

Discovering the Archaeologists of Europe:
Bosnia-Herzegovina



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DISCOVERING THE ARCHAEOLOGISTS OF EUROPE: BOSNIA-HERZEGOVINA

1 INTRODUCTION

1.1 ORIGINS OF THIS PROJECT

From 2006-2008, the project *Discovering the Archaeologists of Europe: Profiling the Profession* was carried out in 12 EU Member States, in an attempt to assess and compare labour trends within the archaeological profession. The project was supported by the European Association of Archaeologists, and funding was obtained from the Leonardo da Vinci Funding Programme of the European Commission. These reports were compiled through the gathering of information on questionnaires specific to each country, and the statistical presentation of the data collected. After completion of the reports, Kenneth Aitchison of the IFA published a Transnational Report (2009)¹, outlining key trends and differences within the profession across the EU Member States profiled.

This project aims to replicate those reports and their findings for the country of Bosnia-Herzegovina.

The war of 1992-95 devastated many of Bosnia's cultural and academic institutions and facilities, which are only now starting to recover. Due to this, and its desire for EU accession, the country is undergoing rapid transformations. This report aims to profile the small archaeological community of the country at what could be a decisive moment in its transition from post-war recovery to European Union Member State. However, numerous political and bureaucratic factors, often a result of the complex Constitution enforced by the 1995 Dayton Agreement, can be seen to hinder the state's heritage sector, which is often left seriously underfunded. In spite of this, there are positive signs of change; in October 2008, Bosnia-Herzegovina became a signatory to the European Convention on the Protection of the Archaeological Heritage (Valletta Treaty), although it is yet to ratify it, and in the 2008-09 academic year, Bosnia-Herzegovina opened its first dedicated archaeology department, in the Philosophy Faculty of the University of Sarajevo. This will hopefully significantly increase the number of archaeologists working in the country in future years. Due to such recent developments, it is important to assess the present condition of the profession, in order to provide a comparison for the future.

1.2 DIFFERENCES FROM THE DISCO PROJECT

One of the impacts of the recent war upon Bosnia-Herzegovina was the strengthening of individual definitions of identities. The disintegration of the Serbo-Croat language of Yugoslavia into the languages of Serbian, Croatian, Bosnian and, more recently, Montenegrin, has led to the adoption of language according largely to ethnic affiliation, as opposed to nationality. Furthermore, the use of both Cyrillic and Latin alphabets in everyday life and some aspects of academia may have led to a further linguistic divide. Furthermore, ethnicity and religion form a large part of an individual's identity, and in a country where such issues

¹ http://www.discovering-archaeologists.eu/DISCO_Transnational_Report.pdf

have been at the fore of both political and everyday life for the past two decades, it is important to investigate such matters. This project aims in part to examine how much these differences pervade the archaeological community of Bosnia-Herzegovina, and how much the archaeologists themselves feel it impacts upon their education, work and academic output.

Besides the ethnic and linguistic aspects examined by this report, the most obvious differences between this and those of the original DISCO project will arise from the fact that Bosnia-Herzegovina is not an EU member state. As a result of this, certain areas of the profession will give vastly different results, most notably in regards to labour movement, as nationals of Bosnia-Herzegovina are subjected to stringent migration restrictions by the European Union.

2 ARCHAEOLOGY IN BOSNIA-HERZEGOVINA

2.1 BACKGROUND

Over the past century or so, Bosnia-Herzegovina has been incorporated into an empire, a kingdom and a socialist federal republic, before attaining independence after the war of 1992-95. This mixed history is reflected within the archaeological work undertaken in the country.

Archaeological excavations began in earnest during Austro-Hungarian rule. From this period, one of the most notable excavations, was that of the locality of Butmir, on the outskirts of Sarajevo. This site was excavated from 1893-96 and became the type-site of the Neolithic Butmir Culture. Austro-Hungarian rule also saw the construction and opening of the National Museum in 1888, and in 1894 Sarajevo hosted an International Convention on Archaeology and Anthropology. Other excavations were also undertaken throughout the country, including the Roman site of Mogorjelo in Herzegovina (1899-1904),

After the First World War, the archaeological output of Bosnia floundered, as the region was considered a peripheral of the newly-formed Kingdom of Serbs, Croats and Slovenes. This decline in cultural output continued through the division of Bosnia in the reorganisation of the Kingdom in 1929.

During Socialist Yugoslavia, the archaeological heritage of Bosnia-Herzegovina was again studied with relative intensity. The foundation of archaeology programmes in both Belgrade and Zagreb Universities in the early 1960s, combined with the freedom of movement and labour between the federated states, encouraged further archaeological investigation within Bosnia-Herzegovina. Protective legislation was introduced by a Regional Institute for the Protection of Cultural Monuments to many sites, and Bosnian heritage was treated on parity with that of the other Yugoslav states. This period also saw a rising interest in the medieval Kingdom of Bosnia, with sites including the Royal Church of Mile and medieval fortresses of Kraljeva Sutjeska and Visoki being excavated and published. In 1983, Arheološko Društvo Bosne i Hercegovine (Archaeological Society of Bosnia-Herzegovina) began to publish its own journal, and in 1988 the National Museum published the seven-volume *'Arheološki Leksikon Bosne i Hercegovine'*, an encyclopaedic work detailing all sites recorded and excavated in Bosnia-Herzegovina to that time.

With the onset of war in 1992, the Archaeological Society effectively ceased to function, and archaeological excavations ceased to be undertaken. After the signing of the Dayton Agreement in December 1995, archaeological and cultural heritage institutions began to revive and resume their activities. As a result of the Dayton Accords², it was agreed that a Commission to Preserve National Monuments, under control of the National Government and Office of the High Representative would be created, in part to ensure future cultural destruction, which was a common sight during the war, could not be systematically undertaken by the governments controlling the two entities. The unique political structure of the country created by this Agreement is, however, rather restrictive to the freedom of undertaking archaeological investigations, and no Governmental Ministry has jurisdiction over the granting of excavation permits to museums or academic institutions on a national level.

² <http://www.state.gov/p/eur/rls/or/dayton/52593.htm>

2.2 THE PRESENT DAY

2.2.1 NUMBERS OF ARCHAEOLOGISTS IN BOSNIA-HERZEGOVINA

The number of archaeologists working in the country over time is relatively hard to gauge. However, estimates of the membership of *Arheološko Društvo BiH* (Archaeological Society of Bosnia-Herzegovina) prior to the war show around 50 members throughout the 1980s, with a decline to approximately 30 by the outbreak of war in 1992, when the Archaeological Society ceased to function. The issues of the Slovenian archaeological journal *Arheo* for 1981 and 1989 give comprehensive lists of archaeologists employed within Bosnia-Herzegovina for these years. In 1981, 28 archaeologists are listed in the publication, of which 18 are male, and 9 female (the final name being illegible in the online scan made available by the Slovenian Archaeological Society³), and in 1989, 38 were listed, of which 21 were male, and 17 female. An estimate quoted by the Center for Investigative Reporting (CIN) in late 2005 gives the number of archaeologists working in Bosnia-Herzegovina as 15⁴. The National Museum states the number of archaeologists currently operating throughout the country to be 23. However, the accuracy of this figure can be contested, as it appears that such an accurate figure would be heavily reliant on a stricter definition of 'archaeologist' than is applied within this report, or a functioning regulatory body. An estimate of 25-35 archaeologists would therefore be more appropriate for the purposes of this project.

2.2.2 SOCIAL AND POLITICAL ISSUES IN BOSNIAN ARCHAEOLOGY

The current political situation in Bosnia-Herzegovina is relatively complex. The country has a national government, responsible primarily for international matters, such as trade, defence and diplomatic relations. There is no Ministry of Culture at this governmental level, and all decisions on cultural heritage fall tangibly within the jurisdiction of the Ministry for Civil Affairs. Below this are two entities, the Republika Srpska (RS) and Federation of Bosnia-Herzegovina (FBiH), plus the autonomous district of Brčko, which each has its own Ministry of Culture, responsible for a variety of functions, including archaeological research and excavation, and the upkeep of museums and other cultural heritage institutions. There can be a huge disparity between funding allocated by the entities to archaeological research- in 2005, the budget of the Federation for archaeology was 150,000 KM whereas the Republika Srpska allocated just 10,000 KM⁵- and the budgets of each entity vary hugely on an annual basis.

Below the entity level of government, the Federation is divided into 10 Cantons. Each of these has its own Ministry of Culture, and some have developed their own cultural protection laws, which can, at times, contradict those of the Federation. It is unclear which set of laws takes precedent, and Cantons have been known to take exception to the Federation granting permission to foreign institutions to undertake archaeological excavations within their jurisdiction without first consulting them, or obtaining the necessary permits and paperwork, delaying research for several seasons.

This political system has created problems aside from those regarding archaeological excavation. Cultural institutions on a national level, such as the National Museum, Sarajevo, are caught in the curious position of being responsible to no governmental ministry. The

³ <http://www.arheologija.si/>

⁴ http://www.cin.ba/Stories/P2_Culture/?cid=260,1,1

⁵ (1KM = 0.51 Euros, pegged rate)

unresolved legal status of this museum has massive ramifications where obtaining funding is concerned. As the Museum is a national institution, funding should be allocated by the national government. However, as no competent ministry exists at this level, funding should, theoretically, be allocated from the budget of the two entities. However, the Republika Srpska directs its funding towards the Museum of Republika Srpska, situated in its capital, Banja Luka, and the Federation shuns its responsibilities back up to the national level, and down to the cantonal level, to Sarajevo Canton, within which the museum is situated. In actuality, funding for the museum is obtained from a variety of governmental levels, right down to municipal councils, and donations both from within Bosnia-Herzegovina and abroad.

3 THE QUESTIONNAIRES

There were two separate questionnaires employed to obtain the results in this report. The first was distributed amongst archaeological institutions, and other institutions which employ archaeologists within Bosnia-Herzegovina. This was to be completed by a responsible member, or members, of staff. Also, copies of the 'personnel' questionnaire were sent to institutions, to enable a further distribution of them amongst employees.

The other questionnaire was the aforementioned 'personnel' one. This, as well as being sent to institutions with the instruction to forward to all relevant staff, was distributed amongst individual archaeologists whose personal contact details were available, with instructions to forward to their contemporaries. This answered the widest distribution of questionnaires possible, as had the questionnaires been solely distributed amongst institutions, archaeological workers who are currently unemployed may not have been contacted to participate.

All questionnaires were sent in both English and Bosnian/Serbian/Croatian languages, to enable both local and foreign archaeological workers to complete them. However the Bosnian/Serbian/Croatian version was only made available in Latin script, and not Cyrillic. This will be further discussed in Chapter 8.

3.1 INSTITUTIONS

The questionnaire sent out to institutions mainly attempted to address employment and training issues. It was divided into six sections, covering the institution's basic information, its personnel makeup, contracts, working conditions, training, and institution evolution and future prospects. Responses and results are discussed in chapter 6.

3.2 PERSONNEL

This questionnaire, as well as being sent to all institutions, was also sent to individual archaeological workers (both currently employed and inactive) who had worked in archaeology in Bosnia-Herzegovina in 2009, and whose contact details were publicly available. This questionnaire was also divided into six sections, attempting to obtain personal data, education level, employment details, work and contract conditions of the respondent, as well as their views on the international movement of archaeological workforces and opinions on ongoing training and education. As an addendum, an optional section further regarding the respondents' opinions on how religion, ethnicity, language and alphabet affect archaeology in Bosnia-Herzegovina was added. The results of the main body are discussed separately in Chapter 6, and the responses to the final section are dealt with separately in Chapter 7.

3.3 DISTRIBUTION & RESPONSE

The questionnaires were distributed by email to a list of museums & heritage institutions available online⁶, and personal contacts. Furthermore, during personal discussions and meetings in Sarajevo, hard copies were also handed to employees of some institutions, and further contact details were often obtained during interviews. In total 11 institutions known to employ archaeologists were contacted, plus two government ministries, and a further 2 individuals known to have worked on archaeological excavations during 2009.

Questionnaires could be returned either by email or by post (to allow a greater level of anonymity) to both Bosnian and Belgian postal addresses. Furthermore, questionnaires were also collected in person during a visit to Sarajevo.

Copies of the questionnaires issued, in both languages, are to be found within the appendix of this report.

⁶ <http://webcache.googleusercontent.com/search?q=cache:V3Xkohx-RsQJ:www.bosnia.org.uk/uploads/Bosnian%2520Museums%2520and%2520Cultural%2520Heritage%2520Institutions.doc>

4 OBJECTIVES

4.1 GENERAL OBJECTIVES

In line with the aspirations of the twelve national reports of the original 'Discovering the Archaeologists of Europe' project, the primary objectives of this report are to investigate the archaeological labour market in Bosnia-Herzegovina, and profile the workers in terms of age, gender, education level and other demographic indicators, and to assess the workforce as a whole. Furthermore, this report will hopefully aid in identifying any deficiencies in the support and remunerations provided to them by their employers. Also, this report aims to recognise problems for the institutions themselves; whether they be from a perspective of funding and equipment, or identifiable weaknesses in the available workforce.

4.2 SPECIFIC OBJECTIVES

This report also ascertains the views of Bosnia-Herzegovina's archaeological community with regard to the internationalisation of archaeology, and the freedom of labour movement between Bosnia-Herzegovina and other states. It also attempts to reveal the extent to which opinions on ethnicity, religion and language pervade the labour market, a notable potential problem facing this country's attitudes toward cultural heritage.

4.3 RELEVANCE OF COMPARISON TO EXISTING REPORTS

The results of this project, discussed in Chapters 6 and 7, will be compared to those of the 2009 Transnational Report of the DISCO project. There will be several obvious differences between the results of this report and those of the 12 EU Member States profiled in the original project, and cross-compared in the Transnational Report. First, the sample of archaeologists surveyed here is somewhat smaller than that of even the smallest archaeological workforce (Cyprus), and therefore percentages are not employed within this report. In regard to specific factors within the profession that were investigated, both the past growth of the sector and the potentials of transnational mobility are incomparable. The recent growth of the archaeological sector in Bosnia-Herzegovina is undocumented, and this survey provided insufficient data to make accurate estimates on previous trends. As Bosnia-Herzegovina is not an EU Member State, and therefore EU rules regarding the freedom of movement of workers are not applicable, data on the movement of archaeologists is incomparable.

In 2010, a report was published by the Agency for Statistics of Bosnia-Herzegovina (Labour Force Survey 2009). This survey of 1,096 randomly-selected citizens of the country throughout 2009 provides a nationwide comparison of both the education level and average number of weekly hours worked within the general labour market of Bosnia-Herzegovina.

5 ARCHAEOLOGICAL INSTITUTIONS AND THEIR RESPONSES

5.1 THE DEFINITION OF AN 'ARCHAEOLOGICAL INSTITUTION'

Due to the lack of professional independent archaeological units, a dedicated regulatory committee or institution, or a functioning archaeological society, there is no legal definition of what constitutes an archaeological institution in Bosnia-Herzegovina. Therefore, all museums, universities and government institutions dealing directly with the archaeological heritage of the state as part of their scope were deemed suitable for inclusion. Furthermore, there were several institutions falling outside of this definition which dealt in part with the nation's archaeology, or employed archaeologists. These institutions were first asked whether they considered themselves to employ archaeologists or people employed primarily to work with aspects of archaeology. Those that responded positively were then asked to participate.

5.2 ACADEMIA

In recent years, two universities in Bosnia-Herzegovina have begun to offer undergraduate courses in archaeology; The University of Mostar (since 2000-01) and the Philosophy Faculty of the University of Sarajevo (from the 2008-09 academic year). Eventually, these universities are expected to be responsible for a significant increase in the number of qualified archaeologists in the country. The academic make-up of the two departments is somewhat contrasting, however. Whereas Mostar's department is largely dependent on visiting staff coming from universities in Croatia with established archaeology degree programmes, the staff in Sarajevo are largely derived from the faculty's history department and permanently based there.

5.3 MUSEUMS

Several museums in Bosnia-Herzegovina employ dedicated archaeologists. Furthermore, the multi-departmental museums Muzej Republike Srpske, Banja Luka, and the National Museum of Bosnia-Herzegovina, Sarajevo have dedicated archaeological departments, employing several archaeologists. Museums without archaeologists in the Federation are often included as collaborators in excavation reports, due to the regulations involved in acquiring excavation permits from the individual Cantons. At present, six museums (including the aforementioned two) employ dedicated archaeologists or archaeological specialists.

5.4 GOVERNMENT INSTITUTIONS

The process of granting excavation permits in Bosnia-Herzegovina is overseen by two entirely separate Ministries of Culture. Each political entity⁷ has its own Ministry responsible for its territory, and there is no Ministry of Culture within the national government. Furthermore, in the Cantonal system of the Federation, each of the 10 cantons has its own Ministry of Culture, whose permission it is also necessary to obtain to undertake excavations within their Canton. Although some cantons within the Federation employ archaeologists within their museum system, many do not. For these cantons, archaeological work is

⁷ The Federation of Bosnia and Herzegovina (FBiH) and Republika Srpska (RS)

normally overseen by the National Museum, located in Sarajevo Canton (FbiH). As well as these two political entities, Brcko*** autonomous district also has its own Ministry of Education & Culture. In total, this means that there is a total of 13 ministries with the authority to grant excavation permits within Bosnia-Herzegovina.

