22%)	
Do you encourage staff to engage with training?	18 (67%)	5 (19%)	4 (14%)	

Different types of staff are offered different amounts of support for training and CPD (Tab. 36; Fig. 38). While e.g. 81% of organisations reported that they offered staff paid from the ordinary budget of the institution opportunities for training, the percentage that offered similar support to volunteer staff was at only 26%. For staff paid from additional funds, 44% of responding institutions were offering similar training opportunities, while only 11% were offering similar support to staff in Job Centre measures (AMS-Maßnahmen). Regarding the latter figure, it has to be remarked that only 6 organisations employ staff in Job Centre measures at all, which means that 50% of the responding institutions who were employing staff in Job Centre measures were actually offering training opportunities to these staff members.

Similarly, the training opportunities offered to staff differ depending on which type of post a person has (Tab. 36; Fig. 39). Staff paid from the ordinary organisational budget are offered the widest range of training opportunities, as was to be expected: both formal training opportunities (courses, training programmes, etc.) within or outside of the organisation as well as individual training by staff (participation in conferences, travel subsidies for training purposes, support for acquiring books, etc.), again both within and outside the organisation itself are each supported by c. 50% of the responding institutions (even though not every institution supports all of these different training opportunities to its paid staff, some only support internal training, others on the other hand only support external training and offer no internal means for CPD at all). Staff paid from additional funds are supported much less, formal external training is only supported by 3 (11%) of the responding organisations, 6 (22%) each offer support for formal internal and individual external training, and 9 (33%) support individual internal training of staff paid from additional funds.

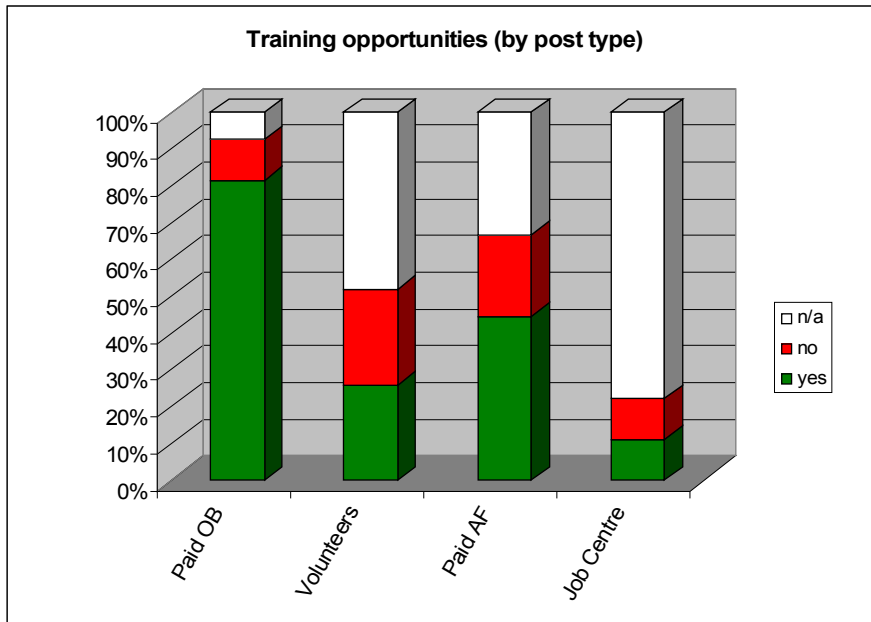


Fig. 38: Training opportunities by post type

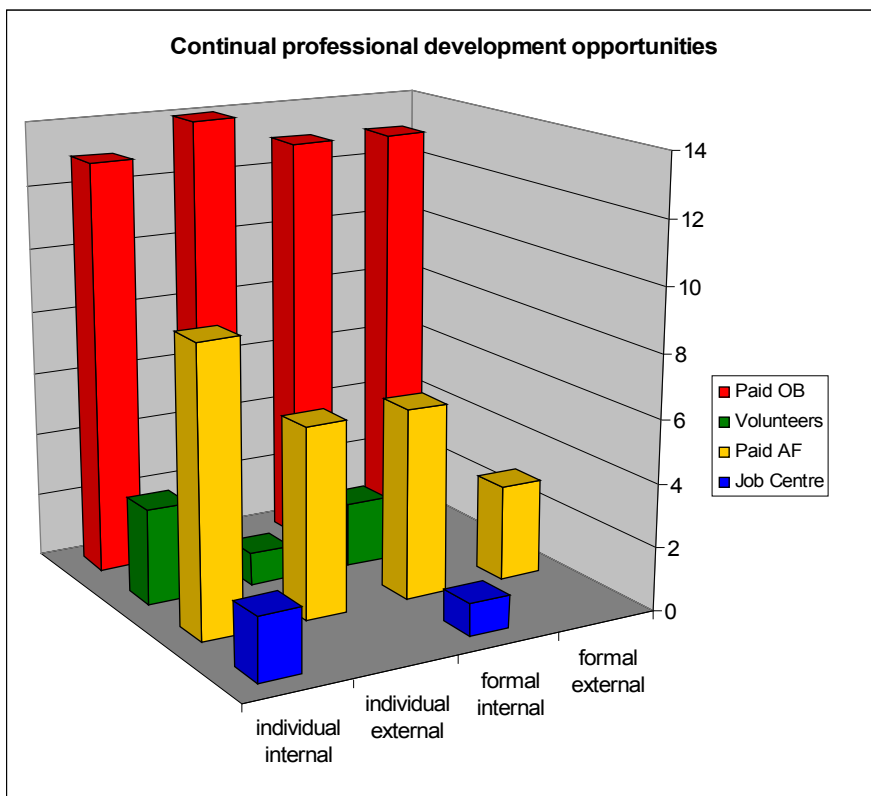


Fig. 39: Support for continual professional development by post type

Volunteers and staff in Job Centre measures (AMS-Maßnahmen) are quite generally only offered support for training within the organisation that employs them, and that much less frequently than for paid staff. Where volunteers are concerned, 2 (8%) organisations reported that they supported formal internal training, 1 (4%) reported it supported individual internal training, and 3 (11%) supported individual external training. Where staff in Job Centre measures is concerned, 1 (4%) organisation supported their participation in formal internal training, another 2 (8%) individual internal training. Again, it needs to be

mentioned that much fewer institutions employ volunteers or staff in Job Centre measures than paid staff (of both kinds). If this is taken into account, volunteers are offered roughly the same support for participation in internal training opportunities as is staff paid from additional funds, and staff in Job Centre measures roughly the same support for internal training as staff paid from the ordinary budget of the organisation.

Pretty much in line with the results of the comparable earlier British study (Aitchison & Edwards 2003, 53), good intentions and actual practice do not match all to well in Austria, either. Only in a few cases, organisations take consistent and systematic steps that would encourage staff to actually take up these training opportunities. The questionnaire asked institutions what measures they were actually taking to support and encourage their staff in taking up training opportunities. Even though 18 (67%) of the responding organisations did report that they encouraged their staff to engage with CPD and training, while only 5 (19%) reported they did not (Tab. 36; Fig. 40), hardly any other practical steps seem to be taken that would actually practically encourage staff to do so.

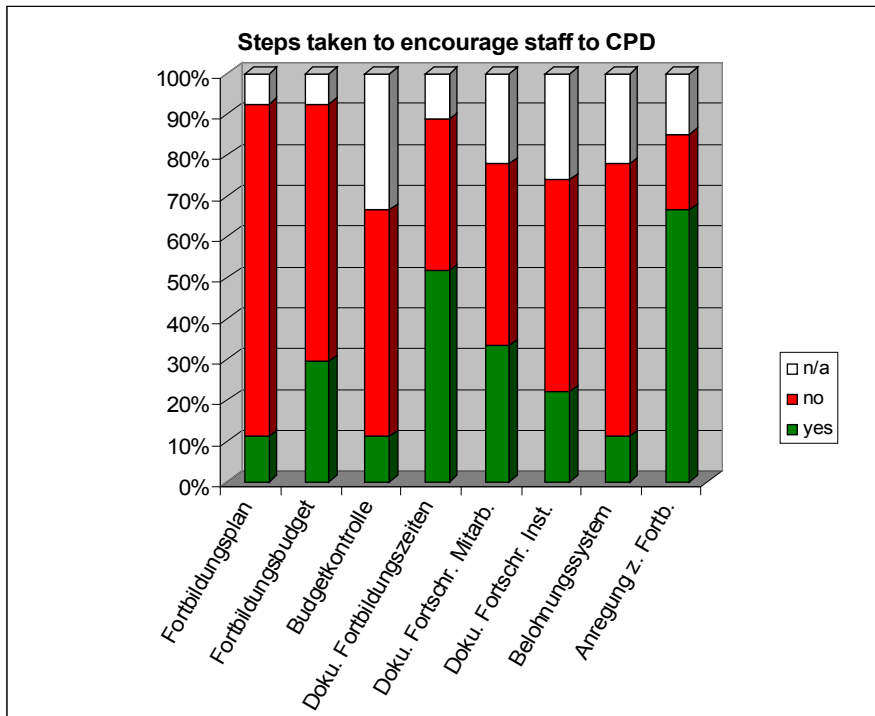


Fig. 40: Steps taken to encourage staff to engage with continual professional development

The only step taken by a majority of institutions is the keeping of a record of staff time spent on training (14 bzw. 52%). Improvement of staff in performing their tasks as a result of training are only recorded by 9 (34%) of the responding organisations, improvements of the organisation's performance as a result of staff training recorded by only 6 (22%). A system of incentives for good training results only exists in a mere 3 (11%) of the responding organisations. This seems to indicate that while there may be encouragement of staff to engage in CPD in informal chats, only a very small amount of archaeological organisations in Austria has installed actual incentives for its staff (other than any individual's motivation or private interest) to do so in practice.

The situation is even worse where strategic organisational planning of training opportunities for staff is concerned: while 8 (29%) of the responding organisations at least had a budget for staff training (on the other hand 17 or 63% don't), only 3 (11%) of the



responding organisations control this budget themselves and can thus strategically plan their staff development activities. Even worse, also only 3 (11%) of the responding organisations reported that they have a staff training strategy or plan, while 22 (81%) have none whatsoever (2 organisations did not answer this question). Only a small minority of all archaeological organisations in Austria seem to have any kind of forward looking, strategically planned staffing policy that allows them to actively train their staff for the requirements of the workplace, and particularly to changes in practice.

Compared to the earlier British study (Aitchison & Edwards 2003, 52), it seems as if Austrian archaeological organisations, while attaching a high degree of importance to staff development on paper (even though not quite as much as their British counterparts), are even less active than their British counterparts where practical engagement with and encouragement of staff development is concerned. The gap between wishful thinking and reality thus seems to be even bigger in Austria than it is in the UK.

