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Discovering the Archaeologists of Europe

Discovering the Archaeologists of Austria 2012-14

Raimund Karl and Katharina Möller

Internationales Österreichisches Archäologie Forum

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Summary of results

Aims of the project

Discovering the Archaeologists of Europe 2012-2014: Austria is an analysis of the archaeology labour market in Austria and is part of the wider European Union LLP-funded analysis of the archaeology labour market in 21 EU member states.

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

The collected information includes:

- information on training needs, skills shortages and skills gaps, as well as planned training opportunities
- details of the nature and extent of the archaeology sector, including accurate employment figures
- information regarding role profiles within the profession, including potential recruitment and career progression difficulties
- labour market trends and issues, including training investment and supply by archaeological organisations and other financial, political and staffing issues.

This research has addressed the whole of the archaeology profession and has included unpaid volunteers who work within professional archaeology along with those in paid employment. The survey was conducted via a postal questionnaire (sent out by email), which was also available as an online questionnaire. All of the organisations in Austria that were believed potentially to employ archaeologists as well as numerous organisations (e.g. small local museums) that were believed to possibly employ archaeologists were contacted. Overall 308 questionnaires were sent to 271 organisations. 85 of these were sent to organisations that surely or most likely employed archaeologists.

All in all 36 responses (11.7%) from 35 organisations (12.9%) were received. 16 of the organisations that responded belonged to the group of those 85 organisations that were thought to surely or most likely employ archaeologists. Hence, the reply rate of this group is 18.8%.

In total these responses consisted of 22 more or less completed questionnaires (7.14%) and 14 negative responses (4.54%). The response rate thus is significantly lower than in 2008, when the first Austrian *Discovering the Archaeologists of Europe* study was carried out. However, it is certainly sufficiently high to be representative, since sufficient numbers from each of the main sectors of the Austrian archaeological labour market have responded to provide us with a sufficiently reliable database. Furthermore, additional internet research was carried out to include numbers of employees and other information which was publicly available on the websites of those archaeological organisations which had not completed a

questionnaire. This was done to provide a more or less complete overview over the archaeological labour market in Austria on 1 June 2013. Through this research it was possible to collect information of 76 additional organisations. Thus, overall information of 41% of the contacted organisations was included in this study.

The survey followed three previous studies carried out in the UK (1997/98, 2002/03 und 2007/08; Aitchison 1999; Aitchison & Edwards 2003; 2008) as well as the previous Austrian study carried out in 2008 (Karl 2008) in regard to both aims and methods used. This ensures that comparability of the results on a European basis, which was important for the transnational *Discovering the Archaeologists of Europe* study. The results of this survey (both, from 2008 and 2014) can be found online at http://discovering-archaeologists.eu/. The data recovered and presented here as well as previous studies and data from the current studies conducted by the other project partners should be seen as illustrating trends, rather than necessarily identifying specific points of detail.

Due to the existence of the previous study, which examined mainly the same questions as the 2012-2014 study, it is now possible to give an overview over the chronological trends of the development of the archaeological labour market. In combination with the retrospective view on staff number development, which was given in the previous study in 2008 (Karl 2008, 47-51) and the at least partially comparable overview over the number of employees in archaeological organisations in Austria given in „Archäologie in Österreich“ (Friesinger & Titscher 2004), a historical overview over a period of 10 years is now possible for the first time.

Summary of findings

The estimated numbers of archaeologists working in Austria

We estimate that there are in the order of 1200 archaeologists working in Austria, of which c. 900 are employed in paid positions. We also estimate that there are approximately 375 paid support staff working with these archaeologists. This includes administrative and other non-archaeological work. This means that in June 2013, an estimated total of 1275 people in Austria relied on archaeology for their livelihoods.

The number of archaeologists working in Austria thus has more than doubled compared to the results of the first study conducted in 2008. However, the deadline for the second study was 01/06/2013, whereas in 2008 the survey was conducted in February. The significant increase in the number of archaeologists thus is at least partially due to seasonal fluctuation if the archaeological labour market. None the less a significant increase can be noted. We estimate that – excluding seasonal excavation jobs – in the beginning of 2013 there were 1000 archaeologists working in Austria. Hence, there is still a significant increase, even though it might not be as big as it seems at first glance when comparing the numbers of February 2008 with those of June 2013.

These figures mean that in Austria, 1 archaeologist is employed per c. 7043 inhabitants.

Age, gender, nationality and disability status

The average age of professional archaeologists in Austria is 43 years, with the average for female archaeologists being 41 and for male archaeologists 45. 74% of Austrian archaeologists are between 21 and 50 years old, 57% between 31 and 50. The average age of the Austrian working population is 40 years for men and 39 for women. Compared with the average age of the Austrian working population, archaeology has a slightly older age profile.

51% of all archaeologists in Austria are male, 49% female. Of the whole Austrian working population, 48.8% are male, 51.2% female. Thus male archaeologists are slightly over-represented compared to the overall Austrian working population.