5.5 PUBLIC FOUNDATIONS AND CHARITIES

The scope of activity of public heritage foundations in Bosnia-Herzegovina is somewhat confined. Many Foundations and charitable organisations are focused upon the nation's built and ethnological heritage, and do not employ or consult archaeologists. One archaeological foundation is registered and active in Bosnia-Herzegovina, however, its focus is mainly towards tourism and promotion, and it seems to only sporadically employ professional archaeologists, although it claims in promotional literature to have an organized volunteering programme, upon which many archaeologists, both professional and amateur, have participated, and continue to do so.

5.6 OTHER INSTITUTIONS INVOLVED WITH ARCHAEOLOGY, OR EMPLOYING ARCHAEOLOGISTS

Two other institutions were identified which are involved in archaeological work and research in Bosnia-Herzegovina. The categories above were not deemed relevant to either institution, and they are therefore summarised separately.

The Commission to Preserve National Monuments (Annexe 8 Commission) was established by the Dayton Agreement of 1995, and is responsible for attributing protected status to monuments and sites of Bosnia-Herzegovina that fulfill a number of criteria⁸. The commission consists of a board of five specialists (both Bosnia-Herzegovinian nationals and foreigners), plus a number of administrative and support staff, responsible for undertaking assessments and appraisals of sites under petition for designation of status as National Monuments, as well as recommending procedures for emergency conservation measures. Currently, the commission employs at least one archaeology graduate amongst these staff, although the Commission itself consists primarily of experts in architectural heritage and art history, pertaining to cultures relevant to the history of Bosnia-Herzegovina.

The other institution identified is the International Commission on Missing Persons (ICMP), an international non-governmental institution dedicated to excavating and identifying human remains from recent conflicts and natural disasters, whose international headquarters are located in Sarajevo. This organisation employs over 200 people worldwide in a variety of roles, ranging from administration to laboratory analysis. Several members of staff based in Bosnia-Herzegovina are primarily employed to undertake fieldwork and exhumations.

5.7 RESPONSES OF ORGANISATION TYPES

In total, 13 organisations were identified which may employ archaeologists within Bosnia-Herzegovina. All of these were contacted by email, and of the 13, 8 responded to initial enquiries. However, 2 of these declined to participate in the survey, and one, after initially

⁸ http://kons.gov.ba/main.php?id_struct=88&lang=4

responding to the positive, did not return any questionnaires by any of the allocated deadlines. The table below shows the responses gathered from institution types.

Institution Type	Number Contacted	Initial Responses	Completed Questionnaires	Percentage Participated
Academia	2	1	0	0
Museum	6	4	3	50
Government Ministry	2 ⁹	0	0	0
Public Foundation	1	1	0	0
Other	2	2	1	50

TABLE 5-1

⁹ Only Ministries of Culture for FBiH and RS contacted.

6 RESULTS

6.1 INSTITUTIONS

Of the 13 institutions contacted, four returned completed questionnaires (see Table 5.1). These were mainly in the museum sector, although one organisation involved with the exhumation and identification of persons from the 1992-95 war also participated the survey.

6.1.1 BASIC DATA

INSTITUTION TYPE

Of the four respondents, three defined themselves as museums, and one an international organisation. One museum was responsible to each of the Federation of Bosnia-Herzegovina and the Republika Srpska, while the third declared its legal status as 'unresolved'. The international organisation operated independently.

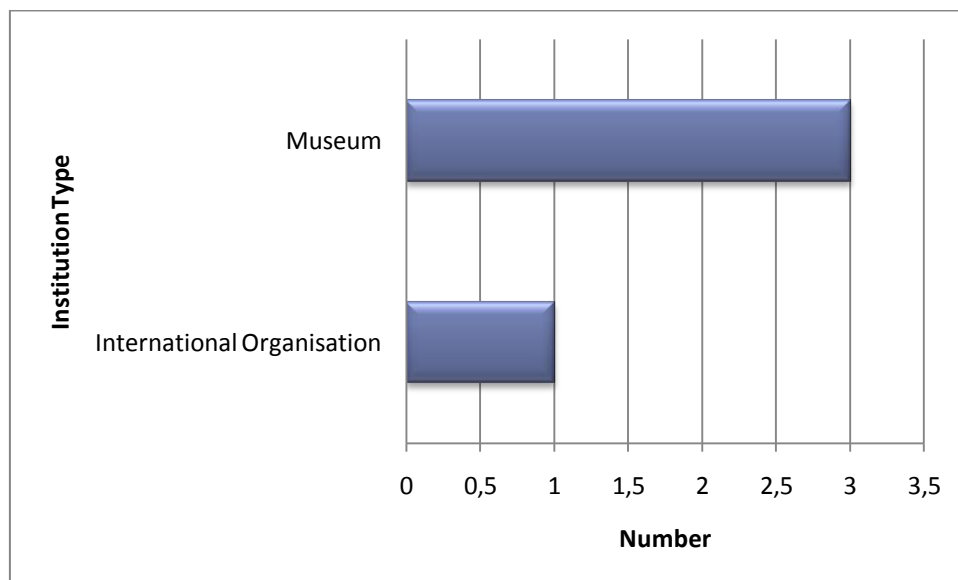


TABLE 6-1

MAIN TASKS OF INSTITUTION

All institutions questioned participated in the coordination and undertaking of archaeological fieldwork in Bosnia-Herzegovina. Three also undertook aspects of academic research, and/or were involved in some form of teaching and instruction. The full range of duties undertaken, and the number of institutions claiming to perform such activities are shown in the graph below.

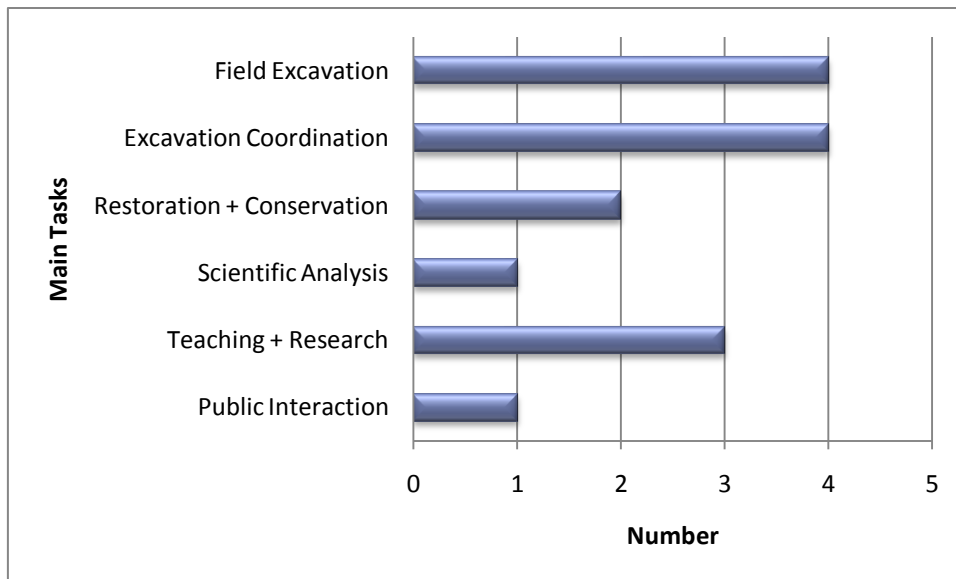


TABLE 6-2

6.1.2 PERSONNEL MAKEUP

NUMBER OF EMPLOYEES

The institutions were asked to list the number of personnel they employed according to categories of sex, contract type and number of both archaeology and non-archaeology graduates. The results are difficult to interpret, as one institution did not provide figures (instead interpreting the form as requesting a 'yes or no' response), and the international organisation employed people worldwide, and was unable to provide exact numbers of staff solely for its Bosnia-Herzegovina operations. A minimum number of 77 people were recorded as working for the four institutions. The vast majority of employees overall are female, with absolute minimum numbers of 30 males and 47 females being recorded. However, these numbers have little significance- one of the museums (which employs 65 people) is multi-departmental, and therefore many of its employees have little or no affiliation with the museum's function in regard to archaeological work. At least seven archaeology graduates are employed between the four institutions, and two employees have non-archaeological university qualifications. All the institutions were satisfied with the level of competence shown by archaeology graduates upon entering employment, but one suggested that more hours of fieldwork participation should be included in university study.

FOREIGN EMPLOYEES

Only one of the museums that responded employs foreigners (one, currently). The international organisation employs foreign workers, but did not state the present number. One other museum stated it occasionally employs workers from abroad on an unpaid voluntary basis.

The questionnaire also asked what factors affect an institution's decision as to whether to employ archaeologists from abroad or not. A variety of reasons were given which influenced decisions on this. The lack of qualified specialists for certain roles was one reason given for the employment of foreigners, as was the idea that such workers may help improve international cooperation on particular projects. Factors deterring institutions from employing archaeologists from abroad were the complexities

surrounding obtaining work permits and visas, and the lack of sufficient finances. One institution stated that although they recruited internationally for the majority of posts, sometimes locals were favoured, due to specific job duties.

DISABLED EMPLOYEES

Of the two institutions that answered this question, neither currently employed workers with disabilities.

6.1.3 WORK CONTRACTS

All institutions that completed the questionnaire said they tried to offer permanent contracts to employees wherever possible, although one added the caveat that this was only after first awarding a temporary contract- two of its employees were currently on such initial contracts. Two employers define the working week as 40 hours in employment contracts, whilst one contracts its workers for 37.5 hours per week. No data was given by the fourth respondent.

Two institutions offered flexible working time, with work at home, on weekends, and overtime being available. This was either paid or reimbursed by compensatory additional time off or holidays.

There was a huge disparity in the permitted leave included in employees' contracts. The most offered was 41 working days per annum, over twice the lowest number of 18. All companies had a varying range of number of days available to workers; 18-30 days, 24-27 days, and 35-41 days were observed amongst the three institutions which answered this question.

6.1.4 LABOUR CONDITIONS

WAGES

Only one institution provided figures in regard to average monthly wages received by workers. Technicians and conservationists receive roughly 600 KM per month, administrative workers around 900 KM and contracted field archaeologists approximately 1000 KM. Senior staff and directors receive a wage of around 1,200 KM per month.

BENEFITS

Archaeological staff e in Bosnia-Herzegovina appear to receive a wide array of benefits from their employers, alongside their pay. The graph below shows the benefits included in contracts, and the number of institutions offering them.

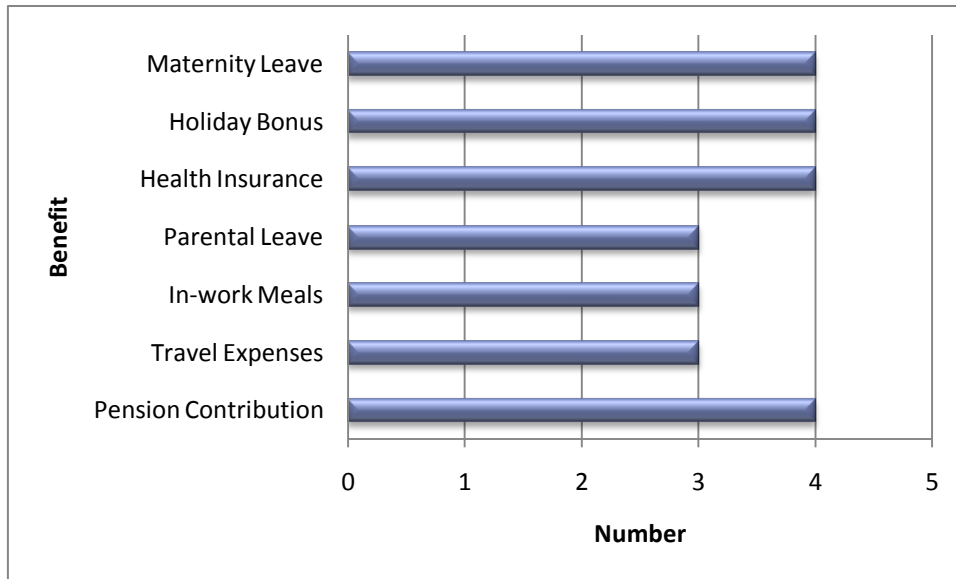


TABLE 6-3

Note: One responding institution provided in-work meals to employees whilst engaged in off-premises work (namely excavations) only.

6.1.5 TRAINING

TRAINING OF EMPLOYEES

All institutions that responded claimed to be satisfied with the education level and training of their staff upon starting their employment. The graph below shows which staff types are employed by the institutions, and whether they are satisfied with their entry-level competence.

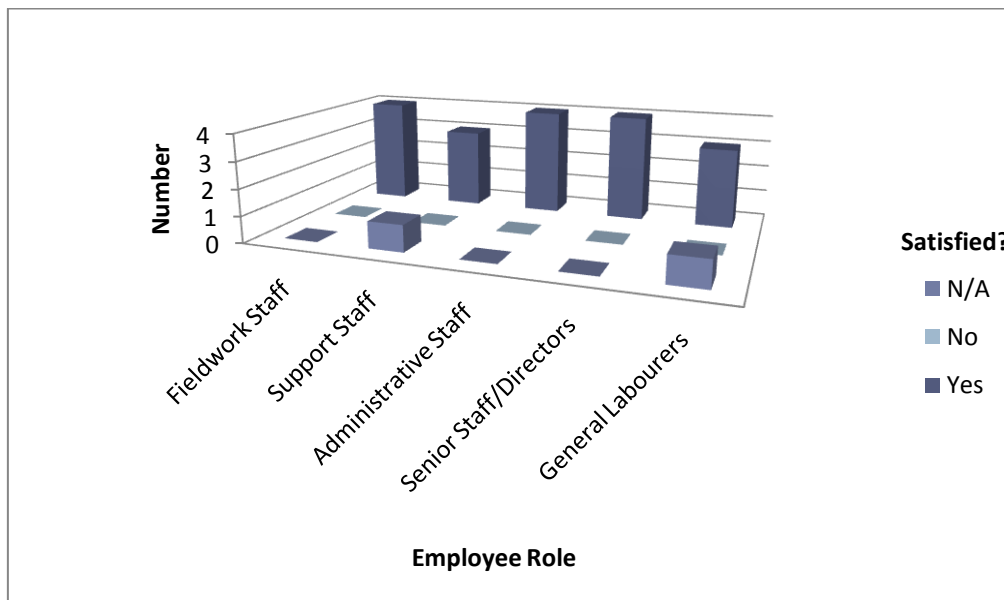


TABLE 6-4

Only one institution had initiated its own in-house training scheme which new members of staff were required to complete. This institution was also the only one to undertake

annual staff member evaluations and provide further training opportunities when possible.

No specific deficiencies were identified by any institution within Bosnia-Herzegovina's archaeological labour market. However, one institution did highlight the fact that a lack of GIS and other mapping technologies and software within the country resulted in few workers having received relevant training in that area.

TRAINING FACILITIES

Currently, there is no dedicated training institution or archaeological resource centre within Bosnia-Herzegovina. When asked 'In your opinion, should there be a central organisation responsible for providing further archaeological training in Bosnia-Herzegovina?', all four respondents answered 'Yes'. Various ways in which this could be manifested were listed, and the graph below shows the frequencies of approval for each.

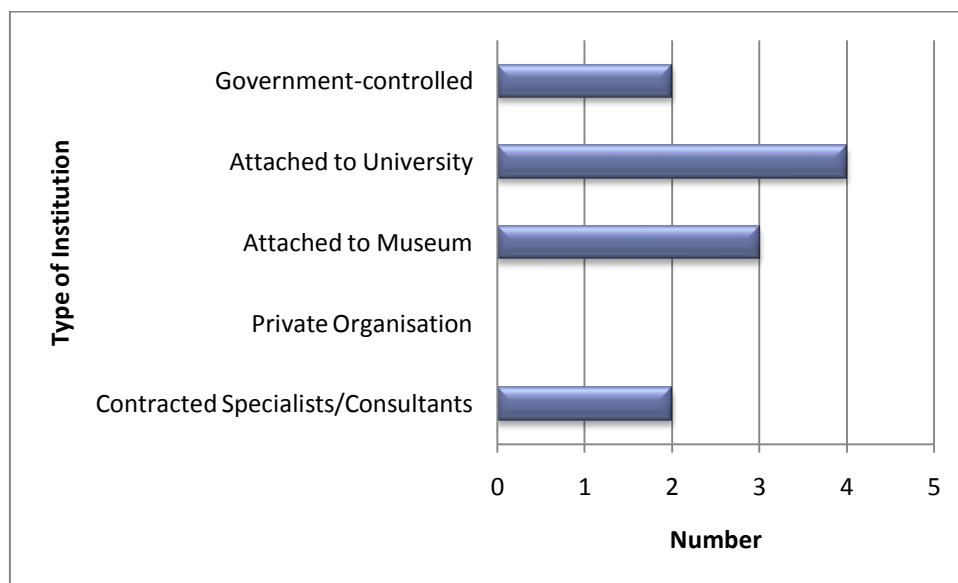


TABLE 6-5

6.1.6 INSTITUTION DEVELOPMENT & PROSPECTS

The questionnaire asked the institutions to list staff numbers at regular intervals since July 2007. Although two admitted they did not have records for the whole of the time surveyed, all were able to provide accurate data from December 2007 onwards, with three being able to for July 2007. The graph below, depicting the total number of archaeology graduates employed by the institutions, shows a steady rise in the number of archaeologists in permanent employment. Although there is a fluctuation observable in the number of archaeologists employed either part time or on defined-period contracts, this could be due to archaeologists that have recently entered the workforce, who are initially offered temporary contracts upon entering employment.