## 9.2. Demand of specialist skills

Organisations were also asked to report whether they had drawn on external expertise for both archaeological and non-archaeological tasks in the past year, i.e. Whether they had employed external consultants or specialists for some tasks. This was to identify the demand for specialised skills in these areas. All 27 responding organisations or 56% of all Austrian archaeological organisations answered this set of questions.

### 9.2.1. Non-archaeological skills

23 or 85% of the responding organisations reported that they had employed external consultants or specialists for non-archaeological skills during the past year. Much like in the UK according to the comparable study in 2002/03 (Aitchison & Edwards 2003, 53-4), non-archaeological specialists were mostly used for IT-related tasks, 14 (52%) of all responding organisations reported that they had used external IT specialists in 2007 (Tab. 37; Fig. 41). In contrast to the UK, Austrian archaeological organisations however almost as frequently relied on external specialists for languages / translations (13 or 48%) and for editorial / layouting tasks (12 or 44%).

**Table 37: Demand for non-archaeological specialists in 2007**

Exhibition / design	1
Management	3
Business administration	5
Training	3
Information technology	14
Customer services	1
Marketing	3
Personnel management	1
Planning consultancy	3
Project management	6
Editorial / layout	12
Languages (translations etc.)	13

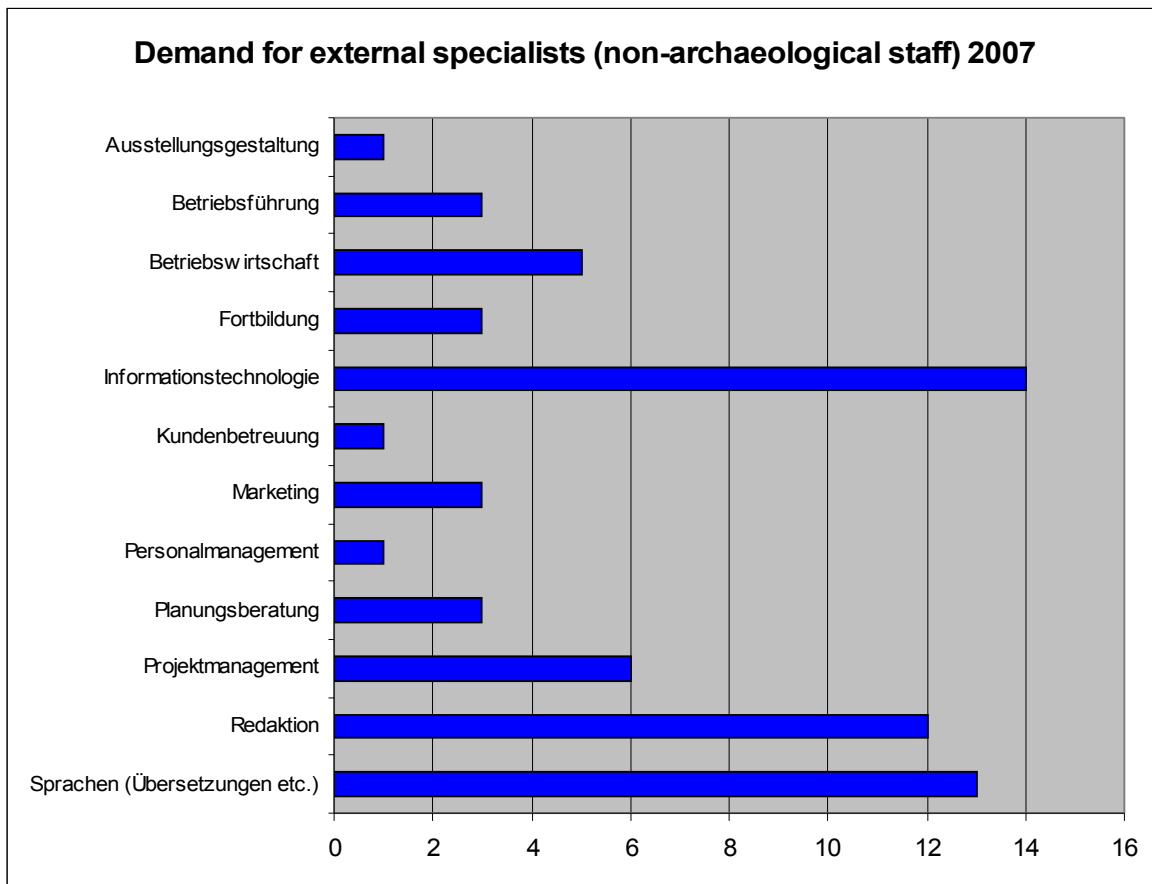


Fig. 41: Demand for non-archaeological specialists in 2007

Specialists were also quite frequently used for project management (6 or 22% of organisations) and business administration (5 or 19%), less commonly for general management, training and marketing (by 3 or 11% of organisations each). For exhibitions / design, customer services and personnel management, external specialists were only employed very occasionally. All these options had been given on the questionnaire as tick boxes, not a single institution mentioned other areas where it had relied on non-archaeological external specialists.

### 9.2.2. Archaeological skills

25 or 93% of the responding organisations reported to have used archaeological external specialists in 2007. The questionnaire was structured in a way that allowed institutions to distinguish between having relied exclusively or only partially on external consultants for these archaeological skills.

Archaeological consultants were mainly used for those kinds of scientific analyses which are traditionally considered separate disciplines in the German-speaking academic culture, and where scientists in these disciplines would be used as consultants (Tab. 38; Fig. 42): 12 or 44% of the responding organisations exclusively used external specialists for physical anthropology, another 5 or 19% reported that they partially relied on external consultants for this. 11 or 41% of the responding institutions relied exclusively, 5 or 19% partially on external consultants for zoological analyses. 10 or 37% relied exclusively, 4 or 15% partially on external consultants for palaeobotanical analyses. With a similar

frequency, responding organisations relied on external consultants for surveys/prospection, with 12 or 44% relying exclusively and another 5 or 19% partially on consultants. Also quite frequently, external specialists were used for conservation / restauration tasks, however, here only 6 or 22% of the responding institutions relied exclusively on external experts, while another 10 or 37% were partially employing external consultants for such skills. Archaeological organisations were also quite frequently drawing on external expertise for mapping: 7 or 26% of all responding organisations relied exclusively and another 2 or 7% partially on external consultants for these tasks.

**Table 38: Demand for archaeological consultants in 2007**

	exclusively	partially
<i>Egyptology</i>	1	0
Archaeological analyses	2	9
Archaeobotany	10	4
<i>Archaeometry</i>	3	0
Archaeozoology	11	5
<i>Dendrochronology</i>	2	0
Mapping	7	2
<i>Geology</i>	2	0
Excavations	1	8
Conservation/restauration	6	10
<i>External lecturers for special topics</i>	1	0
<i>Metallurgy</i>	2	0
<i>Mineralogy</i>	1	0
<i>Numismatics</i>	1	0
<i>Papyrology</i>	1	0
Phys. Anthropology	12	5
Survey/prospektions	12	5
<i>Radiocarbon dating</i>	2	0
<i>Sedimentology</i>	1	0
<i>SR-Isotope analyses</i>	1	0
<i>Virtual reconstructions</i>	1	0

(Skills that were not mentioned on the questionnaire, but were added by organisations in the 'other' field, are listed in italics)

Quite surprisingly, quite a large number of archaeological organisations reported that they had used external consultants for what in Austria usually are considered core archaeological tasks. For archaeological assessments, for instance, 2 or 7% of the responding organisations reported that they were relying exclusively on external consultants, while another 9 or 33% reported that they did so partially, and even where excavations were concerned, 1 or 4% of the responding organisations reported it was relying exclusively and another 8 or 30% partially on external consultants.

Other skills were only rarely mentioned and consistently refer to tasks that are not unexpected to find in such a list of archaeological tasks given to external consultants. In one comment to the questionnaire, it was even quite rightly criticised that a substantial number of archaeological specialist skills areas, where archaeological organisations can and at least sometimes do rely on external consultants, had not been given as options on the questionnaire (e.g. statistical methods, underwater archaeology, forensic archaeology). While we intentionally left out at least some of these areas from the questionnaire, to not further complicate what already is a quite complicated questionnaire, this criticism should

be considered for future similar studies, and the list of choices offered perhaps be expanded.

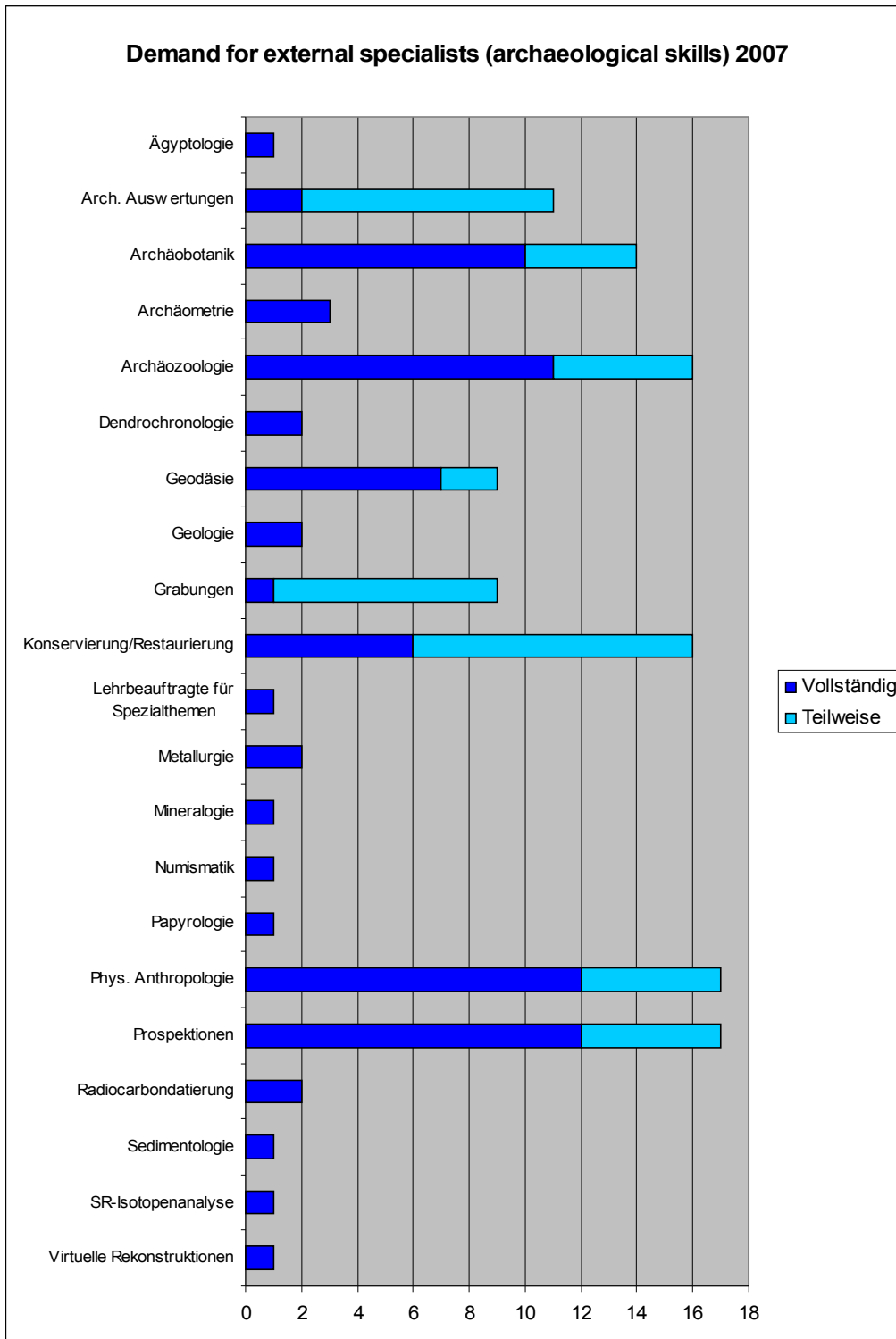


Fig. 42: Demand for external archaeological specialists in 2007

This is particularly the case as each of the tasks mentioned on the questionnaire were ticked by at least 9 (33%) of the responding organisations, while tasks not listed on the questionnaire were mentioned by a maximum of 3 (11%) of organisations each. While this may partly be due to the fact that the skills we chose are actually more frequently given to

external consultants than those we had not included in our tick box list, some may well not have been mentioned more frequently because they were not on the list of choices (e.g. Radiocarbon and Dendrodating) on the questionnaire and respondents simply could not think of them when filling in the already quite lengthy questionnaire – even though they by and large thankfully were very conscientious in filling in the form, it has to be assumed that many filled in the questionnaire quite quickly and under their usual work-time pressure, and thus can easily have forgotten tasks they would have ticked had the choice been on offer. If more choices were included in a future repetition of this study, this could easily result in the identification of more demand for consultancy in these areas than the current study shows.

### 9.3. Training plans for the next two years

Organisations were also asked about their plans for training staff in the next two years, or what skills of their staff they would be most likely to want to develop. While it cannot be assumed that these plans will result in practical steps to actually encourage staff to do so (see 9.1.), it does allow some conclusions about what skills employers are particularly interested in and would be most likely to encourage their staff to train in, if suitable courses were on offer.

#### 9.3.1. Non-archaeological skills

Where non-archaeological skills are concerned, Austrian archaeological employers plan to focus staff training on IT skills and project management – each of these options was chosen by 8 organisations. To a lesser degree, organisations also plan to train their staff in languages, editorial work/layout, general management and personnel management, only rarely in other skills (Tab. 39; Fig. 43).

**Table 39: non-archaeological training plans 2008-09**

General management	4
Business administration	2
Training as a trainer	2
Information technology	8
Customer services	1
Marketing	2
Personnel management	3
Planning consultancy	0
Project management	8
Editorial work / layout	4
Languages (translations etc.)	5

Compared with the demand for non-archaeological consultants that where information technology is concerned, there is an overlap between demand for external assistance and training plans. There is also some correlation, even though less obvious, where language training and training for editorial work / layout is concerned. Interestingly, more organisations reported that the plan to train their staff in project management, personnel management and general management as reported a demand for external support in these areas.

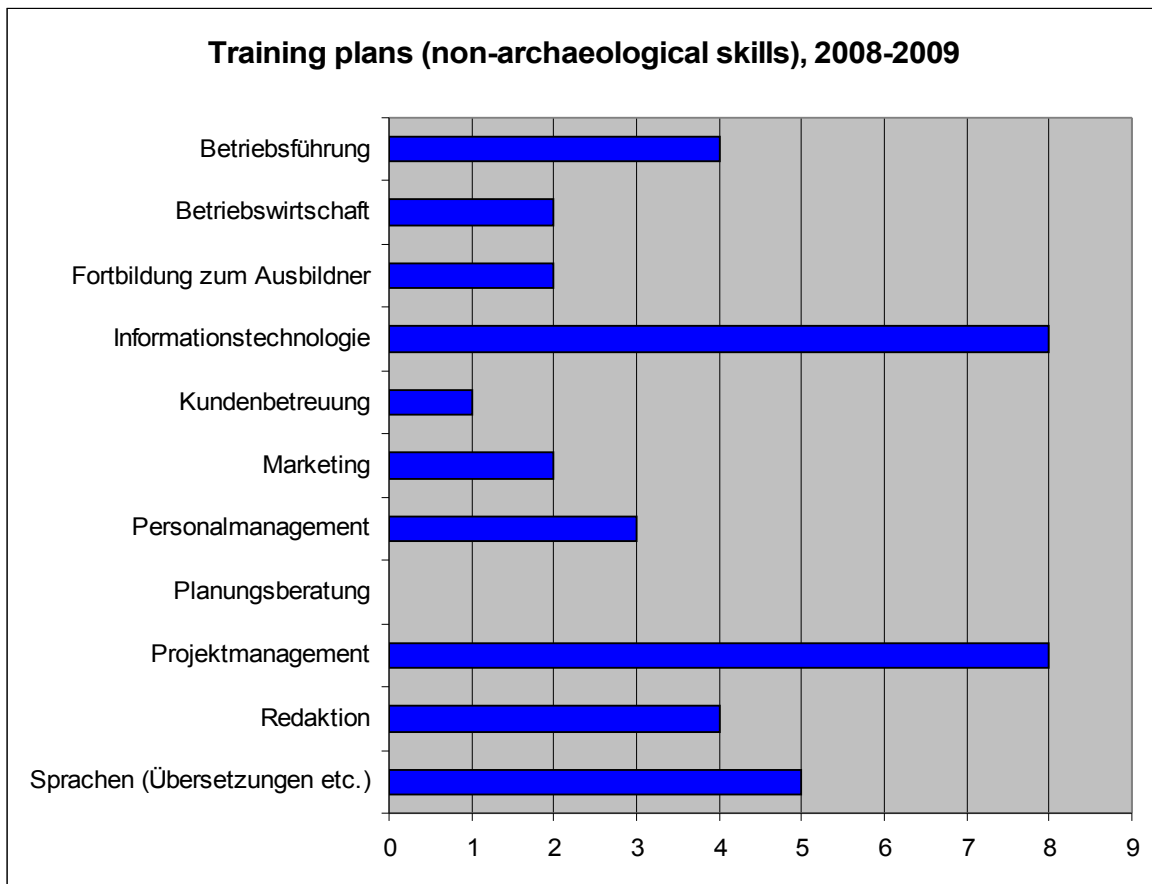


Fig. 43: Training plans of organisations for non-archaeological skills 2008-09

Generally, however, the market for training programmes has to be considered as very small, if existent at all. Even if one assumes that the questionnaire responses are representative for the whole of Austrian archaeology, the demand for training in non-archaeological skills seems very limited. Where IT skills and project management are concerned, 8 or 30% of responding organisations reported training plans for their staff in these skills. Calculated for all Austrian archaeological organisations, that would mean that approximately 15 archaeological organisations would have an interest in training for their staff in these areas. As it cannot be assumed that these organisations plan to train all their staff in these skills – again, calculated based on the staffing numbers and training practices of these organisations – the likely market for such skills training probably consists of no more than c. 35-40 persons, of which again only a small part would be supported from the training budget of their respective employers. In reality, the likely uptake would thus probably not exceed 3-4 participants for such training programmes even in these areas where there is comparably 'high' demand, even if the training programmes were specifically targeted at archaeologists.

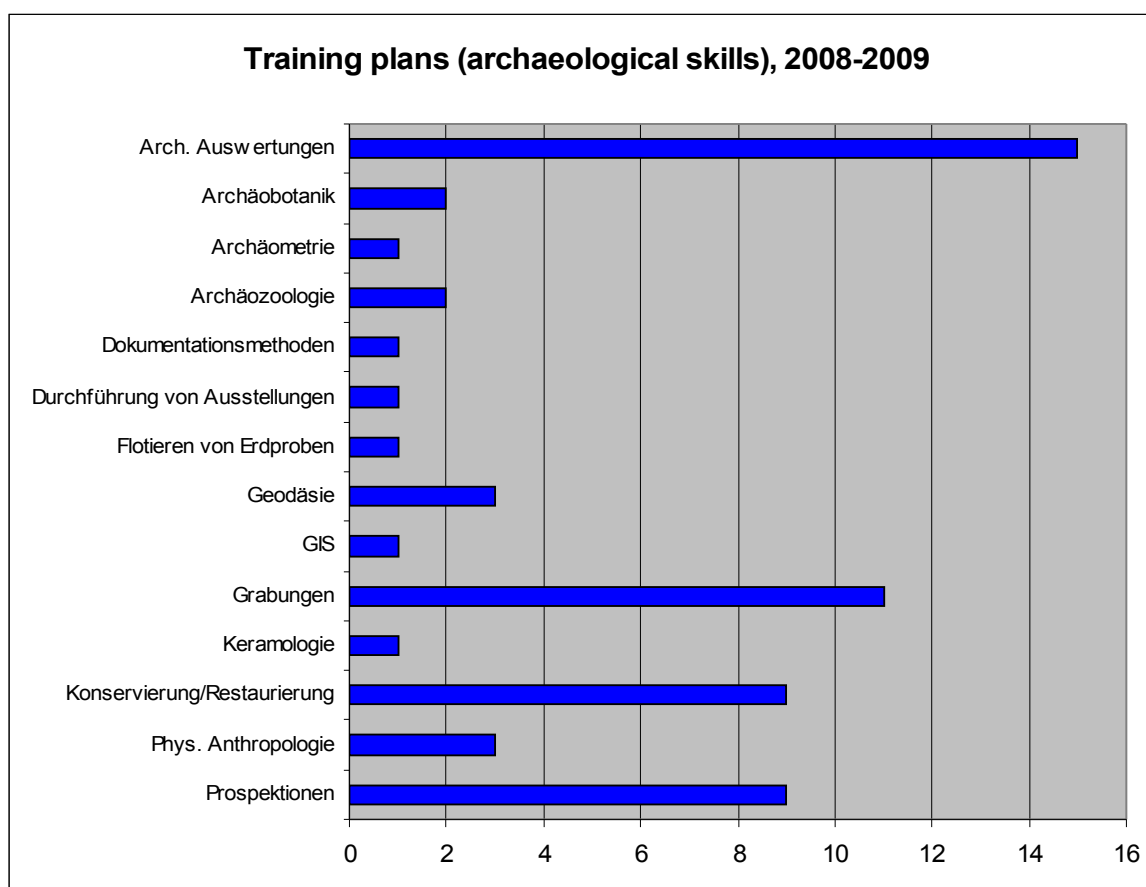
### 9.3.2. Archaeological skills

Where archaeological skills are concerned, archaeological organisations in Austria seem to primarily focus any training plans they might have on core archaeological skills. A total of 15 or 56% of organisations reported that they were planning to train their staff in the area of archaeological analyses, 11 or 41% reported that they planned to train staff for excavations, and 9 or 33% each reported training plans for survey / prospection and

restoration / conservation of finds (Tab. 40; Fig. 44). For all other areas, Austrian archaeological employers do not seem to be particularly interested in developing additional expertise.