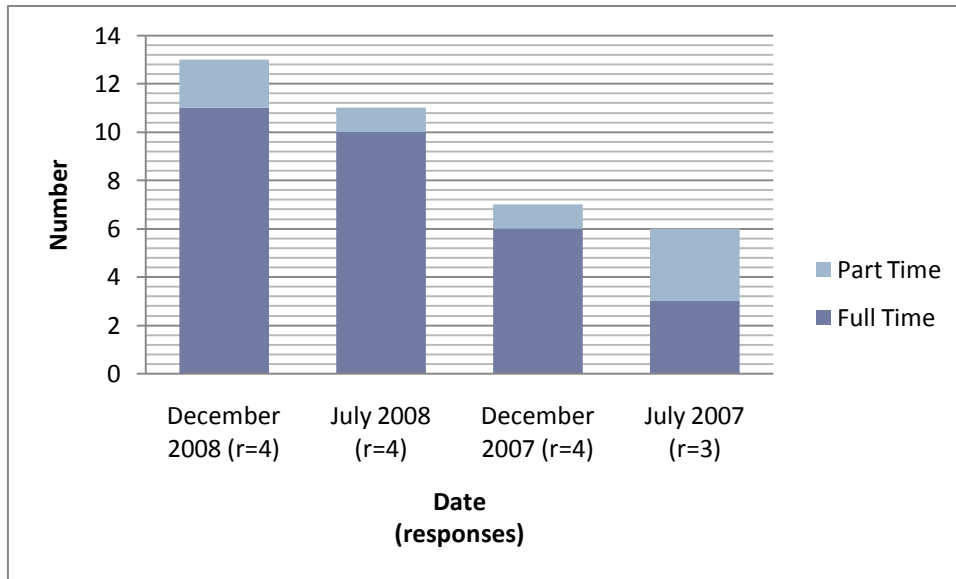


TABLE 6-6

Fluctuations in staff numbers are influenced by a variety of factors, outlined in the graph below.

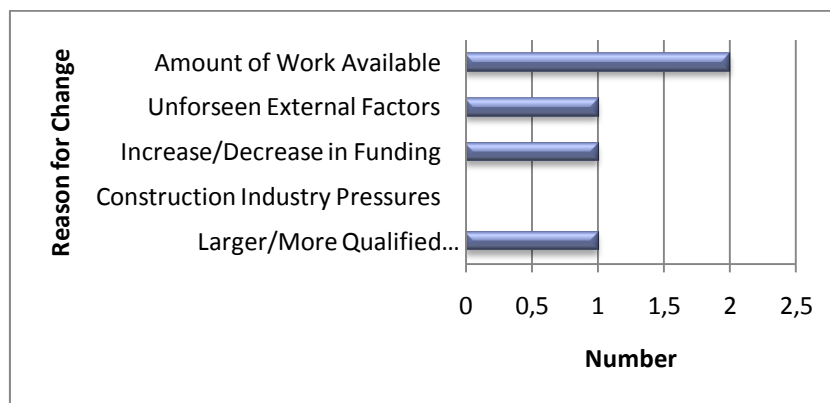


TABLE 6-7

The fact that archaeological recruitment is unaffected by pressures from the construction industry bears witness to the fact that archaeological work is often not undertaken prior to the commencement of major construction projects.

FUTURE PROSPECTS

All four institutions expected to see a rise in their employment capacity in the near future. One institution, however, added the caveat that this was highly dependent on the resolution of the institution's legal status, as it relied on this being resolved to receive adequate funding. Areas recognised as the most likely for immediate growth were field archaeologists and administrative staff.

SATISFACTION WITH ARCHAEOLOGICAL WORK AND RESEARCH

Although one organisation claimed it was highly satisfied with the progress of archaeological work and research within Bosnia-Herzegovina in recent years, two claimed they were not. They stated numerous aspects that needed attention, including a lack of equipment, qualified archaeologists and finances to undertake excavations. One also believed that the state seemed indifferent to its culture, leading to financial shortcomings.

6.2 INDIVIDUALS

Although it is unknown exactly how many individuals received the questionnaire through their employers, a minimum number of 22 individuals were either directly contacted, or received questionnaires from employers or colleagues. In total, 10 questionnaires were returned. However, of this number, one only contained the basic Personal Data on the front page, and is therefore excluded from all other analyses. Furthermore, some respondents declined to answer individual questions. Where this has happened, 'N/A' is shown in all tables and graphical representations, even though this may not have been a selectable option on the original questionnaire.

6.2.1 PERSONAL DATA

SEX

Of the 10 responses to this question, 6 were female, and 4 male. This seems to be a close correlation to actual proportions suggested for Bosnia-Herzegovina as a whole by individuals interviewed, and also to names of employees available on the websites of institutions. In comparison to the proportions evident from the *Arheo* publications, there has been a significant increase in the proportion of women employed in the field. This may be in part due to an influx of women to the labour market, or conversely to the reduction in size of the archaeological community of Bosnia-Herzegovina. In 1981, men outnumbered women at a ratio of approximately 2:1 in the archaeological workforce, although the discrepancy between sexes is far smaller, with an approximate 55%-45% split, with the majority of workers being male.

AGE PROFILES

The age range of the individuals is heavily skewed towards younger employees. Of the 10 respondents, six were under 30 years of age, and none who responded were in the 40-59 age bracket. The graph below shows the breakdown of ages and sexes of respondents to the Personal Data section of the questionnaire.

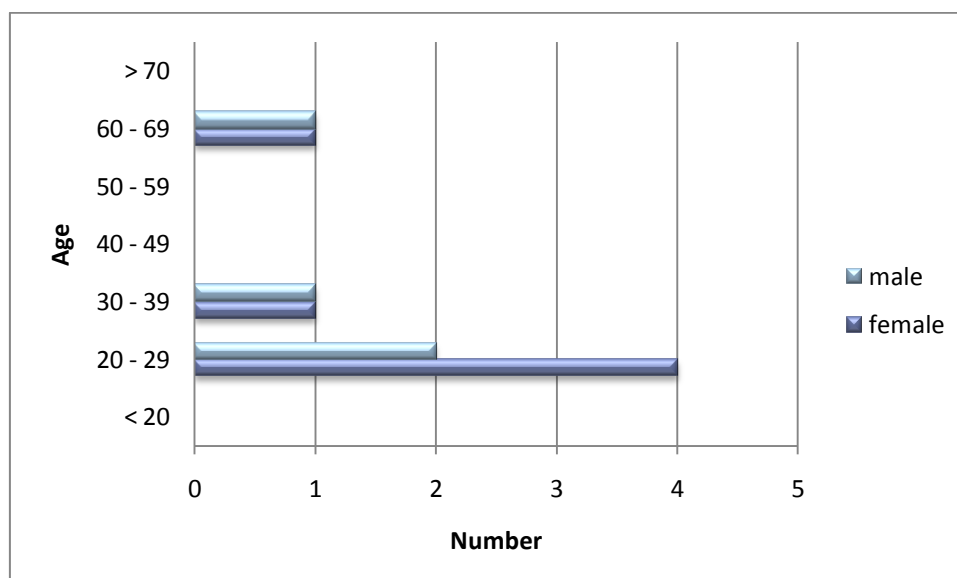


TABLE 6-8

NATIONALITY

For this question, all respondents born in Former Yugoslavia chose to select the Federal Republic of their birth as their Nationality by Birth, as opposed to 'Yugoslavia' as a whole. Of these, 7 were born in Bosnia-Herzegovina, and 2 were born in Croatia. One individual was born in the United States. Some respondents have nationalities different, or additional to that of their birth. One Croatian possessed Bosnia-Herzegovinian citizenship, and of the Bosnian-born respondents, two possessed Croatian citizenship, one Serbian citizenship and another had citizenship of the United Kingdom.

ETHNICITY

Despite being a relatively contentious topic, seven respondents answered the question 'What ethnicity do you consider yourself'. Three considered themselves to be Serbs, one a Bosniak, and one a Croat. One considered themselves to be 'of European Ancestry', and one stated their ethnicity as 'Bosansko', literally 'Bosnian', devoid of ethnic connotation. Paradoxically, this respondent was born in Croatia.

PHYSICAL HANDICAPS

None of the respondents claimed to have a physical handicap, although one declined to answer this question. Bosnia-Herzegovina has had no National Census since 1991, so accurate statistics with regard to disabilities are impossible to obtain with regards to the general population. However, a USAid report from 2009¹⁰ suggests that 6.5% of the country's population consider themselves to have a disability of some type. As this report covers both mental and physical impairments, no useful conclusions can be drawn from a comparison of the results, as this study focused in particular on physical handicaps alone. Although the government prohibits discrimination upon the grounds of disability, a 2008 Human Rights Report by the US Department of State¹¹ implied that such laws were regularly ignored in regard to employment.

INSTITUTION TYPE OF CURRENT EMPLOYER

The vast majority of respondents (six) work within museums. This is no surprise, as most archaeological work in the country is organised and undertaken by museums, hypothetically responsible to the various governmental levels (national, entity, cantonal and municipal). Three respondents worked for a non-governmental commission, and one worked for a 'public scientific institution', essentially a non-teaching scientific academy.

6.2.2 EDUCATIONAL BACKGROUND

LEVEL OF HIGHEST EDUCATION

Of the nine respondents, eight had completed university to at least bachelor (or equivalent) degree level. Three of these had also possessed a Masters or Magister degree. No holders of PhDs returned questionnaires. Of the eight employees who had completed some level of university education, seven had degrees in archaeology or anthropology, and one had completed a BSc in forensic science.

¹⁰http://www.usaid.gov/locations/europe_eurasia/dem_gov/docs/disability_in_ee_final_es_092909.pdf

¹¹ <http://www.state.gov/g/drl/rls/hrrpt/2008/eur/119071.htm> Section 5

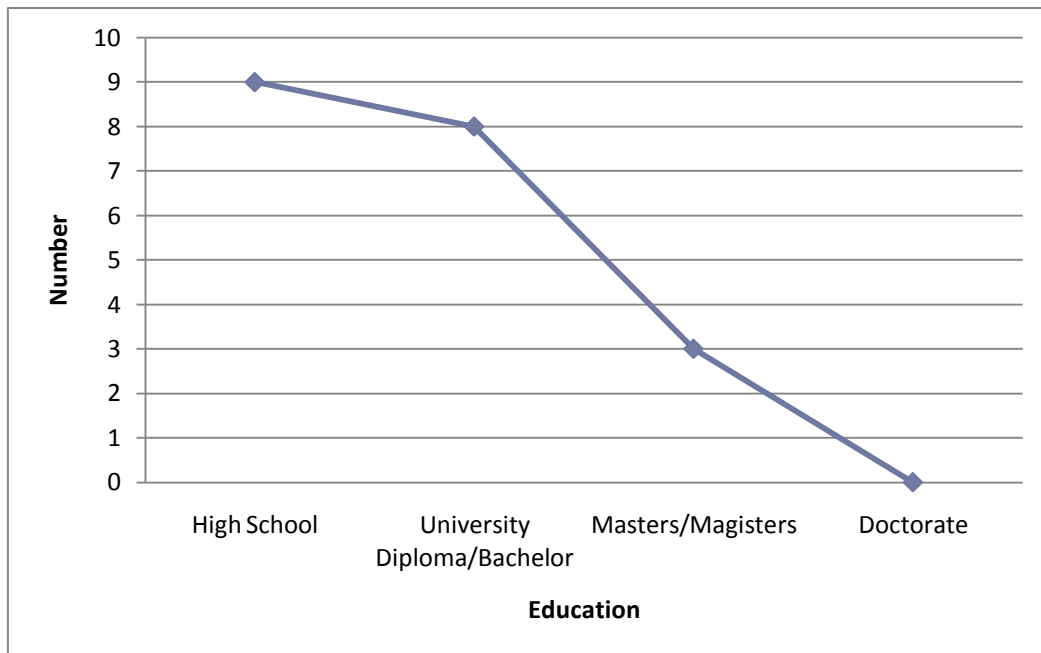


TABLE 6-9

People had undertaken their university education in various countries. The two participants educated in SFR Yugoslavia both graduated from Belgrade's Philosophy Faculty. Of the younger respondents, two had graduated in post-independence Croatia (one in Zagreb, and one in Zadar), and one in modern day Serbia (also at Belgrade's Philosophy Faculty). All other respondents had received their university education outside of Former Yugoslavia, with one respondent having studied in each of Greece, the UK, and the USA. None of the graduates of Mostar's Philosophy Faculty are represented in this report, and, due to the recentness of its foundation, Sarajevo's archaeology course still has no graduates, and is therefore not represented in the archaeological labour market of Bosnia-Herzegovina.

The reasons for the broad range of countries represented amongst the graduates are varied. One Bosnia-Herzegovina national who studied in Belgrade chose this university over Zagreb (the only two which offered the course in the Serbo-Croat language at the time) because it was closer to home. Others chose to study in Former Yugoslav republics either because there was no archaeology course available in Bosnia-Herzegovina when they started university, or because they thought the education available in their home country was inadequate. The graduate of a British university moved to the United Kingdom during the 1992-95 war, and undertook their education there, and the graduate of a Greek university received a stipend from the Greek government to study in that country. The respondent born in the United States undertook their tertiary education there.

LANGUAGES WITHIN THE ARCHAEOLOGICAL COMMUNITY

The Personnel questionnaire asked both which languages respondents felt were necessary for undertaking archaeological work and research in Bosnia-Herzegovina, and in which non-local languages they would describe themselves as proficient. Seven of the nine respondents (including seven of the eight respondents whose mother tongue was Bosnian/Serbian/Croatian) considered themselves to be proficient in at least one language other than their native language. The languages spoken were relatively diverse, with five being represented, in differing frequencies. The graph below illustrates this.

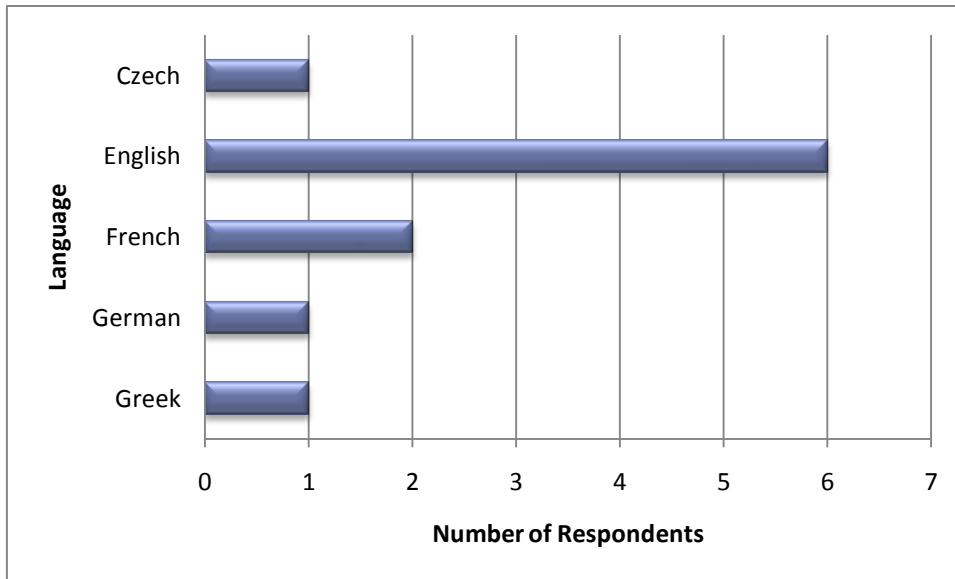


TABLE 6-10

The languages considered relevant for archaeological work and research in Bosnia-Herzegovina bear a relatively weak correlation to those actually spoken, with the notable exception of English. German and English were the two most commonly cited languages of relevance. Of surprise was the fact that two respondents considered Hungarian to be important, in spite of the fact that nobody actually spoke it. Reasons given for this focus around the fact that much of the archaeological literature pertaining to excavations carried out during the period of Austro-Hungarian rule is published in the Hungarian language. Presumably this literature is as yet unavailable in other languages. Three people also cited German as an important language for the same reason. Other reasons given in regards to both German and English suggest that these are perceived as the two most relevant languages for current research. These include English and German being the main languages of recent research and literature, and major languages of communication. Furthermore, it was suggested that the proficiency of Bosnia-Herzegovina's archaeological community in these two languages would further encourage cooperation with institutions from abroad.