**Table 40: archaeological training plans 2008-09**

Archaeological assessment	15
Archaeobotany	2
Archaeometry	1
Archaeozoology	2
Documentation methods	1
Exhibitions	1
Flotation of soil samples	1
Mapping	3
GIS	1
Excavation	11
Pottery studies	1
Conservation/Restoration	9
Physical anthropology	3
Survey / prospections	9



*Fig. 44: Training plans of organisations for archaeological skills 2008-09*

There is a strong correlation between the demand for and the training plans of organisations for survey / prospection and conservation / restoration. Otherwise, the correlation between identified skills gaps and training plans is low.

Where archaeological assessments and excavations are concerned, more organisations are planning to develop the skills of their staff than reported a demand for external consultants in 2007. This indicates that these two areas are seen as the core of their archaeological work by Austrian archaeological organisations, where staff training is seen as part of 'ordinary' continual professional development, to keep staff at the state of the art where new methods are concerned, and to bring up staff who are not yet sufficiently skilled in these areas to the level required by the organisation, that they can be better and more efficiently used by their employer.

On the other hand, where scientific methods are concerned, organisations seem to see no need to train up their staff at all. This indicates that these organisations plan to continue to rely on external consultants for these specialised tasks. Probably, this at least partly depends on the justified assumption that it is not only cheaper in the long turn to employ consultants for this specialised tasks, but that training archaeological staff in these skills will not result in a much increased efficiency or success of their employing organisation, as such staff could not be employed simultaneously for 'core' archaeological and scientific tasks anyway. Training one member of staff specifically to be able to carry out these scientific analyses would thus mean having to hire another one to do his archaeological works. Thus, where such a high demand exists in an archaeological organisation that training a staff member to carry out this work would be merited, it is probably much easier and cost-efficient to hire a scientist from the required discipline.

#### **9.4. New entrants to the profession and quality of existing training**

Only a minority of Austrian archaeological organisations reported that they would be hiring new entrants to the profession without at least some practical experience – a total of 9 or 33% of responding organisations reported they would hire such new entrants, while 17 or 63% reported they would not; 1 organisation declined from answering this question (Tab. 41; Fig. 45). However, as training digs are a compulsory part of every archaeology degree in Austria, it can be assumed that all university graduates have at least a minimal amount of practical work experience when they enter into the profession.

**Table 41: new entrants to the profession and quality of training**

	yes	no	n/a	
Do you hire new staff without experience?	9 (33%)	17 (63%)	1 (4%)	
	very few	few	some	many
Internal training opportunities for new entrants?	1 (11%)	2 (22%)	4 (45%)	2 (22%)
	very bad	bad	good	very good
Preparedness of graduates for workplace?	2 (8%)	10 (42%)	12 (50%)	0 (0%)
Suitability of training opportunities for workplace?	1 (4%)	13 (54%)	10 (42%)	0 (0%)

Of those 9 organisations who had answered the question whether they would hire staff without work experience positively, all answer the following question, how many internal training opportunities would be offered to such new entrants to the profession (Tab. 41; Fig. 46). Only 1 organisation (11%) reported that it offered only very few internal training opportunities to such new entrants, 2 (22%) reported they offered only a few opportunities, while 4 (45%) reported they offered some and the remaining 2 (22%) that they offered many training opportunities to new entrants to the profession.



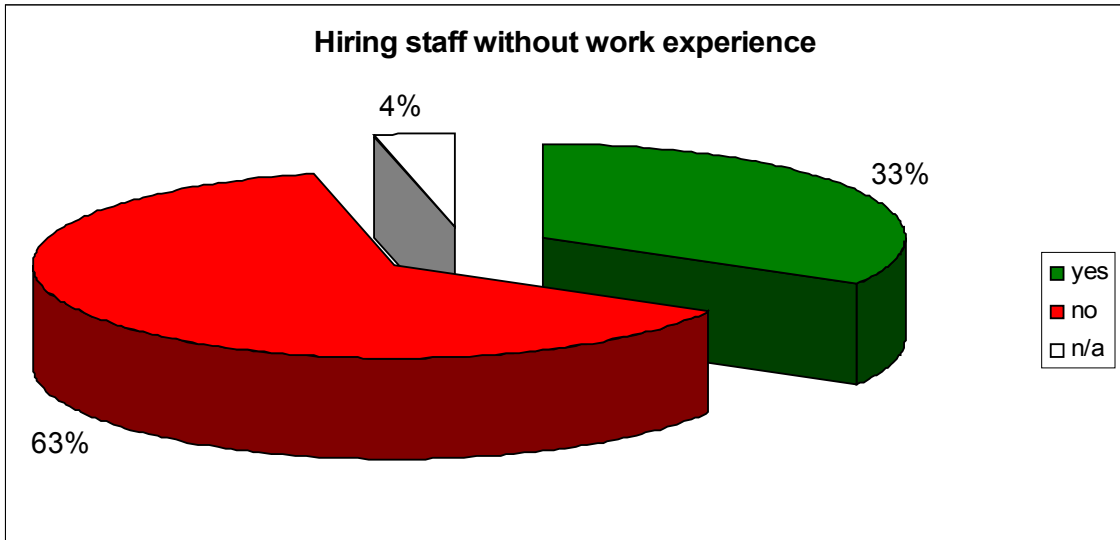


Fig. 45: Organisations hiring policies regarding candidates without work experience

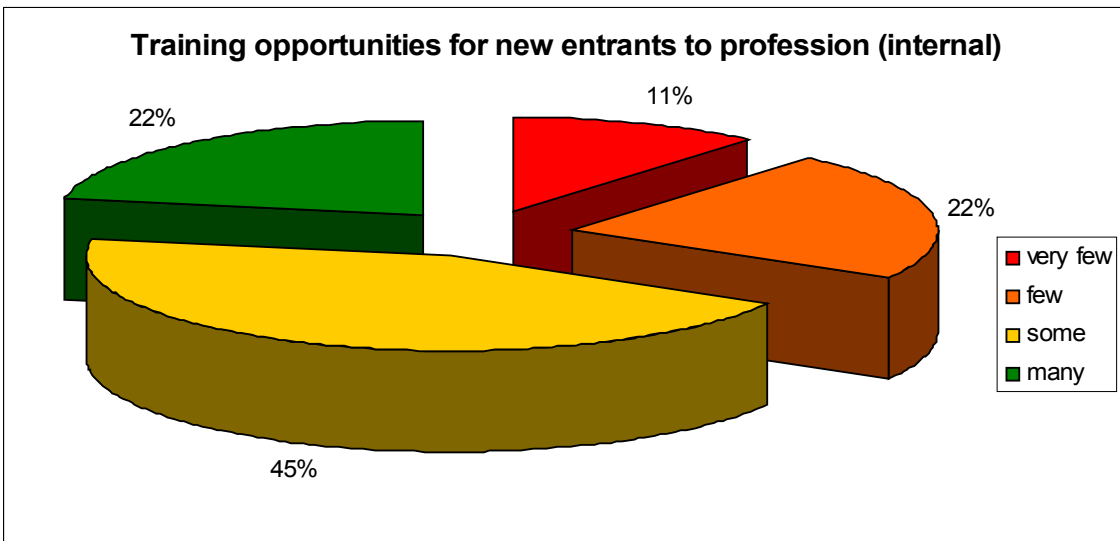


Fig. 46: Internal organisational training opportunities for employees without practical work experience

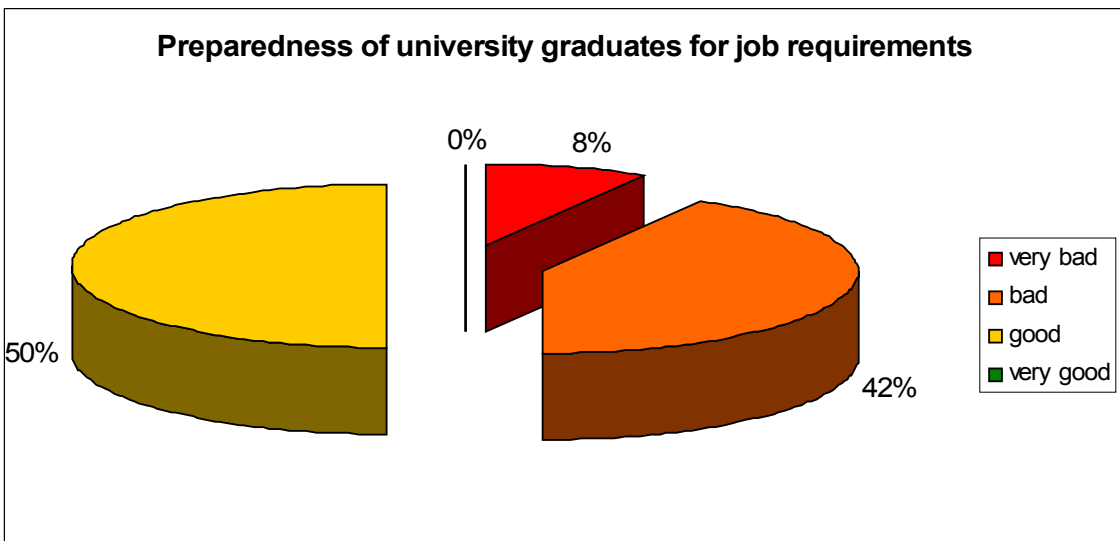


Fig. 47: preparedness of university graduates for requirements of jobs

The question how well prepared university graduates were for the workplace was answered by 24 organisations. The opinions of employers on this issue are clearly split pretty much right down the middle: while 50% of the organisations reported that graduates were prepared well for the workplace, 42% reported that they were only badly prepared, and 8% that graduates were very badly prepared for the demands of the workplace (Tab. 41; Fig. 47). This roughly equals the results of the comparable British study (Aitchison & Edwards 2003, 57), where 53% of the respondents characterised university graduates as badly or very badly prepared for the workplace.

Quite interestingly, these different opinions are almost perfectly correlated with the different sectors within Austrian archaeology: of the 24 organisations answering this question, 11 were university departments or research institutes, while the remaining 13 were mainly museums or primarily engaged in archaeological fieldwork. While the university departments and research institutes almost exclusively regarded university graduates as well prepared for the workplace, almost all of the organisations working in 'practical' archaeology regarded graduates as badly or very badly prepared for the workplace.

One of the respondents to the questionnaire illustrated this particularly detailed in his comments: *„Generally: many graduates are academically well trained according to the universities, enthusiastic, but unable to 'survive' in the workplace; In addition: a certain amount of humility would suit many young 'academic' who has just graduated, as entering into the reality of the workplace frequently brings out their limits within the first couple of days, 'boastful' behaviour ('...I am the academic...') frequently results in a difficult position once the graduate has fallen on his face; Problem of the difference between university education and real demands of the workplace will also not be changed by this study; will peter out slowly (though I would be happy to be wrong on that last point)“*. A similar tenor is shown by the other questionnaires that had been answered by organisation who are not university departments or research institutes; and also occasionally surfaces in comments on the discussion forum of the Internationales Österreichisches Archäologie Forum. The main reason for this polarisation of opinions between the 'academic' and the 'real world' is most probably that Austrian archaeology departments have designed their courses primarily in a fashion that produces good academic researchers (which are good at teaching academic knowledge and good at university-based 'theoretical' research), but largely ignore the needs of the 'practical' sector in archaeology. As such, university graduates seem to lack skills in relevant legal requirements for archaeology outside of the university environment, lack the required management skills, business administration skills, have no idea about personnel management, health and safety in the workplace, exhibition planning or design etc., all skills that are important to many of the employers outside of the university sector. In the university sector, however these are largely considered as irrelevant or at least less important than academic knowledge, and thus, they are not taught. It would of course be very welcome if at least some of the archaeology departments at the Austrian universities would use the newly gained 'autonomy' to decide to create new archaeology degree schemes that are more closely aligned with the requirements of the workplace. Opportunities would doubtlessly exist for such a range of new degree schemes at the moment with the introduction of the Bologna model in Austria, especially for the introduction of new, specialised MA programmes better aligned with the needs of the workplace. Sadly, however, one has to agree with the rather pessimistic view of a colleague quoted above – at least currently, it does not seem as if archaeology departments at Austrian universities are planning to introduce such new programmes in

the near future. The chances for creating programmes that are better aligned with the demands of the workplace outside universities seem to have largely been wasted already.

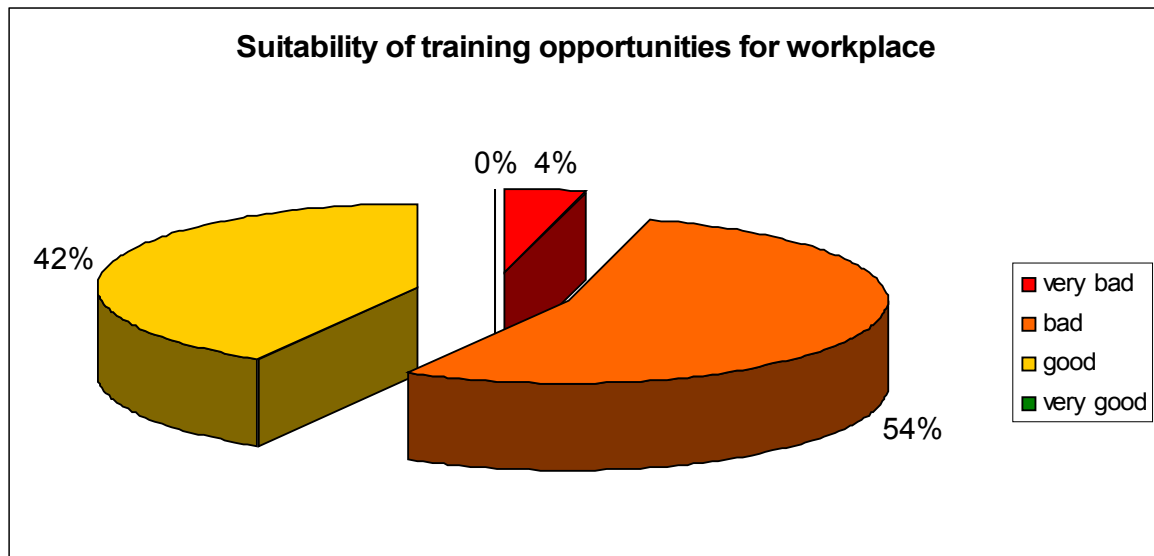


Fig. 48: Suitability of training opportunities for the workplace

A very similar pattern also arose from the responses to the question whether CPD or other training opportunities for existing staff were suited to the demands of the workplace (Tab. 41; Fig. 48). Again, 24 organisations answered this question, with only 10 expressing the opinion that CPD and other staff training opportunities were well suited for the demands of the workplace. 13 or 54% of the responding organisations were of the opinion that CPD and other training programmes are only badly suited to the actual demands of the workplace, 1 organisation (4%) even thought they were very badly suited to the actual demands encountered in practical archaeology.

In this context, it must also be mentioned that there are hardly any formal CPD or other staff training programmes available for Austrian archaeologists. Again, a response of a colleague on the questionnaire illustrates this quite clearly: „*Specifically archaeological training programmes (e.g. Summer Schools, Dissertantenkollegs) are only just being developed in Austria as far as I know; in classical archaeology and the archaeology of the Roman provinces at least, foreign programmes are being attended by some (Xanten, courses of the DAI), else, 'learning by doing' applies, e.g. by participating in working groups, on excavations, conferences, etc.*“. It is to be hoped, and at least partly to be expected that courses that are currently being developed, e.g. on health and safety in archaeological fieldwork, will substantially improve this situation. But as already mentioned above, there would be opportunities for the universities (or for professional societies like the newly founded Initiative österreichischer ArchäologInnen) to expand their existing programmes or develop new ones, which are actually aligned with the demands of the workplace.

## 9.5. The importance of training: pretence and reality

The questionnaire also asked organisations to indicate what importance they attributed to staff development and CPD. All 27 responding organisations answered this question, and a vast majority very positively: a total of 20 or 74% of the responding organisations consider staff development as very important, 5 or 19% as moderately important, only 2 or

7% as of little importance, and none at all as hardly important. So far for the pretence.

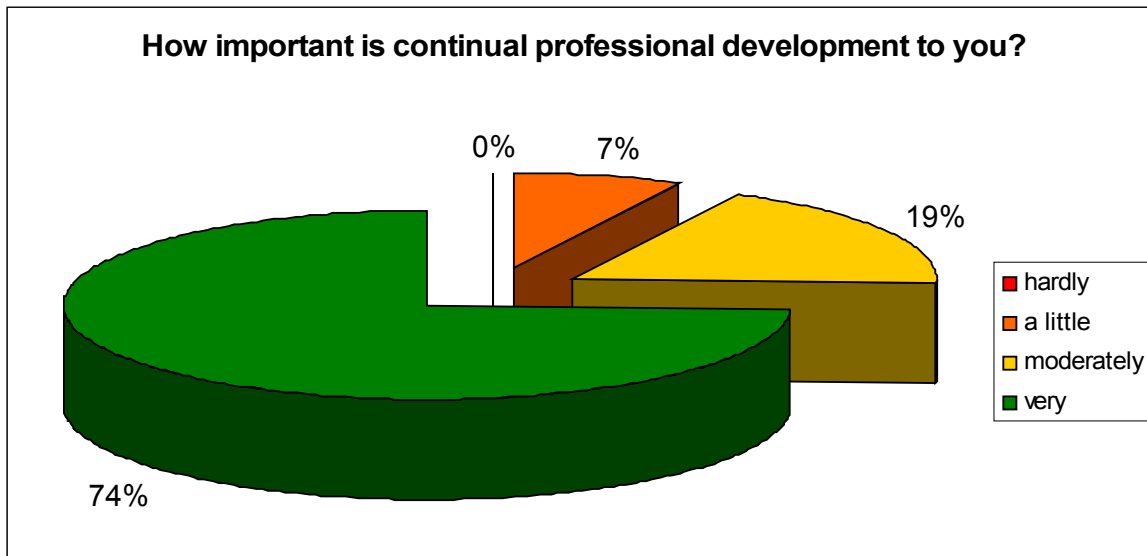


Fig. 49: Importance of continual professional development

In reality, however, as the results of this study show, the development of staff is hardly seen as a priority or as something that requires even moderate encouragement or even planning by the organisation. The data presented in this chapter allows for no other conclusion: there is hardly a market for CPD or other training programmes, there also are hardly any on offer, and those organisations who could easily offer such programmes have so far shown little (if any) initiative to develop anything along these lines worth mentioning.

This may of course partly be explained by the fact that the Austrian archaeology labour market is very small, and that, as a consequence of this, there are too few takers for any CPD programmes to make these financially viable. It may also be that the potential suppliers of such courses do see hardly any reasons to offer formal CPD courses or other training programmes to their colleagues in the workplace, most of which are personally well known to them anyway, and with whom they more or less regularly communicate on many issues anyway. However, at least partially this also must be due to the lack of interest of many university teaching staff to train anyone, whether students during their first or a postgraduate degree, or anyone else in CPD or similar specialised training programmes, in non-academic matters. After all, archaeologists ending up in the 'reality' of the non-university workplace are by and large considered to be 'lost' for academic research, and as such it does not matter much that they have to deal not only with the inconveniences of the weather in the workplace, but also with such boring aspects of real life as the laws, the public, economy and last but not least politics to succeed in a non-university environment. And vice versa, it may also partly be due to many archaeologists working outside the 'protected' university environment being anything but convinced that their colleagues who are teaching at the universities really have sufficient knowledge about the practicalities and realities of life in the 'real world' of the workplace to be able to teach them anything about 'their' area of archaeology that they themselves do not already know better.

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## Appendix I: The questionnaire

### *The cover letter*



## Discovering the archaeologists of Europe Ein Profil der Profession



Bangor/Gwynedd, am 6.2.2008

**Betreff:** Fragebogen für das Projekt 'Discovering the archaeologists of Europe

Liebe Kollegin, lieber Kollege,

ich wende mich an Sie / Dich mit der Bitte, den beiliegenden Fragebogen auszufüllen (elektronisch oder in Papierform) und bis spätestens 29.2.2008 an eine der oben genannten Adressen (per Post oder email) zu retournieren. Das Ausfüllen sollte nicht mehr als etwa eine halbe Stunde in Anspruch nehmen, und ich ersuche Sie / Dich höflichst, diese kurze Zeit dafür zu verwenden, da die Auswertung des Fragebogens hoffentlich nützlich für die gesamte Archäologie in Österreich sein wird.