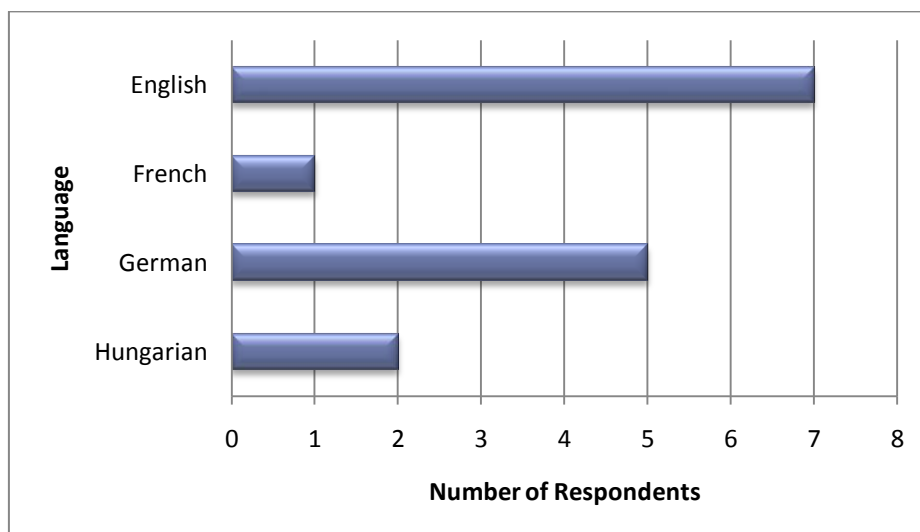


TABLE 6-11

6.2.3 CAREER & CURRENT EMPLOYMENT

CURRENT EMPLOYMENT

All respondents to the questionnaire currently work within the archaeological sector in Bosnia-Herzegovina. This is not surprising for two reasons. First, individuals' contact details were obtained from the websites of institutions directly involved with archaeological work and research, and questionnaires were also distributed by the institutions' staff members to both employees and colleagues. Second, the absence of an archaeological undergraduate programme within Bosnia-Herzegovina until recently will have deterred many people from studying the subject, and therefore prevented an excess of archaeology graduates from entering the labour market. All nine respondents have full-time contracts (although only eight are on permanent contracts, and one on a contract running for between 6.5 and 12 months), and the standard working week is defined by these as 37.5-40 hours. However, the actual average weekly hours worked by archaeologists varies widely, from as little as 30 (two respondents) to up to 60 by one person- twice as many hours.

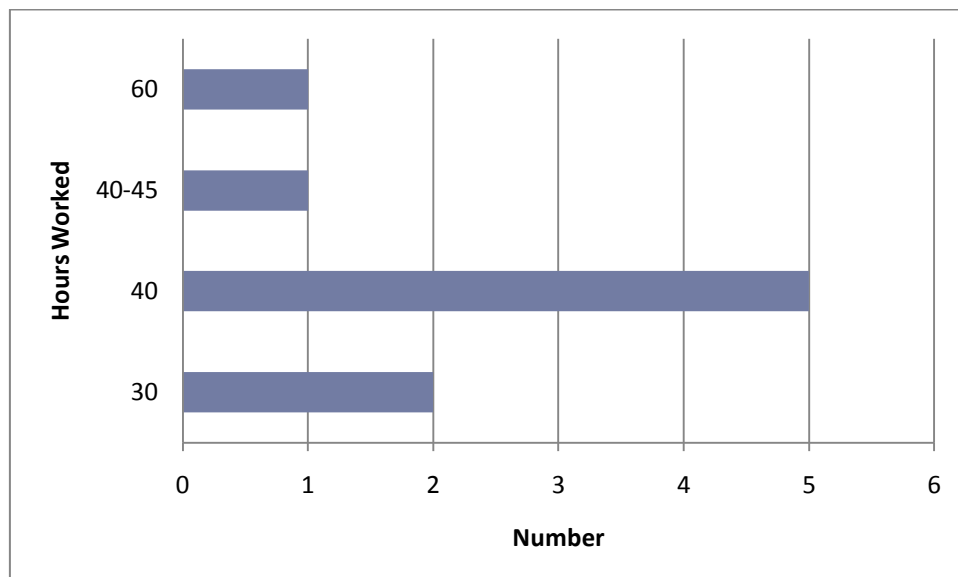


TABLE 6-12

JOB TITLE

Five different job titles were recorded in the survey. Two of these are primarily within the field of forensics (Forensic Archaeologist/Anthropologist and Junior Forensic Archaeologist/Anthropologist). The other three mainly focus on employees' museum roles, with only one regarding a respondent's role as an archaeologist (Archaeologist/Museum Adviser), and the other two stressing curatorial duties (Curator of Museum Department and Museum Counsellor). By far the most common role was Department Curator. This would suggest that museums organise their excavations largely in accordance with their curators' areas of specialisation, with excavation leaders being selected for their background within a particular archaeological period.

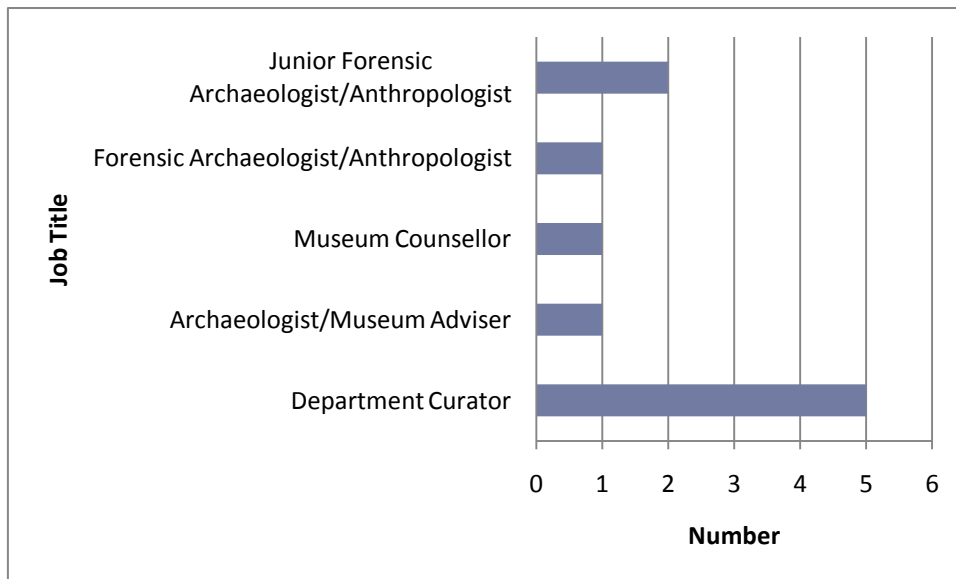


TABLE 6-13

MAIN DUTIES IN EMPLOYMENT ROLE

A large range of duties are evident amongst respondents within their work. Most respondents are involved in both the undertaking of fieldwork (all nine) and archaeological planning (seven). There is a strong correlation between the undertaking of specialized scientific work and job title, with three of the four archaeological employees claiming to undertake such work being forensic archaeologists. Almost half were involved in some form of academic research or teaching. Considering the number of respondents working in the museum sector, it is surprising that only three people claimed that public interaction was one of their main employment duties. Several other types of work were also mentioned by respondents, as can be seen in the graph below.

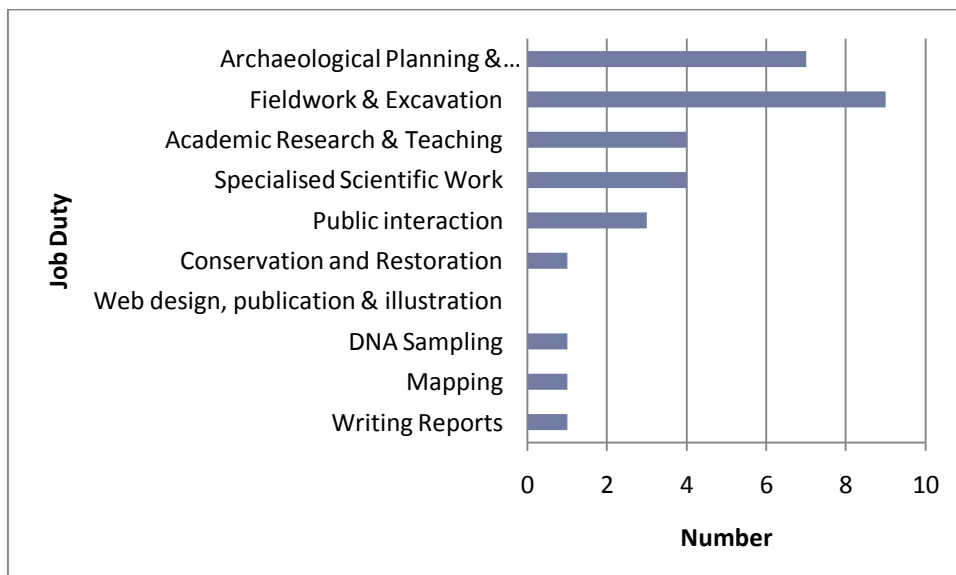


TABLE 6-14

VIEWS ON EMPLOYER

Of the nine respondents, seven believed they received sufficient support from their employer. One answered 'both yes and no', while one declined to answer the question.

However, when asked whether there were any areas in which they believed their employers should improve their performance, six replied 'yes', and only three answered 'no'. Reasons for this were varied, as the additional comments showed. Many comments did not focus on the institutions themselves, but instead on government ministries and other sources of funding. Two respondents believed that the state or other governmental level should improve its attitude towards museums and their operations, and one said that responsible ministries should allocate more funding to archaeological excavations. As well as this, there were calls for funding to be made available for organising and attending conferences, publishing, and the attendance of specialised courses. One respondent also called for a unified strategy in regard to archaeology to be adopted by multi-departmental museums.

JOB SATISFACTION

Overall, respondents are highly satisfied with their current employment. Of the nine response, six described themselves as 'satisfied', whilst the other three described themselves as 'very satisfied'. Furthermore, none of those who responded have searched for other employment, either within or outside the archaeological and heritage sectors, within the past six months.

Satisfaction Level	Very Dissatisfied	Dissatisfied	Neither	Satisfied	Very Satisfied	Mean
Satisfaction Index	1	2	3	4	5	
Number	0	0	0	6	3	4.33

TABLE 6-15

6.2.4 WORKING CONDITIONS

PAYMENT

Wages within the archaeological sector vary somewhat in Bosnia-Herzegovina. The lowest monthly wage recorded in the survey was 754 KM per month (for a departmental curator), and the highest 1200 KM (for the curator of a regional museum). Four respondents declined to give information on their wage or salary. From the five wages stated, the approximate wage can be seen to be approximately 1010 KM per month. In comparison, the average monthly wage across Bosnia-Herzegovina throughout 2009 ranged between 784 and 802 KM, according to the Agency for Statistics¹². In 2009, the minimum wage in Bosnia-Herzegovina was 320 KM per month in the Republika Srpska, and 1.75 KM per hour in the Federation (also equating to approximately 320 KM per month)¹³. Three employees declared they believed they were paid competitively in regard to their highest level of education, and one believed they were not. Five respondents were unsure.

HOLIDAYS

Again, a wide variation was observed in the amount of paid holidays per annum employees received. Eight respondents gave accurate figures, ranging from 18 to 41 days. The modal response was 24 days, with three persons stating this as being their

¹² <http://www.bhas.ba/eng/indikatori.asp> Table 2 (in Bosnian)

¹³ <http://www.state.gov/g/drl/rls/hrrpt/2008/eur/119071.htm> Section 6e

annual paid leave, and the mean number of paid holiday days of archaeological workers was 25.25.

CONTRACTUAL BENEFITS

As a generalisation, work contracts include relatively uniform benefits within Bosnia-Herzegovina. As the graph below shows, most people are eligible for paid maternity and sick leave as well as health and specific industrial insurances. Pension contributions by the employer are included in the contract of all except one worker. Curiously, only one respondent's contract included membership of a trade union.

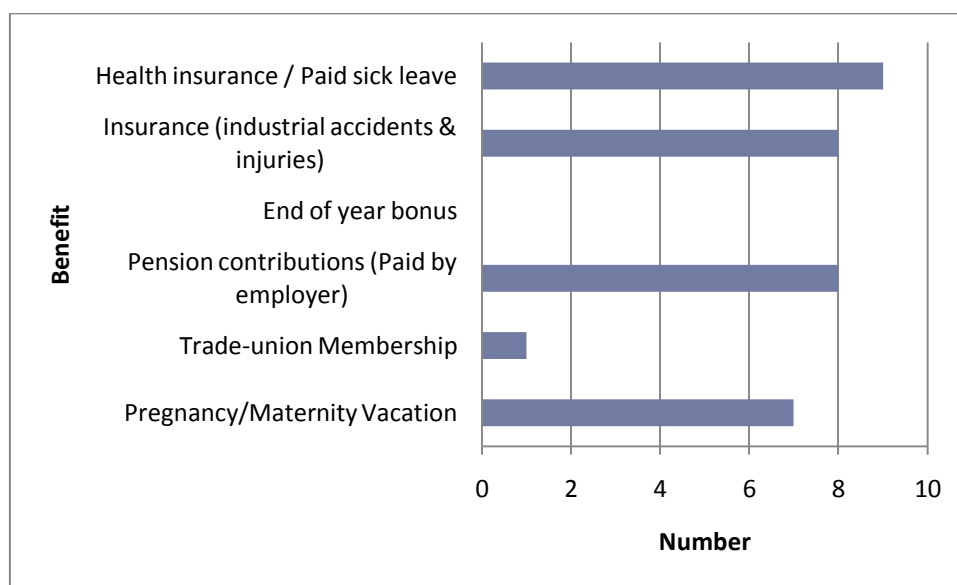


TABLE 6-16

IN-WORK BENEFITS CONTRACTUAL BENEFITS

As well as contractual benefits, employers often provided, or reimbursed, other in-work expenses. Four workers received in-work meals or lunch vouchers and three were given company telephones, or provided with some level of bill remuneration. Six of the respondents received a refund of travel expenses, or had transport provided by their employer.

Seven respondents stated that they were satisfied with the benefits provided by their employers, and one stated that they were not, but declined to comment further. One declined to answer.

6.2.5 ONGOING TRAINING & EDUCATION

There appears to be a strong desire for further training and education amongst the archaeological community of Bosnia-Herzegovina after the completion of formalised education and entry into the labour market. Six respondents stated they believed that the archaeology and heritage sectors needed continuing training and education, one person was unsure, and two declined to answer. However, all nine respondents to the questionnaire completed at least one part of this section. The archaeologists have a wide range of desires for training, although inadequacies within the workforce have not been noted by responding employers (see 6.1). Of note is the fact that one of the most desired aspects of training amongst respondents is that of editorial and publication techniques. This suggests a strong

desire amongst the archaeological community to increase their personal academic output. In contrast, there is little demand for Information and Communication Technology (ICT) training, suggesting either high levels of education in this area during formal education, or low utilisation of computerised technologies within archaeological work, or possibly an abundance of affordable post-educational ICT training already available within Bosnia-Herzegovina. The chart below outlines the number of respondents who would appreciate the availability of further training in the various areas of archaeological work.

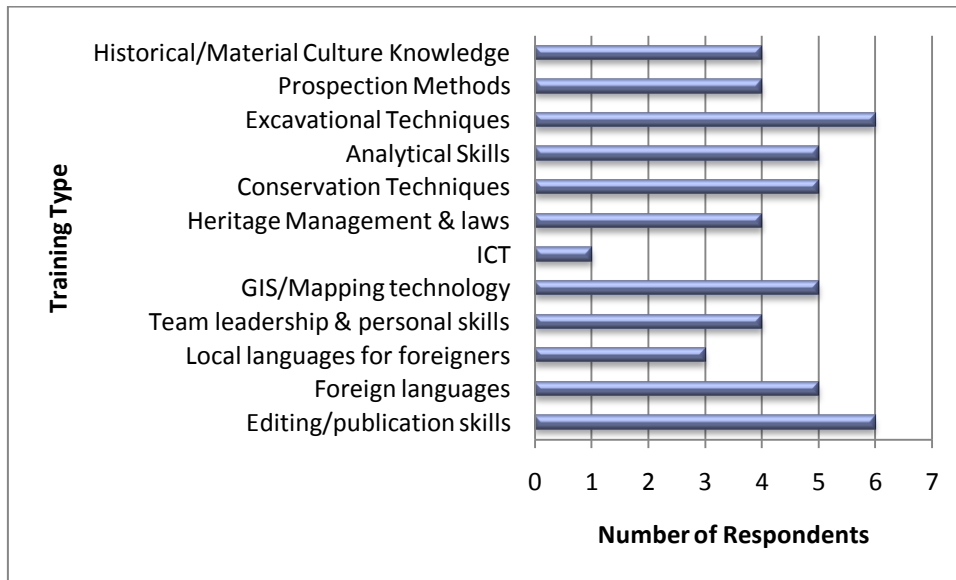


TABLE 6-17

There are a variety of opinions as to who should provide and fund training for the archaeological community of Bosnia-Herzegovina. The general consensus appears to be that employees feel their employer should be responsible for providing and organising further training (seven respondents), and that it should be available through a separate government-controlled institution. There was little desire (one respondent) for a regulated private company to provide archaeological training, possibly suggesting a desire within the labour market to maintain archaeology as a nationalised profession.