Einige kurze Worte zur Erklärung, weshalb wir diese Umfrage durchführen:

Partner in 11 europäischen Staaten haben sich im Rahmen eines Leonardo da Vinci EU-Projekts „Discovering the archaeologists of Europe“ (siehe <http://discovering-archaeologists.eu>) zusammengefunden, um eine Untersuchung des archäologischen Arbeitsmarkts in ihren jeweiligen Ländern durchzuführen. Geleitet wird das Projekt von Dr. Kenneth Aitchison vom britischen Institute of Field Archaeologists (IFA), der bereits für zwei britische archäologische Arbeitsmarktstudien verantwortlich gezeichnet hat (Profiling the Profession 1999 und PtP 2002/03, siehe <http://www.archaeologists.net/modules/icontent/index.php?page=34>). Beteiligte Partnerinstitutionen sind: Katholieke Universiteit Leuven (BE), Department of Antiquities (CY), Archeologický ústav Praha (CZ), European Association of Archaeologists (CZ), Syllogos Ellinon Archiologon (GR), das Institute of Archaeologists of Ireland (IE), Vestigia b.v. Archeologie en Cultuurhistorie (NL), Univerza v Ljubljani (SL), Verband der Landesarchäologen in der BRD (DE), Archeologický ústav SAV (SK) und das Internationale Österreichische ArchäologieForum (AT). Ziel der Untersuchung ist eine Beschreibung des archäologischen Arbeitsmarkts in den jeweiligen Ländern auf Basis realer Daten, die von archäologischen Dienstgebern in Form des beiliegenden Fragebogens gesammelt werden (der für das jeweilige Land, in dem er versandt wird, vom jeweiligen Partner adaptiert wurde, um Eigenheiten in der jeweiligen Organisation des Arbeitsmarkts im jeweiligen Land zu berücksichtigen), sowie die Bestimmung von Barrieren, die die transnationale europäische Mobilität im Bereich archäologischer Arbeit behindern. Aus den Ergebnissen des Projekts sollen Vorschläge an die europäische Kommission erarbeitet werden, wie transnationale archäologische Mobilität in Europa gefördert werden kann, der archäologische Sektor insgesamt gestärkt werden kann, und die europäische Wissensindustrie im Bereich der Archäologie gefördert werden kann.

Die Ergebnisse der Studie können ein wichtiges Mittel in der Argumentation für eine Stärkung der Archäologie in Österreich sein, weshalb Ihre / Deine Mitarbeit von besonderer Bedeutung ist.

Um dies kurz zu illustrieren, haben dieser Studie vorhergehende vorläufige Untersuchungen auf Basis der im Internet veröffentlichten Personalstände österreichischer archäologischer Arbeitgeber (soweit verfügbar und aus diesen extrapolierbar) ergeben, das in Österreich zur Zeit etwa 200-250 Archäologinnen und Archäologen in Vollzeitstellungen beschäftigt sind. Zieht man als Vergleich die bereits verfügbaren vorläufigen Ergebnisse der in der Republik Irland durchgeführten Studie heran, in der etwa 2100 Archäologinnen und Archäologen in Vollzeitstellungen beschäftigt sind, ergibt sich, dass die Republik Irland pro Kopf der Bevölkerung etwa 20 Mal so viele Archäologinnen und Archäologen beschäftigt, bzw. etwa 15 Mal so viele Archäologinnen und Archäologen in Bezug auf die Fläche des Landes, wie Österreich. Die Bedeutung dieses Unterschieds, was die Beschäftigungszahlen betrifft, wird noch dadurch verstärkt, dass die Republik Irland bis vor kurzem einer der ärmsten Staaten Europas war, während Österreich zu den reichsten EU-Staaten zählt. Mittels der aus der von uns durchgeführten Studie sollten also wichtige Druckmittel für Verhandlungen mit der Politik etc. gewonnen werden können, die der archäologischen Gemeinschaft in Österreich nur zum Nutzen gereichen können.

Die Ergebnisse der Untersuchung werden selbstverständlich allen archäologischen Institutionen in Österreich zur Verfügung gestellt werden, um die weitest mögliche Verbreitung der Projektergebnisse zu garantieren und den jeweiligen Institutionen die Möglichkeit zu geben, die Ergebnisse der Studie in ihrem Bereich zu ihrem eigenen Nutzen zu verwerten.

Zur praktischen Durchführung der Umfrage:

In der praktischen Durchführung versenden wir die Fragebögen an alle archäologischen Dienstgeber in Österreich sowie auch einzelne Fragebögen an individuelle Archäologinnen und Archäologen.

Um mögliche Mehrfacheinsendungen von archäologischen Dienstgebern identifizieren zu können, und damit Datendoubletten zu vermeiden, sind an Institutionen versandte Fragebögen nummeriert. In der Auswertung werden alle Fragebögen jedoch anonymisiert behandelt und die Daten, die Sie / Du uns zur Verfügung stellen, werden von uns selbstverständlich komplett vertraulich behandelt. Ziel der österreichischen Studie ist ein Gesamtbild der österreichischen Archäologie auf Basis realer Beschäftigungsdaten zu ermitteln, nicht einzelne Institutionen zu analysieren.

Liegt diesem Schreiben ein Fragebogen bei, dessen dreistelliger Nummer ein Buchstabe (A, B oder C) folgt, wurde derselbe Fragebogen auch an andere archäologische Fachabteilungen in Ihrer / Deiner Institution versandt. In diesem Fall bitte ich um Absprache mit Ihren / Deinen Kolleginnen und Kollegen, ob jede Fachabteilung Ihrer / Deiner Institution lieber jeweils einzeln einen Fragebogen einsenden will, oder ob stattdessen ein Fragebogen für die gesamte Institution ausgefüllt zurückgesandt wird. Wird nur ein Fragebogen für die gesamte Institution ausgefüllt und zurückgesandt, ersuche ich darum, auf dem eingesandten Fragebogen den der Nummer folgenden Buchstaben deutlich zu streichen, damit wir wissen, dass wir von Ihrer / Deiner Institution keine weiteren Fragebogen zu erwarten haben.

Von Einzelpersonen eingesandte Fragebögen sollten nicht mit einer Nummer versehen werden. Sollten Sie / Du freiberufliche Archäologinnen oder Archäologen kennen, die diesen Fragebogen nicht erhalten haben, bitten wir Sie / Dich, diese auf unsere Webseite <http://archaeologieforum.at> hinzuweisen, wo der Fragebogen erhältlich ist, bzw. den Fragebogen nach Entfernung der Nummer für Ihre / Deine Organisation weiterzuleiten.

Um die Anonymität in der Auswertung zu gewährleisten, ist es von größter Bedeutung, dass Sie / Du auf den Fragebögen keine Informationen einträgt, die eine eindeutige Identifikation der Institution erlauben, deren Daten der Fragebogen enthält, insbesondere keine Namen, Adressdaten etc. Gleiches gilt auch für die im zweiten Teil des Fragebogens ermittelten Informationen zu einzelnen Berufsprofilen in Ihrem / Deinem Betrieb, die nicht Individuen identifizieren sollen, sondern generische Darstellung eines Rollenprofils sein sollten. Beschäftigt Ihr / Dein Betrieb also 15 Grabungsarbeiter, ist ein ausgefülltes Formular, in dem alle diese 15

Personen summarisch erfasst werden, völlig ausreichend.

Sollten Sie / Du über gewisse Informationen über Mitarbeiterinnen und Mitarbeiter in Ihrer / Deiner Institution nicht verfügen (so z.B. Alter, Gehaltsstufe in Beamten- bzw. Vertragsbediensteten-Besoldungsschemata, Dauer der Beschäftigung etc.), würde ich Sie / Dich bitten, diese grob zu schätzen und im betreffenden Formular entsprechend zu kennzeichnen (z.B. in Form einer Anmerkung im dafür vorgesehenen Teil des Fragebogens zur Institution selbst, die etwa lauten könnte: „Das genaue Alter der Mitarbeiterinnen und Mitarbeiter in meiner Abteilung ist mir nicht bekannt, alle Altersangaben in diesem Formular sind daher Schätzungen“).

Diesem Schreiben beiliegend findet sich ein ausgefüllter Beispielfragebogen für einen fiktiven archäologischen Betrieb, der als Vorbild für die Ausfüllung des Fragebogens für Ihren / Deinen Betrieb dienen kann.

Sollte es Ihnen / Dir aus irgendwelchen Gründen nicht möglich sein, den ausgefüllten Fragebogen bis 29.2.2008 zurückzusenden, bitten wir Sie / Dich, uns kurz davon in Kenntnis zu setzen und wenn möglich mit uns einen möglichen späteren Abgabetermin zu vereinbaren. Längere Verzögerungen sind leider nur sehr beschränkt möglich, weil die Ergebnisse der Studie bereits beim World Archaeological Congress Ende Juni / Anfang Juli in Dublin und dann bei der EAA Tagung im September in Malta der Öffentlichkeit präsentiert werden sollen.

Der ausgefüllte Fragebogen kann entweder elektronisch an die Emailadresse [r.karl@bangor.ac.uk](mailto:r.karl@bangor.ac.uk) oder postalisch an PD Dr Raimund Karl, School of History, Welsh History and Archaeology, Bangor University, College Road, Bangor, Gwynedd LL57 2DG, Cymru, UK gesandt werden.

Mit herzlichem Dank für die Zusammenarbeit und freundlichen Grüßen,



PD Mag.Dr. Raimund KARL FSA FSA<sup>SCOT</sup> MIFA

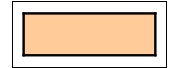
Stv. Obmann IÖAF



## Discovering the Archaeologists of Europe

Ein Projekt des IFA (Institute of Field Archaeologists in Reading, GB) in Zusammenarbeit mit dem Verein Internationales Österreichisches Archäologieforum in Österreich. Diese Umfrage wird gefördert aus Mitteln des Leonardo da Vinci Programms der EU.

### TEIL I: Die Institution



Die Leitung, Geschäftsführung bzw. ein/e entsprechend kompetente/r Mitarbeiter/in der jeweiligen Institution wird gebeten, diesen Teil des Fragebogens zentral auszufüllen.

### 1. Organisationsstruktur und Betätigungsfeld

Bitte kreuzen Sie das Feld an, das am besten die Organisationsstruktur und das Hauptbetätigungsfeld Ihrer Institution beschreibt.		Grabungen /Prospektionen	Beratungen	Museen/Ausstellungen	Forschung/Lehre	Publikationen
	Denkmalpflege					
	Stadt- bzw. Landesarchäologie					
	Universität/ Forschungsinstitution					
	Museum					
	Privatunternehmen					
Andere						

### 2. Geographische Lage

Bitte geben Sie hier den Sitz Ihrer Institution an.	Bundesland:			
Bitte geben Sie hier die geographische Reichweite Ihrer Tätigkeiten an.		regional	national	international

### 3. Zahl der Mitarbeiter

Bitte geben Sie hier die aktuelle Zahl der bezahlten und ehrenamtlichen Mitarbeiter in Ihrer Institution an, auch solche mit Teilzeit- und Zeitverträgen.		Bezahlte Mitarbeiter	Ehrenamtliche Mitarbeiter	Mitarbeiter in Zusatzjobs (Projektmittel-finanziert)	Mitarbeiter in AMS-Maßnahmen
	Archäologen				
	Andere				
	Gesamt				

Haben sich die oben angegebenen Zahlen im Laufe des letzten Jahres verändert? Geben Sie bitte das Maximum und das Minimum an.		Bezahlte Mitarbeiter		Ehrenamtliche Mitarbeiter		Mitarbeiter in Zusatzjobs		Mitarbeiter in AMS-Maßnahmen	
		min	max	min	max	min	Max	Min	max
	Archäologen								
	Andere								
	Gesamt								

### 4. Gehaltsstufen

Sind die Gehälter innerhalb Ihrer Institution an ein Tarifsystem gebunden?		Ja	Nein	Keine Angaben möglich
Falls Ja, geben Sie bitte die Art des Tarifsystems an.	Arbeiter nach Kollektivvertrag			
	Angestellte nach Kollektivvertrag			
	Beamtenbesoldungsschema (Bund und Land)			
	andere (bitte spezifizieren Sie)			

### 5. Arbeitnehmerverbände

Gibt es in Ihrer Institution Interessenverbände für Arbeitnehmer?		Ja	Nein	Keine Angaben möglich
Falls Ja, geben Sie bitte die Art der Interessengemeinschaft an.	Gewerkschaft öffentlicher Dienst			
	Gewerkschaft der Gemeindebediensteten			
	Gewerkschaft Kunst, Medien, Sport, freie Berufe			
	andere (bitte spezifizieren Sie)			

### 6. Entwicklung der Mitarbeiterzahlen der vergangenen Jahre und Schätzung der zukünftigen Mitarbeiterzahlen

Bitte geben Sie an wie sich die Zahl Ihrer Mitarbeiter (gemeint sind Vollzeit-Äquivalenten) in den letzten Jahren verändert hat und wie Sie die zukünftige Veränderung Ihrer Mitarbeiterzahlen einschätzen. Beachten Sie bitte auch alle Teilzeitkräfte und Mitarbeiter in Zeitverträgen.	Wie haben sich die Mitarbeiter-Zahlen im Vergleich mit jenen vor 1 Jahr (2006) verändert?						
	Bezahlte Mitarbeiter	mehr	gleich	weniger	keine	keine Angabe	keine Geschäftstätigkeit
	Ehrenamtl. Mitarbeiter	mehr	gleich	weniger	keine	keine Angabe	keine Geschäftstätigkeit
	Mitarbeiter in Zusatzjobs (projektfinanziert)	mehr	gleich	weniger	keine	keine Angabe	keine Geschäftstätigkeit
	Mitarbeiter in AMS-Maßnahmen	mehr	gleich	weniger	keine	keine Angabe	keine Geschäftstätigkeit
	Wie haben sich die Mitarbeiter-Zahlen im Vergleich mit jenen vor 3 Jahren (2004) verändert?						
	Bezahlte Mitarbeiter	mehr	gleich	weniger	keine	keine Angabe	keine Geschäftstätigkeit
	Ehrenamtl. Mitarbeiter	mehr	gleich	weniger	keine	keine Angabe	keine Geschäftstätigkeit
	Mitarbeiter in Zusatzjobs (projektfinanziert)	mehr	gleich	weniger	keine	keine Angabe	keine Geschäftstätigkeit
	Mitarbeiter in AMS-Maßnahmen	mehr	gleich	weniger	keine	keine Angabe	keine Geschäftstätigkeit
	Wie haben sich die Mitarbeiter-Zahlen im Vergleich mit jenen vor 5 Jahren (2002) verändert?						
	Bezahlte Mitarbeiter	mehr	gleich	weniger	keine	keine Angabe	keine Geschäftstätigkeit
	Ehrenamtl. Mitarbeiter	mehr	gleich	weniger	keine	keine Angabe	keine Geschäftstätigkeit
	Mitarbeiter in Zusatzjobs (projektfinanziert)	mehr	gleich	weniger	keine	keine Angabe	keine Geschäftstätigkeit
	Mitarbeiter in AMS-Maßnahmen	mehr	gleich	weniger	keine	keine Angabe	keine Geschäftstätigkeit
	Wie schätzen Sie die Mitarbeiter-Zahlen in 1 Jahren (2008) gegenüber den gegenwärtigen ein?						
	Bezahlte Mitarbeiter	mehr	gleich	weniger	keine	keine Angabe	
	Ehrenamtl. Mitarbeiter	mehr	gleich	weniger	keine	keine Angabe	
	Mitarbeiter in Zusatzjobs (projektfinanziert)	mehr	gleich	weniger	keine	keine Angabe	
	Mitarbeiter in AMS-Maßnahmen	mehr	gleich	weniger	keine	keine Angabe	
	Wie schätzen Sie die Mitarbeiter-Zahlen in 3 Jahren (2010) gegenüber den gegenwärtigen ein?						
	Bezahlte Mitarbeiter	mehr	gleich	weniger	keine	keine Angabe	
	Ehrenamtl. Mitarbeiter	mehr	gleich	weniger	keine	keine Angabe	
	Mitarbeiter in Zusatzjobs (projektfinanziert)	mehr	gleich	weniger	keine	keine Angabe	
	Mitarbeiter in AMS-Maßnahmen	mehr	gleich	weniger	keine	keine Angabe	

### 7. Qualitätsstandards

Welche Qualitätsstandards sind für die Arbeit Ihrer Institution relevant?	Internationale Standard Organisation (ISO 9000)	
	Grundsätze zur Sicherung guter wissenschaftlicher Praxis der österreichischen Rektorenkonferenz	
	Empfehlungen der Salzburger Sicherheitstagung 2006	
	andere (bitte spezifizieren Sie)	
Welche Qualifikation muss eine Person in Ihrer Institution haben, um eine Grabung leiten zu können?		

### 8. Qualifizierungsmaßnahmen

Sehen Sie Qualifizierungsbedarf innerhalb Ihrer Institution?	Ja	Nein	keine Angabe			
Haben Ihre Mitarbeiter die Möglichkeit zu Qualifizierungsmaßnahmen?	bezahlte Mitarbeiter		ehrenamtliche Mitarbeiter			
	Ja	Nein	keine Angabe	Ja	Nein	keine Angabe
	Mitarbeiter in Zusatzjobs (projektfinanziert)		Mitarbeiter in AMS-Maßnahmen			
	Ja	Nein	keine Angabe	Ja	Nein	keine Angabe

Falls Sie die vorigen Fragen mit ja beantwortet haben, geben Sie bitte an, wie Sie Ihre Mitarbeiter fortbilden.	bezahlte Mitarbeiter	ehrenamtl. Mitarbeiter	Mitarbeiter in Zusatzjobs (projektfin.)	Mitarbeiter in AMS-Maßnahmen
formelle Fortbildung außerhalb der Institution				
formelle Fortbildung innerhalb der Institution				
individuelle Fortbildung außerhalb der Institution				
individuelle Fortbildung innerhalb der Institution				
		Ja	Nein	keine Angabe
Besitzt Ihre Institution einen offiziellen Fortbildungsplan?				
Haben Sie in Ihrer Institution ein Fortbildungsbudget eingeplant?				
Ist das Fortbildungsbudget Ihrer Institution unter Ihrer direkten Kontrolle?				
Werden die Fortbildungszeiten Ihrer Mitarbeiter dokumentiert?				
Werden die Fortschritte Ihrer Mitarbeiter durch die Weiterbildungsmaßnahmen dokumentiert?				
Werden die Fortschritte Ihrer Institution durch die Weiterbildungsmaßnahmen dokumentiert?				
Gibt es in Ihrer Institution ein Belohnungssystem für gute Fortbildungsergebnisse?				
Werden in Ihrer Institution die Mitarbeiter zur andauernden Weiterbildung angeregt?				

### 9. Fortbildungsangebote und Bedarf

Stellen Sie <b>Archäologen</b> ohne Berufserfahrung ein?	ja	nein	keine Angabe	
Falls ja, wie stark werden Berufsanfänger durch einführende Fortbildungsmaßnahmen gefördert (im Durchschnitt)?	sehr wenig	wenig	mittelmäßig	viel
Wie gut sind die Hochschulabsolventen Ihrer Meinung nach auf den Beruf vorbereitet?	sehr schlecht	schlecht	gut	Sehr gut
Wie gut sind Ihrer Meinung nach die derzeit möglichen Fortbildungsmaßnahmen an die Notwendigkeiten des Berufes angepasst?	sehr schlecht	schlecht	gut	Sehr gut

**10. Kenntnislücken**

Hinzuziehung externer Spezialisten oder Berater für nicht-archäologische Aufgaben	Hat Ihre Institution im letzten Jahr externe Spezialisten oder Berater für nicht-archäologische Aufgaben hinzugezogen?		ja	nein
Falls ja, geben Sie bitte an, in welchen Bereichen diese in Ihrer Institution tätig geworden sind.	Führung/Betriebsführung		Projektmanagement	
	Informationstechnologie		Betriebswirtschaft (Buchhaltung, Steuerberatung, Rechnungswesen, etc.)	
	Personalmanagement			
	Fortbildungsmaßnahmen (Ausbildung zum Ausbilder)		Sprachen (Übersetzung, Korrekturen)	
	Marketing		Kundenbetreuung	
	Planungsberatung		Redaktion (Layout, etc.)	
andere (bitte spezifizieren Sie)				

Hinzuziehung externer Spezialisten oder Berater für archäologische Aufgaben	Hat Ihre Institution im letzten Jahr externe Spezialisten oder Berater für archäologische Aufgaben hinzugezogen?		ja	nein
Falls ja, geben Sie bitte an, in welchen Bereichen diese in Ihrer Institution tätig geworden sind.		vollständig	anteilig	
	Durchführung von Grabungen			
	Durchführung von zerstörungsfreien Prospektionen (Feldbegehungen, Geophysik, Luftbildarchäologie, etc.)			
	Konservierung/Restaurierung von Funden			
	Aufarbeitungen/archäologische Auswertungen			
	archäozoologische Auswertungen			
	archäobotanische Auswertungen			
	anthropologische Auswertungen			
	Geodäsie			
	andere (bitte spezifizieren Sie)			

Welche spezifischen nicht-archäologischen Fähigkeiten bilden in Ihrer Institution in den nächsten 2 Jahren den Schwerpunkt bei Fortbildungsmaßnahmen? Bitte wählen Sie bis zu 3 Möglichkeiten aus.	Führung/Betriebsführung		Projektmanagement	
	Informationstechnologie		Betriebswirtschaft (Buchhaltung, Steuerberatung, Rechnungswesen, etc.)	
	Personalmanagement			
	Fortbildungsmaßnahmen (Ausbildung zum Ausbilder)		Sprachen (Übersetzung, Korrekturen)	
	Marketing		Kundenbetreuung	
	Planungsberatung		Redaktion (Layout, etc.)	
	andere (bitte spezifizieren Sie)			