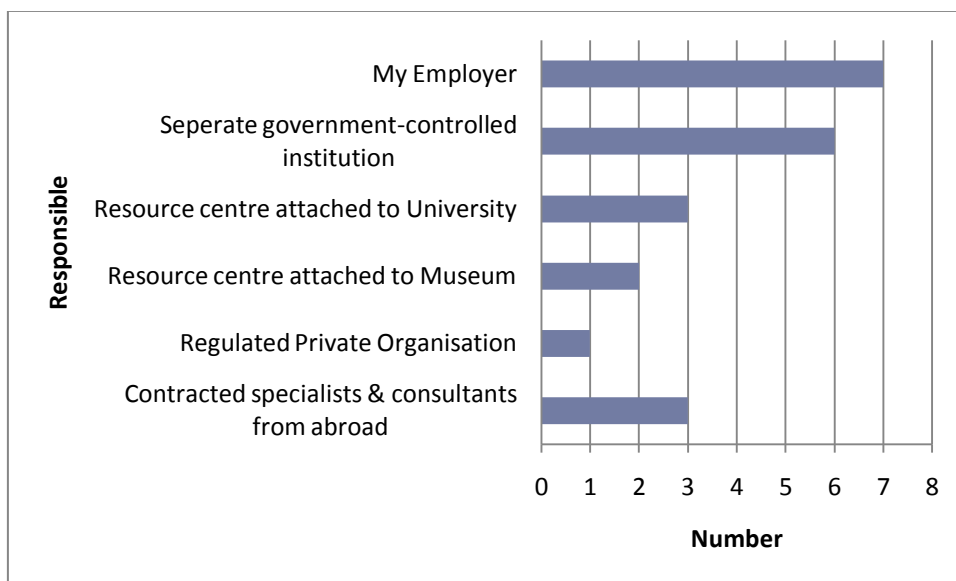


TABLE 6-18

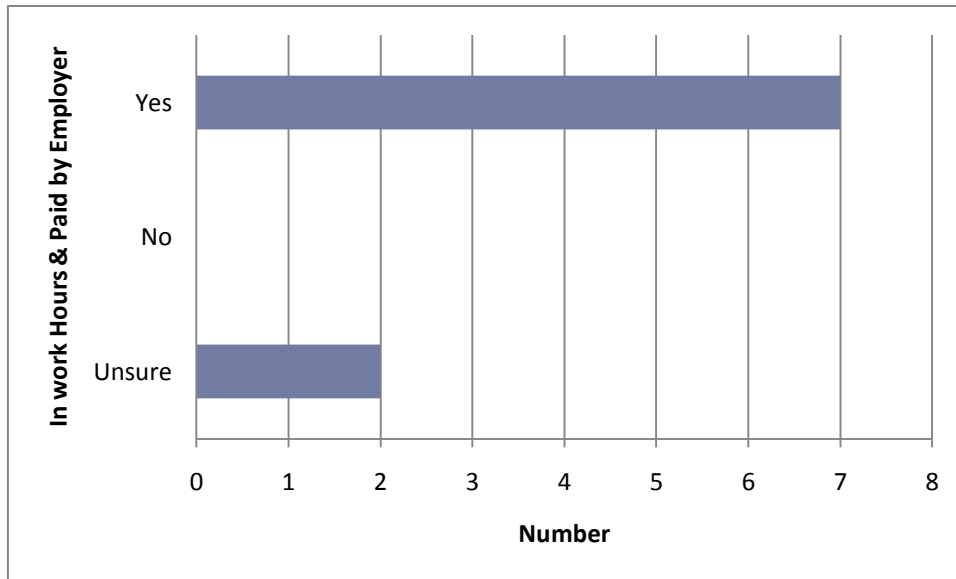


TABLE 6-19

Four of the archaeologists that responded to the questionnaire stated that they would pay for further training that resulted in the award of an accredited certificate. A further four stated they were unsure, and one declined to answer. Six people felt that their employer had not made them fully aware of all training possibilities available to archaeologists within Bosnia-Herzegovina. In contrast, only two said that they believed their employer had. This statistic may reflect the apparent lack of cooperation within entity-level political and cultural heritage institutions, which would potentially negatively affect the opportunities available to workers in one entity were training programmes available within the other.

6.2.6 INTERNATIONALISATION OF ARCHAEOLOGY

INTERNATIONAL MOVEMENT OF ARCHAEOLOGISTS

All nine respondents, when asked ‘Do you feel that freedom of international movement and international research cooperation within archaeology is a good thing?’ answered that they did. However, when asked whether they believed foreign archaeologist should be allowed to work easily within Bosnia-Herzegovina, the answers were far less positive. Five were uncertain, one did not believe that they should, and one said that they should be able to. Of the other two, one declined to answer the question, whereas the other offered the comment that ‘they should not ‘take’ our jobs, but instead only collaborate’. This is a noticeable contrast in opinions, and such a one-sided view of labour movement could be further investigated, and possibly improved by greater cooperation with, and inclusion of Bosnia-Herzegovina's archaeologists within the wider European archaeological community.

Several ways in which the further integration of Bosnia-Herzegovina's archaeologists into the wider archaeological community, and improved overall international cooperation, could be achieved were selected by archaeological workers within the questionnaire. The most favoured possibilities were increased cooperation with international research projects (six respondents), and the creation of active recruitment and publicity campaigns (five respondents). The full results are shown in the graph below.

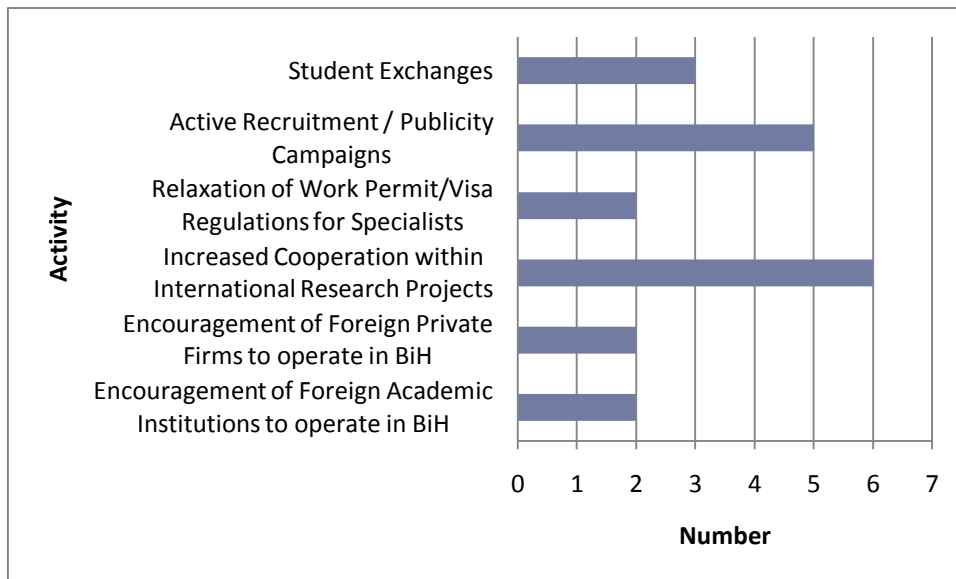


TABLE 6-20

Of those archaeologists who responded to the questionnaire, only one said they would not consider moving abroad to undertake work as an archaeologist. Of the remaining eight, six said they definitely would, with EU member states being the most desirable place to work, with seven individuals stating that they would consider working there. Three respondents also said they would consider working in Croatia (with one of these having previously worked there in recent years); and one also said they would consider moving to Serbia to work in archaeology.

A wide variety of factors would influence people to move abroad. Common themes amongst those who would consider moving abroad seem to be more closely linked with an archaeological career in particular, as opposed to general social or economic factors. The chart below shows the reasons people would consider moving abroad, and their respective frequencies.

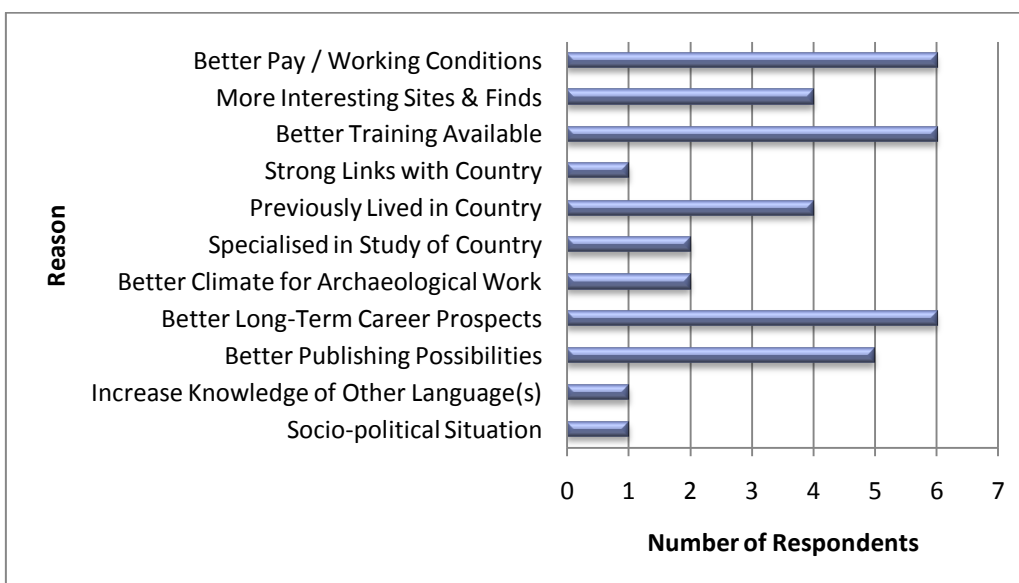


TABLE 6-21

CAREER PROSPECTS IN BOSNIA

In spite of the high level of satisfaction with current employment professed by respondents (see 6.2.3), few archaeologists believe that there are enough opportunities in Bosnia-Herzegovina to build a successful career in archaeology. Only two respondents believed there were, while five were unsure. Two also stated they believed that there were not enough opportunities to build a successful career within the country.

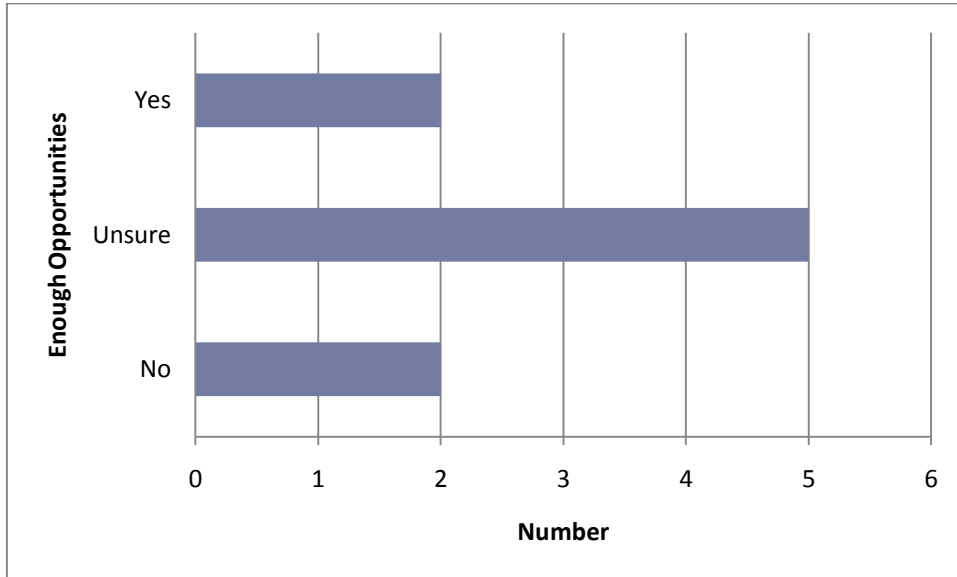


TABLE 6-22

7 ETHNICITY AND CULTURAL ISSUES ADDRESSED IN THIS PROJECT

A separate section was attached as an addendum to the 'Personnel' questionnaire, asking for individuals' views and opinions on religion, ethnicity and language within Bosnia-Herzegovina. This was created to show how the participating archaeologists perceive religious, ethnic and linguistic divisions to affect both the archaeological community and archaeological work in the country.

The first part of this section, focusing on language, asked what a person called their native language. Bosnian, Serbian and Croatian are essentially the same language, and the archaeologists of Bosnia-Herzegovina who undertook their education in SFR Yugoslavia will have studied in the homogenised Serbo-Croat language. Since the dissolution of the Federation, each state has claimed the language for itself, albeit with distinct dialectal variations. However, aside from this, language is claimed on a far more personal level throughout the general population of Bosnia-Herzegovina, and is often aligned with ethnic affiliation. Furthermore, the state officially employs two alphabets, Latin and Cyrillic, which are used on all coins, stamps, and official documents issued by the government.



Image of 200KM banknote¹⁴, showing the use of both Latin and Cyrillic alphabets.

Although Latin is the main working script in universities in Bosnia-Herzegovina, different museums work in either alphabet, primarily dependent upon geographic location (as a generalisation, the Republika Srpska primarily utilises Cyrillic script, whereas Latin is mainly employed in the Federation), and moreover an individual's preferred alphabet may not be the one they employ at work.

The second sub-section concentrated on the individual's views towards the connection between archaeological sites and monuments, and religious or ethnic affiliation within Bosnia Herzegovina.

All respondents to the main body completed at least part of this section.

¹⁴ http://en.wikipedia.org/wiki/File:200km_front.jpg

7.1 RESULTS

LANGUAGE

NATIVE LANGUAGE

Of the 7 respondents to this question, none chose to declare their native language as 'Serbo-Croat'. This is relatively surprising, as, judging by the age profiles seen in chapter 6.2.1, three of the respondents would have received their entire school education in Serbo-Croat language, and all of them would have received at least some portion of their education in the language. This suggests that an individual's linguistic identity has been formed in recent years, irrespective of age and education. The graph below shows which language respondents consider to be their native tongue.

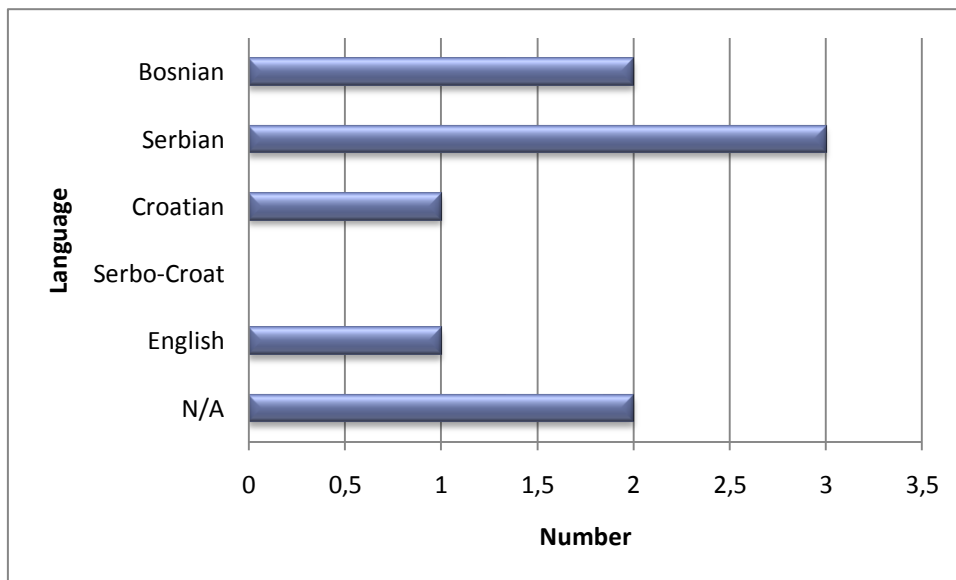


TABLE 7-1

The responses somewhat mirror those regarding ethnic identity discussed in chapter 6.2.1 of this report.

ALPHABET

All 9 respondents to the main section answered questions regarding the alphabets used by the archaeological community. The majority (5 of 8) of local-language speakers primarily use Latin script, whereas only one respondent claimed to primarily use Cyrillic. Surprisingly, this person worked in the Federation (although they did consider themselves to have Serb ethnicity). Two workers claimed they used both alphabets equally. The one non-Former Yugoslav employee also primarily wrote in Latin script.

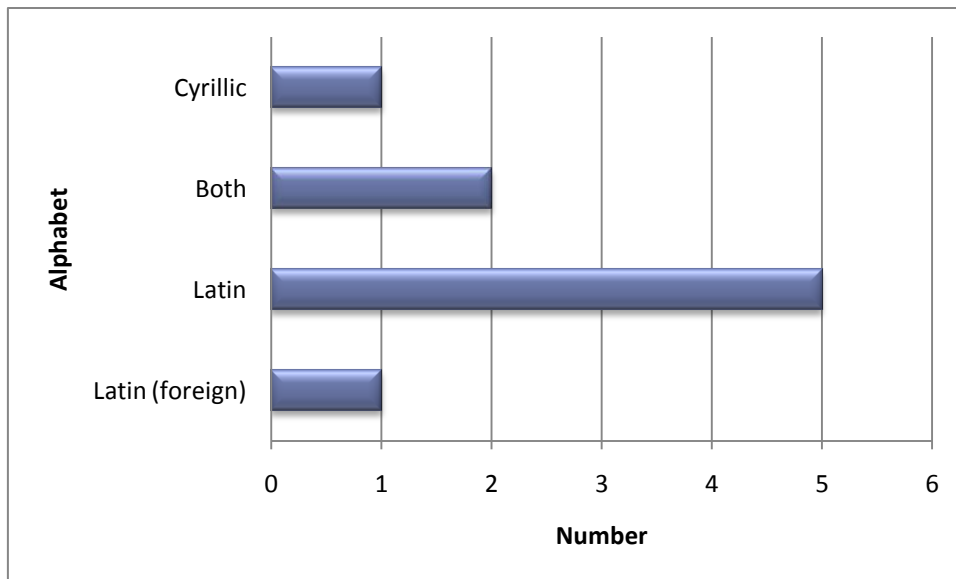


TABLE 7-2

ARCHAEOLOGICAL LITERATURE

Respondents were asked the question 'Do you believe that all archaeological literature in Bosnia-Herzegovina needs to be published in both alphabets?'. The responses to this make interesting reading. Of the 8 who responded, 4 said they were 'Unsure', but nearly all respondents provided further explanation for their answer. This question provoked the most comments out of any on the questionnaire, and these were hugely diverse. Three people answered 'No', and their reasons included the fact that several (including some who had selected 'Unsure') believed it was better to spend the money on translating academic output so as to publish in an international language, as many people within the country understand both alphabets. Others said it was better to refrain from dual-alphabet publication to save on printing costs. Other reasons given by single respondents were that all students in Bosnia-Herzegovina study in Latin script, and that Latin script 'conforms to European standards' (although as Bulgaria also uses Cyrillic alphabet, this can be interpreted as an over-generalisation of the EU).