Welche spezifischen archäologischen Fähigkeiten bilden in Ihrer Institution in den nächsten 2 Jahren den Schwerpunkt bei Fortbildungsmaßnahmen? Bitte wählen Sie bis zu 3 Möglichkeiten aus.	Durchführung von Grabungen	
	Durchführung von zerstörungsfreien Prospektionen (Feldbegehungen, Geophysik, Luftbildarchäologie, etc.)	
	Konservierung/Restaurierung von Funden	
	Aufarbeitungen/archäologische Auswertungen	
	archäozoologische Auswertungen	
	archäobotanische Auswertungen	
	anthropologische Auswertungen	
	Geodäsie	
andere (bitte spezifizieren Sie)		

**11. Weiterbildung**

Welche Bedeutung messen Sie beruflichen Fortbildungsmaßnahmen für Ihre Mitarbeiter zu?	sehr wenig	wenig	mittelmäßig	sehr viel
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**12. Weitere Kommentare**

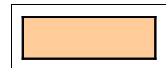
Falls Sie weitere Kommentare zum Thema haben, die durch den Fragebogen nicht abgedeckt werden, bitten wir Sie, diese hier kurz zu skizzieren.	
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Falls Sie Kommentare zu diesem Fragebogen haben, bitten wir Sie, diese hier zu vermerken. Wir sind für alle Anregungen dankbar.	
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Bitte füllen Sie nun **TEIL II** des Formulars aus: **Tätigkeitsprofile**

Discovering the Archaeologists of Europe

**TEIL II: Tätigkeitsprofile**



Bitte füllen Sie dieses Formular für jedes Tätigkeitsprofil in Ihrer Institution aus, jeweils für die Wissenschaftler, das technische Personal (Grabungstechniker, Restauratoren, Grafiker, Fotografen, etc.), die sonstigen Angestellten und die Arbeiter. Bitte für jedes Tätigkeitsprofil ein Formular, nicht für jeden Mitarbeiter.

**Bitte vervielfältigen Sie diesen Teil des Formulars so oft wie nötig.**

**1. Tätigkeitsprofil**

Ansprache des Tätigkeitsprofils (z.B. Wissenschaftler, Konservator, Grabungsleiter, Arbeiter, etc.)	
Anzahl der bezahlten Mitarbeiter in diesem Profil	
Anzahl der ehrenamtlich tätigen Mitarbeiter in diesem Profil	
Anzahl der Mitarbeiter in Zusatzjobs (projektfinanziert) in diesem Profil	
Anzahl der Mitarbeiter in AMS-Maßnahmen in diesem Profil	

**2. Arbeitsbereich**

Bitte kreuzen Sie den Tätigkeitsschwerpunkt der in diesem Profil erfassten Mitarbeiter an. Wählen Sie bitte nur einen Schwerpunkt.	Grabungen / Feldarbeit / Feldforschung	
	Planungsberatung / Management	
	Museum / Öffentlichkeitsarbeit / Publikationen	
	Forschung und Lehre	
	sonst. Innendienst	

**3. Alter und Geschlecht der Mitarbeiter**

Anzahl der Mitarbeiter in diesem Profil: Alter und Geschlecht		bezahlte Mitarbeiter		ehrenamtliche Mitarbeiter		Mitarbeiter in Zusatzjobs (projektfin.)		Mitarbeiter in AMS-Maßnahmen	
		♂	♀	♂	♀	♂	♀	♂	♀
	unter								
	20-24								
	25-29								
	30-34								
	35-39								
	40-44								
	45-49								
	50-54								
	55-59								
	60-64								
	65-69								
	über 70								

#### 4. Verdienst

Verdienst		Monatsgehalt (Bruttogehalt)		Zahl der Monatsgehälter (12, 14 etc.)
	Minimum			
	Maximum			
	Durchschnitt			
Schließen diese Gehälter geldwerte Leistungen ein?		Ja	Nein	keine Angabe
Gibt es Leistungszuschläge?		Ja	Nein	keine Angabe

#### 5. Voll- und Teilzeitbeschäftigung

Anteil der Vollzeit/Teilzeitkräfte (Bitte geben Sie die Anzahl der Mitarbeiter an)		bezahlte Mitarbeiter		ehrenamtliche Mitarbeiter		Mitarbeiter in Zusatzjobs (projektfinanziert)		Mitarbeiter in AMS-Maßnahmen	
	Vollzeit 100%								
	Teilzeit 50%								
	andere (bitte % und Anzahl angeben)	%		%		%		%	

#### 6. Vertragsdauer bezahlter Mitarbeiter

Vertragsdauer der bezahlten Mitarbeiter (Bitte geben Sie die Anzahl der Mitarbeiter an)	bis zu 3 Monate		12-24 Monate	
	3-6 Monate		über 24 Monate	
	6-12 Monate		feste Stelle / unbegrenzt	

#### 7. Beschäftigungsdauer von Mitarbeitern

Tatsächliche Beschäftigungsdauer / Dauer der ehrenamtlichen Mitarbeit (Bitte geben Sie die Anzahl der Mitarbeiter an)		bezahlte Mitarbeiter	ehrenamtliche Mitarbeiter	Mitarbeiter in Zusatzjobs (projektfinanziert)	Mitarbeiter in AMS-Maßnahmen
	bis zu 3 Monate				
	3-6 Monate				
	6-12 Monate				
	12-24 Monate				
	über 24 Monate				

#### 8. Verfügbarkeit von qualifizierten Arbeitskräften

Gab es im letzten Jahr in diesem Tätigkeitsprofil offene Stellen, die schwierig wieder zu besetzen waren und über 6 Monate lang ausgeschrieben waren?	Ja	
	Nein	
	keine Angaben möglich	

#### 9. Qualifikationen von Mitarbeitern

Wie viele der Mitarbeiter in diesem Tätigkeitsprofil haben eine der folgenden Qualifikationen? (Bei mehreren Qualifikationen geben Sie bitte jeweils nur die höchste an)		bezahlte Mitarbeiter	ehrenamtliche Mitarbeiter	Mitarbeiter in Zusatzjobs (projektfin.)	Mitarbeiter in AMS-Maßnahmen
	Habilitation				
	Promotion				
	Hochschulabschluss				
	Fachhochschulabschluss				
	abgeschlossene Lehre				
	Schulabschluss (Gymn./ Realsch. /Hauptsch.)				



Wo wurden die Qualifikationen erreicht ? (Bitte geben Sie die Anzahl der Mitarbeiter an)	Österreich	
	EU-Ausland	
	Andere	

### 10. Staatsangehörigkeit von Mitarbeitern

Staatsangehörigkeit der Mitarbeiter in diesem Tätigkeitsprofil (Bitte geben Sie die Anzahl der Mitarbeiter an)		bezahlte Mitarbeiter	ehrenamtliche Mitarbeiter	Mitarbeiter in Zusatzjobs (projektfin.)	Mitarbeiter in AMS-Maßnahmen
	Österreich				
	sonstige EU-Staaten				
	Nicht-EU-Staaten				

Nach Möglichkeit: nennen Sie die Staatsangehörigkeit ihrer Mitarbeiter (Liste mit Anzahl)	
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### 11. Behinderte als Mitarbeiter

Schwerbehinderte in diesem Tätigkeitsprofil (Bitte geben Sie die Anzahl der Mitarbeiter an)	bezahlte Mitarbeiter	ehrenamtliche Mitarbeiter	Mitarbeiter in Zusatzjobs (projektfin.)	Mitarbeiter in AMS-Maßnahmen

**Bitte vervielfältigen Sie diesen Teil des Formulars so oft wie nötig.**

## Appendix II: Comments to the questionnaire

Included in the questionnaire were fields for comments about the questionnaire and more generally the project itself, and some respondents used this opportunity and provided feedback. To provide a full record, they are given in English translation here:

- *Several important criteria are missing, amongst others statistics, underwater archaeology, modern strands of archaeology (e.g. forensic archaeology) and many more*
- *It is unclear what the term "Institution" actually refers to, whether it is the university, the unit within the university, or a department within that unit (accordingly, the meaning of the terms 'internal' and 'external' changes)!*
- *It is not sufficiently clear whether training opportunities only refer to staff or also students in the department*
- *Under question 11 in part 1 a tick box for 'much' is missing*
- *Generally, the questionnaire is very unprofessional and superficial*
- *Specifically archaeological training programmes (e.g. Summer Schools, Dissertantenkollegs) are only just being developed in Austria as far as I know; in classical archaeology and the archaeology of the Roman provinces at least, foreign programmes are being attended by some (Xanten, courses of the DAI), else, 'learning by doing' applies, e.g. by participating in working groups, on excavations, conferences, etc.*
- *As a charity-run museum we currently do not have a budget for training staff or running our own excavations*
- *Generally: many graduates are academically well trained according to the universities, enthusiastic, but unable to 'survive' in the workplace;*
- *In addition: a certain amount of humility would suit many young 'academic' who has just graduated, as entering into the reality of the workplace frequently brings out their limits within the first couple of days, 'boastful' behaviour ('...I am the academic...') frequently results in a difficult position once the graduate has fallen on his face;*
- *Problem of the difference between university education and real demands of the workplace will also not be changed by this study; will peter out slowly (though I would be happy to be wrong on that last point)*

## Appendix III: Employment in rescue archaeology in Austria

The DISCO study of the character and composition of the archaeological labour market in Austria has raised a number of questions about the organisation of rescue archaeology. It has also revealed that only a small number of archaeologists are employed in the state heritage service, and relatively few in museum contexts, together apparently making up less than half the number employed in teaching and research positions in the university sector.

The commercial sector in Austrian archaeology (potentially a major arena for employment) is still in its infancy and poorly represented in this first survey. A significant proportion of developer-funded rescue work is directly commissioned by the public regulator of archaeology in Austria, the BDA/AB (Bundesdenkmalamt, Abteilung für Bodendenkmale). The BDA/AB refers a great deal of its archaeological requirements to two archaeological contractors that together appear (neither returned a DISCO questionnaire) to employ the majority of the ca 250 archaeologists employed in the commercial sector in Austria. The role of open competition in the development of the Austrian archaeological sector (and in the opportunities for organisations from other EU countries to participate) seems to be relatively restricted.

The balance that the Austrian government wishes to strike between the public and private provision of archaeological services is an internal matter, but seen from the outside some lack of transparency in the existing procedures is apparent, and it is not clear to what extent other potential contractors, including those from other countries, are given a chance to compete for work. It seems desirable that this balance should become a matter for public debate within Austria.

The Valletta Convention is not in force in Austria, and whilst it does not prescribe any particular method of organising development-led archaeology, its ratification would be a desirable first step in clarifying how preventive and rescue archaeology is organised and funded in Austria.

*A more detailed and extensive discussion of these matters is under preparation independently of the DISCO project (Karl forthcoming).*