The one person who believed all literature should be published in both scripts justified their answer by stating that it would encourage all students to read the most current literature. There is some validity in this claim, as students do seem to have a preference to read in the language of their formative education.

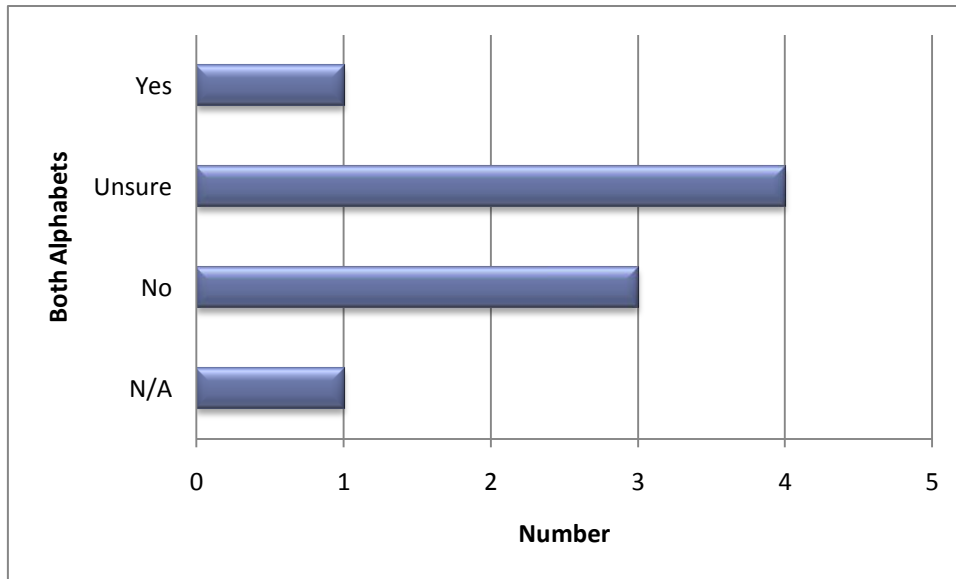


TABLE 7-3

RELIGION AND ETHNICITY

All nine respondents answered this sub-section in its entirety. The three questions focused on the excavation of religious monuments and burials, funding of archaeology for ethnic groups, and the question of 'whose heritage' archaeological sites are.

To the question 'Do you believe religious monuments and associated remains in Bosnia-Herzegovina should be excavated only by people belonging to that particular religion?', all respondents answered 'No'. However, opinions were slightly more divided when the question 'Do you feel archaeological sites should be considered primarily the heritage of a particular ethnic group, or of the nation of Bosnia-Herzegovina?' was asked. Whereas six respondents answered that they believed that cultural heritage primarily belongs to a nation, two were unsure, and one believed that archaeological sites belonged primarily to an ethnic group.

These results would suggest that, although there is open cooperation between archaeologists with regard to the undertaking of excavations, some members of the archaeological community still attach some ethnic affiliation to Bosnia-Herzegovina's cultural heritage.

The final question in this sub-section asked whether participants believed there was a bias in archaeological funding within Bosnia-Herzegovina towards any particular ethnic group. Although three respondents denied such bias existed, four stated they were 'Unsure', and two claimed a bias did exist. However, only three respondents further expanded upon their answer, and these comments were not particularly relevant to the question posed. All three centred on the viewpoint that scientific work should be undertaken irrespective of nationalist ideas or ethnic affiliation, with one stating "Heritage is inherited by everyone. It and history are complexly combined, irrespective of ethnicity".

7.2 CONCLUSIONS

The questions in this section of the personal questionnaire were entirely optional to answer, and have therefore been treated separately from the main body. From the high proportion of responses given to each question, it is clear that archaeologists in Bosnia-Herzegovina have formed opinions on the role of language and ethnicity in archaeological practise and academic output. Due to the small number of archaeologists operating in the country, no survey of the workforce can be seen to give a truly representative overview of the archaeological community's beliefs without a near 100% response rate. As there is currently no accurate figure or estimate of the number of archaeological workers and academics operating in the country, it cannot be said exactly what proportion responded to this questionnaire, but 30-35% would be a fair estimate (although 40% of known recipients returned completed questionnaires).

From the responses received, it would be fair to say that Latin is the primary alphabet employed within the archaeological community. This will probably be even more the case as current students graduate from the recently-established university courses in Sarajevo and Mostar, and enter the archaeological labour market. The expense of publishing literature in both alphabets is understood by the archaeological community, and, over time, Latin will probably become the preferred alphabet of academic output. The desire for greater international collaboration indicated by answers in section 6.2.6 of this report is further supported by the suggestions that money saved by adopting a single alphabet could be spent on translating literature into international languages (as hinted at in section 6.2.2) to garner wider interest in the archaeology of Bosnia-Herzegovina.

With regards to ethnicity and religion, it can be said that there is very little, if any, opposition to archaeological work being undertaken on religious monuments or associated remains by archaeologists not affiliated with that religion. However, there is belief within the community that cultural heritage should primarily be affiliated with one of Bosnia-Herzegovina's ethnic groups, as opposed to the nation as a whole. As ethnicity and religion are highly personal constructions, such views probably have little or no impact upon the archaeologist's work. The one area of concern brought to light in this section is that regarding perceived bias towards a particular ethnicity, or particular ethnicities. It is worrying that such a low proportion of respondents stated they categorically believed there was no ethnic bias in archaeological funding (these responses were not from a single ethnic group), and some believed that there definitely was. Without further detailed comments explaining respondents' choices, it is difficult to interpret how these perceptions have been formed, and whether such a bias actually is present.

8 COMPARISON TO EXISTING DATA

The 2009 Transnational Report of the DISCO project provides figures for 12 European Union Member States, and the averages obtained from them. Also, the Agency for Statistics of Bosnia and Herzegovina's 2009 report *Labour Force Survey 2009* provides some comparable statistics for the overall labour market of Bosnia-Herzegovina. Here, relevant results obtained in this survey are compared and analysed with those previously published in the aforementioned reports.

8.1 NUMBERS WORKING IN ARCHAEOLOGY

TOTAL NUMBERS

Although 10 questionnaire responses were gathered from individuals working in archaeology in Bosnia-Herzegovina, far more archaeologists are known to operate in the country. During the process of gathering data, at least 29 individuals were found to be currently participating in archaeological work of some description in the country, and permanently, or primarily, based there.

This is a considerably smaller number than recorded by any of the initial DISCO participants. Cyprus was the state with the smallest number of archaeologists- 52, which is under twice the amount of Bosnia-Herzegovina. However, the number of support staff involved with archaeology massively boosts these numbers. Slovenia has the overall smallest archaeological labour force, with 175 workers, roughly six times that of Bosnia-Herzegovina.

ARCHAEOLOGISTS AS A PROPORTION OF THE WORKFORCE

The *Labour Force Survey 2009* report, published by the Agency for Statistics of Bosnia and Herzegovina states that 33.1% of people of working age (defined as 15-64 years old) are in employment, and 66.7% of the population fall into this category. Using the June 2009 population estimate of Bosnia-Herzegovina of 3,842,566¹⁵, this would mean that approximately 2,562,992 people are of working age, and the country's labour force is 848,350. The proportion of the labour force employed as archaeologists is 0.0034%, considerably lower than the average of 0.02% given by DISCO participants, and under half the proportion of Slovakia, the participating member with the lowest proportion of archaeologists within the country's workforce.

¹⁵ <http://www.bhas.ba/eng/default.asp?Pripadnost=1&mode=dark>

8.2 DISABILITY STATUS OF ARCHAEOLOGISTS

No archaeological workers who responded to the questionnaire claimed to have a physical disability, and no institutions claimed to employ anyone with disabilities. This is not unusual, as one quarter of participants in the initial project reported such figures. The prevalence of disabilities within the archaeological labour market is low throughout the project participants, at just 1.5%. It is therefore unsurprising that a small archaeological workforce, such as that of Bosnia-Herzegovina, has no disabled workers employed.

8.3 HIGHEST QUALIFICATION GAINED BY ARCHAEOLOGISTS

Only one of the nine respondents for whom data was collected did not have at least an undergraduate degree. The small dataset makes comparisons between the archaeological workforce in Bosnia-Herzegovina and those of the DISCO participants unreliable, although the results do bear a resemblance to the overall proportions encountered within the EU, albeit with no workers in possession of a Doctorate.

In comparison to the overall workforce of Bosnia-Herzegovina, the cultural heritage sector has a far higher proportion of people having received a university education. According to *Labour Force Survey 2009*, only 14.3% of persons in employment in Bosnia-Herzegovina have a university degree of some form, compared to eight of the nine archaeological workers for who data was obtained in this report.

8.4 SALARIES IN ARCHAEOLOGY

The average salary in Bosnia-Herzegovina for 2009 was 9,480 KM, or 4,835 Euros. This is two-thirds of the wage of the lowest DISCO participant state, Slovenia (coincidentally another Former Yugoslav Republic). From the limited data available, the average salary of archaeological workers in Bosnia-Herzegovina is 12,120 KM (€ 6,181), 128% of the mean national salary, a higher proportion than observed in any DISCO participant except Cyprus, and significantly over the mean of all the states combined. This, as in many of the DISCO participating states, can be explained by the fact that archaeology is a state-run enterprise. These figures must, however, be interpreted with caution, as they are based on a sample of five workers, and therefore may not be truly representative of the archaeological community of Bosnia-Herzegovina.

9 SUMMARY & EVALUATION

9.1 SUMMARY

This report has highlighted the basic requirements of the archaeological labour market of Bosnia-Herzegovina. Although different opinions are professed by individuals in many areas investigated by the questionnaire, a general consensus is shown in many areas, namely the need for a dedicated institution to provide further training, equipment and resources for archaeological professionals. Overall, a strong desire to integrate within a wider European community is shown, and many archaeologists wish to increase both their personal and the state's academic output.

Although the salaries of Bosnia-Herzegovina's professional archaeologists are lower than in any EU Member State that participated in the DISCO project, they are generally higher than the national average, and provide for a decent standard of living. Alongside their wage, archaeological employees generally receive a wide range of remunerations from their employers.

The archaeological labour market of Bosnia-Herzegovina contains a diverse mixture of professionals along the demographics of age, sex and ethnic and national origin and affiliation. As more graduates come through the nation's newly-established archaeology undergraduate programmes, the age profile will become heavily skewed towards younger professionals, as the older age categories have been impacted upon by the dissolution of Federal Yugoslavia and the 1992-95 war.

9.2 RECOMMENDATIONS

It would be useful to undertake this (or a similar) survey in the coming years, as Bosnia-Herzegovina's political system, and its views in regard to the archaeological profession may change, including an increase in funding, and a more centrally-organised approach to archaeological research. Furthermore, the state's aspirations to become an EU Member State will surely affect its policies towards the nation's cultural heritage.

In addition to this, a new generation of archaeology graduates will be entering the labour market upon completion of their studies at both Sarajevo and Mostar universities, and other institutions abroad. It will be interesting to see whether positions are created for these people within archaeology, or whether they will seek employment in other sectors. Also, without some form of database or Archaeological Society, it is currently difficult for qualified archaeologists to find employment, and likewise for institutions to find staff, without relying on personal networking. Members of the National Museum hope to rectify this in the near future by reinstating Arheološko Društvo Bosne i Hercegovine as a functioning organisation.

9.3 EVALUATION OF PROJECT

9.3.1 AS AN INDICATOR OF ARCHAEOLOGICAL CONDITIONS IN BOSNIA-HERZEGOVINA

The sample of 10 individuals and 4 institutions which responded to the questionnaires is relatively small, being roughly 30% of those known to operate in Bosnia-Herzegovina in both categories. For this reason, relatively few statistics presented within this report have been given as percentages. General consensuses can be observed in the opinions presented many portions of the report, but statistics could potentially be drastically altered from those published by the participation of just one or two more archaeological employees or institutions. To achieve a larger number of responses, the questionnaire would ideally have been distributed during the height of the excavation season (April to September), when archaeologists are in far more personal contact, and could be encouraged to participate by their peers. Also, the inclusion of a questionnaire in the Cyrillic alphabet may have instigated the participation of archaeologists who primarily use this alphabet in their work.

Overall the responses obtained, presented, and analysed, provide the first overview of the state of the archaeological profession in Bosnia-Herzegovina since its independence from Federal Yugoslavia in 1992, and help in identifying several shortcomings in the services available to professional archaeologists and archaeological institutions operating in the country, as well as creating a basic profile of the profession.

9.3.2 AS AN INDICATOR FOR EU-NON EU COMPARISONS

Chapter 8 provides comparisons between the results presented here, and those of the reports of the 12 EU Member States that participated in the DISCO project that were cross-compared in the Transnational Report. Many criteria studied were relevant for comparison, although as noted in the Transnational Report, it is nearly impossible to compare deficiencies identified within different countries in regard to training and skills.

It was also impossible to compare factors influencing transnational mobility, largely due to the fact that the EU states are subjected to common laws regarding the mobility and employment of foreign nationals (Article 15 of the *Charter of Fundamental Rights of the European Union*), whereas Bosnia-Herzegovina is not. Therefore, the vast majority of foreign nationals require visas and work permits to attain employment as archaeological professionals in the country (although citizens of other Former Yugoslav Republics may have these waived, dependent upon personal circumstances).

This report has shown that many aspects of the DISCO project can be equally applied to other non-EU countries, and could potentially encourage other nations to undertake similar studies of their archaeological labour markets.

9.3.3 AS AN INDICATOR FOR NON-EU NATIONS

The methodologies employed within this report, and the results obtained, show that it is feasible for non-EU states to undertake such a study. Reports published as a culmination of such investigations would be useful indicators for the conditions of archaeological labour markets internationally. However, for accurate comparisons to be drawn, it is important that such studies are undertaken within specific time-frames, so as to avoid the inclusion of archaeologists in more than one report, and to increase the relevance of comparisons

between states. As seen in the original DISCO project, the way in which states' archaeological professions operate vary hugely, from a largely privatised industry in the UK and Ireland, to a largely state-controlled sector in Cyprus. Such factors must also be taken into consideration when investigating a nation's archaeological labour market.

Much of the data presented in Chapter 7 is specific to Bosnia-Herzegovina, and its somewhat unique background when observed from a European perspective. Addenda may be included in questionnaires by researchers in a similar way to this to investigate factors pertaining exclusively to a particular state.

9.3.4 AS AN INDICATOR FOR COUNTRIES WITH SMALL ARCHAEOLOGICAL COMMUNITIES

The archaeological workforce of Bosnia-Herzegovina is considerably smaller than any profiled by the DISCO project. Due to its size, one must be careful when presenting statistics that a sufficient proportion of the workforce is represented in responses. Ideally, for a country this size, a response rate of over 50% of individuals, and 70% of institutions-spanning academia, museums and other forms of institution- would be attained.

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APPENDICES

APPENDIX A

Questionnaire for Archaeological Institutions operating within Bosnia-Herzegovina

This questionnaire is intended for completion by responsible persons within Museums, Universities, Public Foundations, Governmental and Independent Institutions and Private Firms involved in archaeological research and work within Bosnia-Herzegovina. The below questions are to help in the collation of a report based upon the 'Discovering the Archaeologists of Europe' (DISCO) Project undertaken within 12 EU Member States between 2006-2008. The form can be filled using Microsoft Word and returned by email, or printed, and answered by hand.

Institution Name _____

Address _____

Institution Type _____

Year of Foundation _____

Responsible to: (Republika Srpska/Federacija Bosne i Hercegovine/Vlada BiH/Independent/Other- please state)

Main tasks of institution (Select all that apply):

Undertaking of field excavations.....

Coordination of excavations.....

Restoration and conservation.....

Laboratory and scientific analysis.....

Academic teaching and research.....

Others- (please state)- I).....

II).....

III).....

Personnel make-up of institution:

	Male	Female
Full Time		
Part Time		
Volunteer		
Archaeology Graduates		
Other University Graduates		

Do you believe the archaeology graduates are sufficiently trained in University to undertake their jobs?
 Yes / No

If No, are there any particular areas of concern?.....

Does your institution employ people from abroad?

	Male	Female
Full Time		
Part Time		
Volunteer		

Does your institution employ people with disabilities?

	Male	Female
Full Time		
Part Time		
Volunteer		

If you employ foreign workers, which of the following reasons would you say are most applicable?

- No qualified specialists for certain roles within BiH
- Better levels of education for particular area of the job
- To increase international collaboration on particular projects
- The foreign workers are cheaper to employ
- Foreign workers are generally more flexible
- Other (please specify below)

If you do not employ foreign workers, which of the following reasons would you say are most applicable?

- Plenty of suitably qualified potential employees for the roles within BiH
- Generally lower levels of education than BiH nationals
- Their localised knowledge is not sufficient
- The foreign workers are too expensive to employ
- Foreign workers are generally less flexible
- Visa/work permit complexities
- Other (please specify below)

Work Contracts

Are employee contracts generally project-specific?

How many of your employees are on temporary/project specific contracts?

Do you try to offer your archaeological employees permanent/ongoing contracts wherever possible?
.....

What is the official number of work hours per week, as defined in labour contracts?.....

How many working hours are typical per week?.....

Are working hours generally flexible? If yes, describe the flexibility

How many days holiday and sickness can workers claim annually?

Work Conditions

What are the approximate wages of the following categories of workers?

Technician/conservationist

--

Administrative worker

--

Contracted field archaeologist

--

Senior Staff/Director

--

Do you your staff benefit from any of the following;

Maternity leave?

--

Holiday bonus?

--

Health Insurance?

--

Parental leave?

--

In-work meals?

--

Refund of travel expenses?

--

Pension contribution?

--

Training

Are you generally satisfied with the education level and training of your staff at the beginning of their employment?

Fieldwork Staff	
Technician/conservationist/librarian	
Administrative Staff	
Senior Staff/Directors	
General Labourers	

Is there an in-house training scheme which employees have to follow at your institution prior to their full induction as members of staff?

Are there any particular areas of archaeological understanding which you have identified new staff as generally lacking? Please describe and explain as fully as possible.

Historical and cultural general knowledge, and knowledge of local material culture	
Methods of prospection	
Techniques of excavations	
Analytical skills	
Techniques of conservation	
Heritage management, and National/Local archaeological laws	
Information and Communication Technologies (ICT)	
GIS and other mapping systems and software	
Team leadership and personal responsibility	
Knowledge of Serbo-Croat/Bosnian language and written/editorial capabilities	
Knowledge of other languages and ability to work in a multinational team	
Other (Please Specify)	

Do you regularly assess your workers capabilities within the above areas, and offer further training where necessary?

If 'Yes', how is further training offered to employees? (Within institution, external training (funded by institution), external training, employee funded, other (please specify), none)

Historical, cultural & local material culture knowledge	
Methods of prospection	
Techniques of excavations	
Analytical skills	
Techniques of conservation	
Heritage management, and associated laws	
ICT	
GIS/Mapping equipment & software	
Team leadership and personal responsibility	
Serbo-Croat/Bosnian Language training	
Other language training	

In your opinion, should there be a centralised organisation responsible for providing further archaeological training in Bosnia-Herzegovina?

If yes, what form should this take, and who should be responsible for it?

Separate government-controlled institution

Resource centre attached to University

Resource centre attached to Regional or National Museum

A private organisation, regulated by the National Government and/or international institutions

Contracted specialists and consultants, brought in occasionally from abroad

Other (Please Specify)

Institution evolution and future prospects.

What was your institution's employee profile in December 2008? (Approximate answers are acceptable)

	Part Time/Contract		Permanent	
	Male	Female	Male	Female
Archaeology Graduates				
Other University Graduates				
Administrative Staff				
Technical Staff				
Others- manual				
Others- clerical				

What was your institution's employee profile in July 2008?

	Part Time/Contract		Permanent	
	Male	Female	Male	Female
Archaeology Graduates				
Other University Graduates				
Administrative Staff				
Technical Staff				
Others- manual				
Others- clerical				

What was your institution's employee profile in December 2007?

Part Time/Contract

Permanent

Archaeology Graduates
 Other University Graduates
 Administrative Staff
 Technical Staff
 Others- manual
 Others- clerical

Male	Female

Male	Female

What was your institution's employee profile in July 2007?

Part Time/Contract

Permanent

Archaeology Graduates
 Other University Graduates
 Administrative Staff
 Technical Staff
 Others- manual
 Others- clerical

Male	Female

Male	Female

What has been your institution's highest number of employees since January 2005?

Part Time/Contract

Permanent

Archaeology Graduates
 Other University Graduates
 Administrative Staff
 Technical Staff
 Others- manual
 Others- clerical

Male	Female

Male	Female

What have been the main reasons for fluctuations in staff numbers? (You can select multiple options)

Increase/reduction in amount of work undertaken

Unforeseen changes in contract types/external pressures

Increases/decreases in funding

Pressures from the construction industry

Larger/more qualified available workforce coming through universities

In the immediate future, do you predict an increase or decrease in the employment capacity of the institution?

If so, which areas of your institution do you predict are most likely to be affected, and how?.....

.....

.....

Overall, are you satisfied with the progress of archaeological work and research within Bosnia and Herzegovina in recent years? Please explain your answer.

.....
.....
.....
.....
.....

All answers given in this questionnaire will be treated with utmost confidentiality. If you have any questions regarding this project, or any suggestions relating to the situation of archaeology within Bosnia-Herzegovina to be considered for inclusion within this report, please feel free to contact the author at the above email address, or attach any comments to the completed questionnaire.

Upitnik za Arheološku instituciju koja je u saradnji sa
Bosnom i Hercegovinom

Predviđeno je da ovaj upitnik popune odgovorne osobe u sklopu muzeja, fakulteta, javnih ustanova, vladinih i nevladinih institucija, te privatnih preduzeća, uključenih u arheološko istraživanje i rad unutar Bosne i Hercegovine. Slijedeća pitanja će poslužiti kao pomoć u uspostavljanju izvještaja zasnovanog na projektu "Otkrivanje arheologa u Evropi", poduzetog u sklopu 12 država članica Evropske Unije, u periodu između 2006-2008. godine. Upitnik se može ispuniti koristeći Microsoft Word, s tim da se vrati putem mejla ili isprinta i ručno popuni.

Ime ustanove _____

Adresa _____

Tip ustanove _____

Godina osnivanja _____

Odgovorni: (Republici Srpskoj/Federaciji Bosne i Hercegovine/Vladi BiH/INezavisnoj/Drugoj instituciji- molimo navedite)

Osnovni poslovi ustanove (Odaberite sve koji se odnose na to):

Obavljanje zemljišnog iskopavanja.....

Rspoređivanje iskopina.....

Obnova i očuvanje.....

Laboratorij i naučne analize.....

Akademsko učenje i istraživanje.....

Drugi- (molimo navedite)- I).....

II).....

III).....

Struktura ustanove:

	Muško	Žensko
Puno radno vrijeme		
Rad na nekoliko sati		
Volonterski rad		
Diplomirani student arheologije		
Diplomirani student drugog fakulteta		

Da li mislite da su diplomirani arheolozi dovoljno dobro fakultetski obrazovani kako bi se bavili svojim poslom?

Da / Ne

Ako nisu, da li postoji određeni vid zabrinutosti?

.....

.....

.....

.....

Da li vaša ustanova zapošljava strane državljane?

	Muško	Žensko
Puno radno vrijeme		
Rad na nekoliko sati		
Volonterski rad		

Da li vaša ustanova zapošljava osobe sa određenim nedostacima?

	Muško	Žensko
Puno radno vrijeme		
Rad na nekoliko sati		
Volonterski rad		

Ako zapošljavate strane radnike, za koje od slijedećih razloga biste rekli da su najprikladniji?

Nekvalifikovani stručnjak za pojedine funkcije u BiH

Bolji nivoi obrazovanja za određenu sferu posla

Povećati međunarodnu saradnju na određenim projektima

Zapošljavanje stranih radnika je jeftinije

Strani radnicu su uglavnom fleksibilniji

Drugo (molimo precizirajte)

Ako ne zapošljavate strane radnike, za koje od slijedećih razloga biste rekli da su najprikladniji?

Mnoštvo potencijalnih radnika prikladno kvalifikovanih za pojedine funkcije u BiH

U većini slučajeva niži nivoi obrazovanja nego kod BH državljana

Njihovo mjesno znanje nije dovoljno

Zapošljavanje stranih radnika je preskupo

Strani radnici su uglavnom manje fleksibilni

Viza/Teškoće zbog radne dozvole

Drugo (molimo precizirajte)

Poslovni ugovori

Da li su poslovni ugovori zaposlenika uglavnom dobro osmišljeni?.....

Koliko je vaših zaposlenika na određenim/tačno osmišljenim ugovorima?.....

Da li pokušavate ponuditi vašim arheološkim zaposlenicima stalne/nedugoročne ugovore kad god je to moguće?.....

Koji je zvaničan broj radnih sati sedmično, kako je i navedeno u radnim ugovorima?.....

Koliki je simboličan broj radnih sati sedmično?.....

Da li su radni sati uglavnom fleksibilni? Ako jesu, opišite fleksibilnost.

.....
.....

Koliko dana odmora i bolovanja radnici godišnje mogu zahtijevati?.....

Uslovi rada

Koja je približna zarada kod slijedećih kategorija radnika? (KM)

Tehničar/Čuvar

Administrativni radnik

Terenski arheolog pod ugovorm

Starije osoblje/Direktor

Da li vi i vaše osoblje imate koristi od nečeg navedenog?

Trudnički dopust

Više dana godišnjeg odmora

Zdravstveno osiguranje

Roditeljski dopust

Topli obrok

Naknada za troškove putovanja

Penzioni doprinos

Vježba (Učenje)

Da li ste generalno zadovoljni sa obrazovnim nivoom i uvježbavanjem vašeg osoblja na početku njihovog zaposlenja?

Osoblje na poslovnom terenu

Tehničar/Čuvar/Bibliotekar

Administrativno osoblje

Starije soblje/Direktori

Opći nekvalifikovani radnici

Da li postoji šema vježbanja unutar ustanove koju zaposlenici moraju slijediti i koja je važnija od njihovog potpunog zaposlenja kao članova osoblja?.....

Da li ste kod vašeg novog osoblja generalno prepoznali manjak razumijevanja za određena arheološka područja? Molimo vas da opišete i objasnite što je moguće opširnije.

Opće historijsko i kulturno znanje i znanje o lokalnoj, bitnoj kulturi

Metode nadgledanja

Tehnike iskopavanja

Analitičke vještine (vještine raščlanjivanja)

Tehnike održavanja

Rukovođenje nasljeđem i Međunarodna/Lokalna arheološka prava

Informatičke i Komunikacijske Tehnologije (IKT)

GIS, softver i drugi ucrtani sistemi

Vodstvo tima i lična odgovornost

Znanje srpsko-hrvatskog/bosanskog jezika i posjedovanje pisanih/uredničkih sposobnosti

Znanje drugih jezika i sposobnost radu u timu kojeg čine različite nacije

Drugo (molimo precizirajte)

Da li redovno određujete sposobnosti vaših radnika u sklopu gore navedenih polja i da li nudite dalje vježbanje tamo gdje je potrebno?.....

Ako je odgovor potvrđan, kako je onda zaposlenicima ponuđeno dalje učenje (vježbanje)? (Unutar ustanove, vanjsko učenje(u koje je ustanova uložila kapital), vanjsko učenje, uposlenikov ulog, drugo(molimo precizirajte), nema vježbe)

Historijsko, kulturno i bitno, lokalno kulturno znanje

Metode nadgledanja

Tehnike iskopavanja

Analitičke vještine

Tehnike održavanja

Rukovođenje nasljeđem i udružena prava

ICT

GIS/Oprema mapama i softver

Vodstvo tima i lična odgovornost

Učenje srpsko-hrvatskog/bosanskog jezika

Učenje drugih jezika

Po vašem mišljenju, da li bi trebala postojati glavna organizacija, odgovorna za omogućavanje daljnjeg arheološkog učenja i BiH?

Ako da, kako bi sve ovo trebalo izgledati i ko bi trebao biti odgovoran za to?

Zasebna ustanova kojom upravlja vlada

Mjesto prihoda povezano sa Univerzitetom

Mjesto prihoda povezano sa regionalnim ili državnim muzejom

Privatna organizacija kojom upravlja državna vlada i/ili međunarodne insitucije

Unajmljeni stručnjaci i savjetnici, povremeno dovedeni iz inostranstva

Drugi (molimo precizirajte)

Razvoj ustanove i buduća očekivanja

Kako je izgledao vaš profil uposlenika ustanove u decembru 2008.?

Honorarno/Pod ugovorom

Zastalno

Diplomirani student arheologije
Diplomirani student drugog fakulteta
Administrativno osoblje
Tehničko osoblje
Drugo-ručni rad
Drugo-kancelarijski rad

Muško	Žensko

Muško	Žensko

Kako je izgledao vaš profil uposlenika ustanove u julu 2008.?

Honorarno/Pod ugovorom

Zastalno

Diplomirani student arheologije
Diplomirani student drugog fakulteta
Administrativno osoblje
Tehničko osoblje
Drugo-ručni rad
Drugo-kancelarijski rad

Muško	Žensko

Muško	Žensko

Kako je izgledao vaš profil uposlenika ustanove u decembru 2007.?

Honorarno/Pod ugovorom

Zastalno

Diplomirani student arheologije
Diplomirani student drugog fakulteta
Administrativno osoblje
Tehničko osoblje
Drugo-ručni rad
Drugo-kancelarijski rad

Muško	Žensko

Muško	Žensko

Kako je izgledao vaš profil uposlenika ustanove u julu 2007.?

Honorarno/Pod ugovorom

Zastalno

Diplomirani student arheologije
Diplomirani student drugog fakulteta
Administrativno osoblje
Tehničko osoblje
Drugo-ručni rad
Drugo-kancelarijski rad

Muško	Žensko

Muško	Žensko

Koji je bio najveći broj uposlenika u vašoj ustanovi od januara 2005.?

Honorarno/Pod ugovorom

Zastalno

Diplomirani student arheologije
 Diplomirani student drugog fakulteta
 Administrativno osoblje
 Tehničko osoblje
 Drugo-ručni rad
 Drugo-kancelarijski rad

Muško	Žensko

Muško	Žensko

Koji je bio glavni razlog nestalnosti broja osoblja? (Možete izabrati više opcija)

- Porast/smanjenje u iznosu preuzetog posla
- Neočekivane promjene u tipovima ugovora/spoljašnjim pritiscima
- Pritisci građevinske industrije
- Porasti/opadanja u stvaranju fondova
- Pritisci građevinske industrije
- Više ili manje kvalifikovana i dostupna radna snaga, koja prolazi kroz univerzitetsko školovanje

Da li, u bliskoj budućnosti, predviđate porast ili opadanje sposobnosti zapošljavanja jedne ustanove?.....

Ako imate takvo mišljenje, koja bi područja ustanove najvjerojatnije bila pogođena, i na koji način?.....

.....

.....

Sve u svemu, da li ste zadovoljni sa napretkom arheološkog posla i sa iskopavanjima vršenim u BiH u posljednjih nekoliko godina? Molimo pojasnite vaš odgovor

.....

.....

.....

Svi odgovori dati u ovom upitniku će biti razmatrani sa krajnjom povjerljivošću. Ako imate bilo kakvih pitanja koja se tiču ovog projekta ili nekih drugih prijedloga, koji bi se mogli uzeti u obzir kao uklapanje u ovaj izvještaj, vezanih za arheološku situaciju u BiH, molim vas da slobodno kontaktirate autora na gore navedenu adresu ili dodate bilo kakve komentare na ispunjeni upitnik.

Questionnaire for persons active within the heritage and archaeological sectors of Bosnia-Herzegovina

Personal Data

Name (optional)

Sex: Male/Female

Year of birth:

Nationality by birth:

Nationalities Possessed

.....
.....

What ethnicity do you consider yourself? (optional)

Do you have a physical handicap? (If 'Yes', please specify)

Name of Current Employer: (optional)

Institution Type of Current Employer: (University, Public Foundation, Museum, National Commission, etc.)

.....
.....

Educational Background

Which is the highest level of education you have completed?

High School/Gimnazija

University Diploma/Bachelor

University Masters/Magistar

PhD

If you have a University qualification, is it in archaeology or anthropology? Yes/No

If 'No', which subject or field of study is it in?.....

In which year did you receive your University Diploma?

From which institution did you receive your University Diploma?

.....

If you studied outside your country of origin, what were the reasons for this?

.....

.....

.....

Do you have additional relevant qualifications? Yes/No

If 'Yes', please list below:

.....

.....

.....

.....

.....

.....

.....

What languages would you describe yourself as proficient in?

.....

.....

.....

.....

.....

Are there any languages beside Serbo-Croat/Bosnian that you feel are particularly important within the archaeological sector in Bosnia-Herzegovina? Yes/No

If 'Yes', which, and for what reasons?

.....

.....

.....

Career and Current Employment

Approximately how many months in the past 5 years have you worked in the archaeological sector of Bosnia-Herzegovina?.....

Are you currently employed within archaeology, or a related sector? Yes/No

If 'No', are you currently employed within an unrelated sector? (Please specify)

.....
.....

If 'Yes', what type of employment contract do you have?

Permanent

Limited time, less than 3 Months

Limited time, 3 – 6 Months

Limited time, 6.5 – 12 Months

Limited time, 12.5 – 24 Months

Limited time, Over 24 Months

In the past 5 years;

Which other kinds of employment have you had?

.....

How many different archaeological employers did you work for?

Have you worked in the archaeological sector outside of BiH? Yes/No

If 'Yes', please state which countries and for how many months.

.....
.....
.....
.....
.....

In your current employment;

Do you work full or part time?.....

How many hours are you contracted to work per week?

On average, how many hours per week do you work?

What is your exact job title?

What are your main duties in your employment role? (Select all relevant)

Archaeological Planning & Coordination

Fieldwork & Excavation

Academic Research & Teaching

Specialised Scientific Work (skeletal, dating, soil analysis, etc.)

Public interaction (librarian, museum worker, etc.)

Conservation and Restoration

Web design, publication and illustration

Other (Please specify) I)

Other (Please specify) II)

Other (Please specify) III)

As an employee, do you feel you receive sufficient support from your employer? Yes/No

Are there any areas which you believe the Institution/Service or Firm you work for should improve its performance? Yes/No

If 'Yes', please specify:

Overall, are you content with your current job?

Very Satisfied

Satisfied

Neither satisfied nor Dissatisfied

Dissatisfied

Very Dissatisfied

Have you looked for other jobs within the archaeological & heritage sectors in the past 6 months?

Yes / No

Have you looked for other jobs outside the archaeological & heritage sectors in the past 6 months?

Yes / No

Working Conditions

If you are a Volunteer (unpaid), there is no need to answer this section.

Are you paid according to the level of your highest diploma, in comparison with other job sectors in Bosnia-Herzegovina? Yes/No/Unsure

What is your monthly pay (in KM)? (Optional, but we would prefer you to answer in order to provide accurate results for interpretation and comparison. You can use approximate figures if you prefer)
KM per month

How many days of paid holiday do you have per year?

Does your employment contract include the following benefits?

Health insurance / Paid sick leave

Insurance in case of industrial accidents and injuries

End of year bonus

Pension contributions (Paid by employer)

Trade-union Membership

Pregnancy/Maternity Vacation

Are any of the following benefits available to you?

Luncheon vouchers/ free meals during work hours

Paid overtime

Company mobile phone (or bill remuneration)

Pension contributions (Paid by employer)

Transport to work (or refund of travelling expenses)

Other (Please state) I)

Other (Please state) II)

Other (Please state) III)

Are you satisfied with the benefits you receive from your employer? Yes / No

Ongoing Training & Education

Do you feel that the archaeology & heritage sectors need further possibilities of continuing education?
Yes / No / Unsure

In which areas would you appreciate further training to be available?

Historical, cultural & local material culture knowledge	
Methods of prospection	
Techniques of excavations	
Analytical skills	
Techniques of conservation	
Heritage management, and associated laws	
ICT	
GIS/Mapping equipment & software	
Team leadership and personal responsibility	
Serbo-Croat/Bosnian Language training (for foreign workers)	
Other language training	
Editorial and Publication Techniques	
Others (specify below)	

Who do you think should be responsible for organising and providing this training?

My Employer	
Seperate government-controlled institution	
Resource centre attached to University	
Resource centre attached to Regional or National Museum	
A private organisation, regulated by the National Government and/or international institutions	
Contracted specialists and consultants, brought in occasionally from abroad	
Other (Please Specify)	

Do you feel that such training should be undertaken during work hours and paid for by your employer?

Yes / No / Unsure

Would you pay for further training that provided you with an accredited certificate?

Yes / No / Unsure

Do you feel that your employer has made you fully aware of all the training possibilities available to archaeologists within Bosnia-Herzegovina?

Yes / No / Unsure

Internationalisation of Archaeology

Do you feel that freedom of international movement and international research cooperation within archaeology is a good thing?

Yes / No / Unsure

Do you feel that there are enough opportunities within Bosnia-Herzegovina to build a successful archaeological career?

Yes / No / Unsure

Would you consider moving abroad to work as an archaeologist?

Yes / No / Unsure

If 'Yes', which of the following would be most appealing to you?

Serbia

Croatia

EU Member States in General

Particular EU Member State (Please Specify)

Other (Please Specify)

What would be the main reasons for you to seek work abroad? Select all appropriate answers.

Better Pay / Working Conditions

More Interesting Sites & Finds

Better Training Available

Strong Ethnic / Cultural Links with Country

Previously Lived in that Country

Specialised in Study of that Country

Better Climate / Living Conditions for Archaeological Work

Better Long-Term Career Prospects

Better Possibilities for Publishing Work

To Increase Knowledge of Other Language(s)

Other (Please Specify)

Would you consider moving abroad permanently for career purposes if the opportunity arose?

Yes / No / Unsure

Do you feel that foreign archaeologists should be able to undertake work in Bosnia-Herzegovina easily?

Yes / No / Unsure

How could that occur according to you?

Student Exchanges

Active Recruitment / Publicity Campaigns

Relaxation of Work Permit / Visa Regulations for Highly-Qualified Specialists

Increased Cooperation within International Research Projects

Encouragement of Foreign Private Firms to operate in BiH

Encouragement of Foreign Academic Institutions to operate in BiH

Other. (Please State)

Personal Beliefs on the condition of the Archaeological sector of Bosnia-Herzegovina.

It is entirely optional to answer this section. The answers given will help in the collation of this report, and will be treated with the strictest confidentiality. Also, please feel free to explain any of your answers at the end of this questionnaire, clearly stating which question you are expanding upon.

Language.

What do you call your Native Language?

- Serbo-Croat
- Bosnian
- Serbian
- Croatian
- Other. (Please State)

Which alphabet do you primarily write in?

- Latin
- Cyrillic

Do you believe that all Archaeological Literature in Bosnia-Herzegovina needs to be published in both alphabets?

Yes / No / Unsure

Please explain your answer:

.....

.....

.....

.....

.....

Religion & Ethnicity.

Do you believe religious monuments and associated remains in BiH should be excavated only by people belonging to that particular religion?

Yes / No / Unsure

Do you think archaeological funding in BiH is biased towards any particular ethnicity in any way?

Yes / No / Unsure

Please explain your answer:

.....
.....
.....
.....
.....

Do you feel archaeological sites should be considered primarily the heritage of a particular ethnic group, or of the nation of Bosnia-Herzegovina?

Of an ethnic group

Of the Nation

Unsure / No Opinion

How did you receive this questionnaire?

.....
.....
.....

All answers given in this questionnaire will be treated with utmost confidentiality. If you have any questions regarding this project, or any suggestions relating to the situation of archaeology within Bosnia-Herzegovina to be considered for inclusion within this report, please feel free to contact the author at the above email address, or attach any comments to the completed questionnaire.

Upitnik za osobe aktivno uključene u rad sa nasljedstvom i arheološkim sektorima Bosne I Hercegovine

Lični podaci

Ime: (neobavezno)

Spol: Muško/Žensko

Godina rođenja:

Državljanstvo po rođenju:

Druga državljanstva koja posjedujete:

.....

.....

Kojoj etničkoj grupi pripadate? (neobavezno)

Da li imate fizički nedostatak? (Ako imate, molimo navedite koji)

Ime sadašnjeg poslodavca: (neobavezno)

Tip ustanove sadašnjeg poslodavca: (Univerzitet, javna ustanova, muzej, Međunarodni odbor, itd.)

.....

.....

Karijera i trenutno zaposlenje

Otpriblike, koliko ste mjeseci u proteklih pet godina radili u arheološkom sektoru BiH?.....

Da li ste trenutno zaposleni u području arheologije ili na drugom polju usko povezanom sa arheologijom? Da/Ne

Ako niste, da li ste zaposleni u drugom sektoru, nepovezanim sa arheologijom? (Molimo precizirajte)

.....

Ako jeste, koji tip poslovnog ugovora posjedujete?

Rad na zastalno

Rad na ograničeno vrijeme, manje od 3 mjeseca

Rad na ograničeno vrijeme, 3 – 6 mjeseci

Rad na ograničeno vrijeme, 6.5 – 12 mjeseci

Rad na ograničeno vrijeme, 12.5 – 24 mjeseca

Rad na ograničeno vrijeme, preko 24 mjeseca

U proteklih 5 godina;

Kakva ste druga zaposlenja imali?

.....

Za koliko ste različitih arheoloških poslodavaca radili?

Da li ste radili u arheološkim sektorima izvan BiH? Da/Ne

Ako jeste, molimo navedite dotične države i provedeno radno vrijeme u tim državama.

.....
.....
.....
.....

U vašem trenutnom zaposlenju;

Da li radite puno ili polovično radno vrijeme?

.....

Koliko ste sati sedmično pod radnim ugovorom?

Prosječno, koliko sati sedmično provedete radeći?

Koji je tačan naziv vašeg posla?

.....

Koje su vaše osnovne poslovne dužnosti? (Odaberite sve što je relevantno)

Arheološko planiranje i koordinacija

Terenski posao i iskopavanje

Akademsko istraživanje i učenje

Specijalizovani naučni rad (kostruski rad, datiranje, analiza tla, itd.)

Međunarodno uzajamno djelovanje (bibliotekar, radnik u muzeju, itd.)

Čuvanje i obnova

Web dizajn, izdavanje i ilustracija

Drugo (Molimo precizirajte) I)

Drugo (Molimo precizirajte) II)

Drugo (Molimo precizirajte) III)

Da li smatrate da, kao uposlenik, dobijate dovoljno podrške od vašeg poslodavca? Da/Ne

Da li vjerujete da bi Ustanova/Servis ili Preduzeće za koje radite trebalo poboljšati svoje izvršenje u određenim sektorima rada? Da/Ne

Ako je odgovor potvrđan, molimo precizirajte:

.....
.....
.....

Sve u svemu, da li ste zadovoljni sa vašim sadašnjim poslom?

Veoma zadovoljan

Zadovoljan

Ni zadovoljan ni nezadovoljan

Nezadovoljan

Veoma nezadovoljan

Da li ste tražili druge poslove u sklopu arheološkog i nasljednog sektora u proteklih 6 mjeseci?

Da / Ne

Da li ste tražili druge poslove izvan arheološkog i nasljednog sektora u proteklih 6 mjeseci?

Da / Ne

Uslovi rada

Ako ste volonter (neplaćen) nema potrebe da odgovarate na slijedeća pitanja.

Da li ste plaćeni prema stepenu vaše najveće univerzitetske diplome u odnosu na druge poslovne sektore u BiH? Da/Ne/Nisam siguran

Koliki je iznos vaše mjesečne plate (u KM)? (Neobavezno, ali više bi voljeli da odgovorite kako bi mogli pribaviti tačne rezultate za daljnju interpretaciju i poređenje. Ako želite, možete koristiti približne cifre)
.....KM mjesečno

Koliko imate dana plaćenog odmora godišnje?

Da li vaš poslovni ugovor sadrži slijedeće pogodnosti?

Zdravstveno osiguranje/Plaćeno bolovanje

Osiguranje u slučaju nesreća i povreda na poslu

Novogodišnji novčani dodatak

Penzioni doprinos (koji plaća poslodavac)

Članstvo radničkog sindikata

Trudnoća/Trudnički dopust

Da li su vam dostupne neke od slijedećih pogodnosti?

Bonovi za obrok/besplatni obroci tokom radnog vremena

Prekovremena plata

Firmin mobilni telefon (ili plaćanje računa)

Penzioni doprinos (koji plaća poslodavac)

Prevoz do posla (ili isplata novca za putničke troškove)

Drugo (Molimo precizirajte I)

Drugo (Molimo precizirajte II)

Drugo (Molimo precizirajte III)

Da li ste zadovoljni sa pogodnostima koje vam pruža vaš poslodavac? Da / Ne

Aktivna vježba i obrazovanje

Da li smatrate da arheološki i nasljedni sektori trebaju imati više mogućnosti kako bi nastavili arheološko obrazovanje? Da / Ne / Nisam siguran

Na kojim poljima smatrate da bi buduće učenje bilo korisno?

Historijsko, kulturno i bitno, lokalno kulturno znanje	<input type="checkbox"/>
Metode nadgledanja	<input type="checkbox"/>
Tehnike iskopavanja	<input type="checkbox"/>
Analitičke vještine	<input type="checkbox"/>
Tehnike održavanja	<input type="checkbox"/>
Rukovođenje nasljeđem i udružena prava	<input type="checkbox"/>
ICT	<input type="checkbox"/>
GIS/Oprema mapama i softver	<input type="checkbox"/>
Vodstvo tima i lična odgovornost	<input type="checkbox"/>
Učenje srpsko-hrvatskog/bosanskog jezika (za uposlenike stranih zemalja)	<input type="checkbox"/>
Učenje drugih jezika	<input type="checkbox"/>
Uredničke i izdavačke tehnike	<input type="checkbox"/>
Drugo (precizirajte)	<input type="checkbox"/>

Po vašem mišljenju, ko bi trebao biti odgovoran za omogućavanje ovog učenja i njegovu organizaciju?

Moj poslodavac	<input type="checkbox"/>
Zasebna ustanova kojom upravlja vlada	<input type="checkbox"/>
Mjesto prihoda povezano sa Univerzitetom	<input type="checkbox"/>
Mjesto prihoda povezano sa Regionalnim ili Državnim muzejom	<input type="checkbox"/>
Privatna organizacija kojom upravlja Državna Vlada i/ili međunarodne institucije	<input type="checkbox"/>
Unajmljeni stručnjaci i savjetnici, povremeno dovedeni iz inostranstva	<input type="checkbox"/>
Drugo (Molimo precizirajte)	<input type="checkbox"/>

Da li smatrate da bi takvo obrazovanje trebalo biti izvođeno tokom radnog vremena i plaćeno od strane vašeg poslodavca?

Da / Ne / Nisam siguran

Da li biste platili za dalje obrazovanje koje bi vam osiguralo vjerodostojan certifikat?

Da / Ne / Nisam siguran

Da li smatrate da vas je poslodavac u potpunosti upoznao sa svim mogućnostima obrazovanja, dostupnog svim arheolozima unutar BiH?

Da / Ne / Nisam siguran

Internacionalizacija arheologije

Da li smatrate da je sloboda međunarodnog kretanja i međunarodna saradnja u istraživanju unutar polja arheologije dobra stvar?

Da / Ne / Nisam siguran

Da li smatrate da u BiH postoji dovoljan broj prilika da se izgradi uspješna arheološka karijera?

Da / Ne / Nisam siguran

Da li biste uzeli u obzir činjenicu odlaska u inostranstvo u cilju rada kao arheolog?

Da / Ne / Nisam siguran

Ako je odgovor potvrđan, koja od navedenih država vam se čini najprimamljivijom?

Srbija

Hrvatska

Generalno države članice Evropske Unije

Određena država članica Evropske Unije (molimo precizirajte koja)

Drugo (Molimo precizirajte)

Koji bi bili glavni razlozi vaše težnje da radite u inostranstvu? Odaberite sve prikladne odgovore.

Bolja plata/Uslovi rada

Zanimljiviji tereni i arheološke iskopine

Dostupno bolje obrazovanje

Jake etničke/kulturne veze sa državama

Prijašnji život u toj zemlji

Specijalizacija u izučavanju te zemlje

Bolji klimatski uslovi/uslovi života za arheološki rad

Bolji izgledi za dugoročnu karijeru

Bolji izgledi za izdavački rad

Izgledi za boljim znanjem drugog jezika ili drugih jezika

Drugo (Molimo precizirajte)

Ako bi vam se ukazala prilika, da li biste uzeli u obzir činjenicu zastalnog boravka u inostranstvu zbog uspješnije karijere?

Da / Ne / Nisam siguran

Da li vjerujete da bi arheolozi iz stranih država trebali biti sposobni da na jedan lagan način preuzmu posao u BiH?

Da / Ne / Nisam siguran

Po vašem mišljenju, na koji bi se način to desilo?

Razmjennom studenata

Aktivnim regrutiranjem/reklamnim kampanjama

Radnim dopuštenjem/Omogućavanjem viza za visoko-kvalifikovane stručnjake

Povećanom saradnjom sa međunarodnim projektima istraživanja

Poticanjem stranih privatnih preduzeća da posluju sa BiH

Poticanjem stranih akademskih institucija da posluju sa BiH

Drugo (Molimo precizirajte)

Lična uvjerenja o uslovima postojanja arheološkog sektora Bosne i Hercegovine

U potpunosti je neobavezno odgovoriti na slijedeći niz pitanja. Dati odgovori će pomoći u uspoređivanju ovog izvještaja sa drugim, te će biti razmatrani sa najstrožijom povjerljivošću. Također, molimo vas da budete slobodni objasniti bilo koji od vaših odgovora na kraju ovog upitnika, jasno naznačujući koje pitanje dublje razvijate.

Jezik

Kako nazivate vaš maternji jezik?

Srpsko-hrvatski

Bosanski

Srpski

Hrvatski

Drugo (Molimo navedite)

Kojim pismom pišete?

Latinicom

Ćirilicom

Da li smatrate da sva arheološka literatura u BiH treba biti objavljena na oba alfabeta?

Da / Ne / Nisam siguran

Molimo pojasnite vaš odgovor:

.....

.....

.....

.....

Religija i pripadanje etničkoj grupi

Da li smatrate da bi vjerske spomenike i udružene ostatke u BiH trebali iskopati ljudi koji pripadaju određenoj religiji?

Da / Ne / Nisam siguran

Da li mislite da arheološke iskopine u BiH, na bilo koji način, stvaraju predrasude bilo kojoj etničkoj grupi?

Da / Ne / Nisam siguran

Molimo pojasnite vaš odgovor:

.....
.....
.....
.....
.....

Da li smatrate da bi arheološka područja trebala biti prvobitno posmatrana kao nasljeđe određene etničke grupe ili naroda Bosne i Hercegovine?

Etničke grupe

Naroda

Nisam siguran/Nemam nikakvo mišljenje

Na koji ste način doživjeli ovaj upitnik?

.....
.....
.....

Svi odgovori dati u ovom upitniku će biti razmatrani sa krajnjom povjerljivošću. Ako imate bilo kakvih pitanja koja se tiču ovog projekta ili nekih drugih prijedloga, koji bi se mogli uzeti u obzir kao uklapanje u ovaj izvještaj, vezanih za arheološku situaciju u BiH, molim vas da slobodno kontaktirate autora na gore navedenu adresu ili dodate bilo kakve komentare na ispunjeni upitnik.