75% of all people employed in Austrian archaeology are Austrian citizens, 23% are citizens of other EU member states, 2% citizens of other countries. Nearly half (47%) of the people in Austrian archaeology without Austrian citizenship are German citizens (c. 11% of all people employed in Austrian archaeology). The great majority of foreign nationals employed in Austrian archaeology are from directly neighbouring countries.

According to the results of the survey none of the organisations that responded employed people who were classified as being severely disabled. This is in stark contrast to the percentage of disabled persons in Austria, which according to the „Behindertenbericht 2008" is 19% or 7,5% if only severe disabilities are taken into account.

Growth of the sector

Since the previous study which was conducted 5 years ago, the number of people employed in Austrian archaeology seems to have increased significantly. The expected continuous reduction of jobs thus has not materialised. Only 32% of responding organisations reported that they had lost posts over the past 5 years, while 53% reported an increase in staff numbers. 26% of the responding organisations expect a reduction in staffing numbers over the next 3 years, while 32% expect their staff numbers to increase.

Estimated numbers working in different parts of the sector

We estimate that in Austria c. 35% of all archaeologists are employed primarily in field archaeology, c. 30% in museums and c. 35% in teaching or research (mostly at universities). In terms of the structural base of the organisations, 72% of responding organisations were organised as national, federal, county or town organisations, 18% as private companies, 8% private charities and roughly 3% as self-employed private persons. Approximately 2% of the responding organisations were administrative organisations, nearly 65% museums, 25% universities or research institutions, 16% describe themselves as contractors and 11% as consulting companies.[1]

[1] The in sum more than 100% results in the possibility to choose multiple answers to this question.

Geographical differences

47% of all archaeological institutions in Austria are located in eastern Austria (defined as Burgenland, Lower Austria and Vienna). Where archaeologists are concerned, it is even as many as 68% of all archaeologists in Austria that are working in eastern Austria, only 10% in southern Austria (Carinthia, Styria), and 22% in western Austria (Salzburg, Tyrol, Upper Austria and Vorarlberg). This ranking is nearly inverse to the geographical size of these respective areas, c. 41% of the Austrian national territory make up western Austria, 31% southern Austria, and only 29% eastern Austria. In practically all geographical regions field archaeology and museum archaeology are the main tasks of archaeological organisations, only in Vienna, Salzburg and the Tyrol the majority of archaeologists is employed in universities or research institutions.

Salaries

The average salary given by respondents for all archaeologists in Austria was found to have been c. € 27.092 in the year 2013. Thus it is significantly lower than the average salary of archaeologists which was calculated in 2008. Compared to the average salary in Austria, which in 2011 was at € 24.843 according to Statistics Austria, individuals employed in archaeology are paid above the national average. However, one has to bear in mind that 36% of employed archaeologists earn less than the average salary in Austria. Furthermore, commercial archaeology companies, whose employees usually are at the bottom of the income scale, were underrepresented in this survey, because only 2 of the responding 18 organisations actually were commercial archaeology companies.

Staff qualifications

Only 3% of all employees in Austrian archaeology have a BA degree. The majority has at least an MA (33%) or a PhD (38%). 20% even hold the highest academic qualification in Austria, the Habilitation. Archaeology in Austria is clearly dominated by graduates and students expecting to graduate after completing their first degrees. Non-graduates only dominate in support jobs, particularly in administrative jobs.

Identification of training needs

As was stated in the previous study, there still seems to be a strong interest in training. However, Austrian archaeological organisations are failing to translate this interest into action. None the less, the figures have improved slightly since 2008. Only 26% of responding archaeological organisations have a formal training plan. 37% of the responding organisations have no budget for staff training, and only 26% have control over their training budget. While at least 74% of all organisations recorded the amount of time that their staff spent on training and 68% formally evaluate the impact of training on individuals, only 37% evaluate the impact of training on the organisation as a whole, and as few as 21% have a system of rewards for good training results of their staff.

Potential skills shortages

The most commonly identified non-archaeological skills shortage (where outside consultants had to be brought in) was still in information technology. Almost as commonly reported were

the need to hire specialists for languages (translations, etc.) and exhibition design. Regarding specialised archaeological skills, the most commonly identified skills shortages were in conservation/restoration and scientific analysis, followed by surveying, archaeological interpretation and numismatics.

Potential skills gaps

As recognised priorities for training (skills gaps), information technology was the most commonly identified area for improving non-archaeological skills. Conservation/restoration, virtual reconstruction, geoinformatics, excavation skills and teaching skills were the most commonly reported priorities for training in specifically archaeological skills for the next two years.

Employers' commitment to qualifications and training

Organisations demonstrate a strong commitment to providing some form of training or development opportunities for their staff. May offer staff paid from their regular organisational budget the possibility of formal and informal training inside or outside of their own institution. A total of 82% of all responding institutions reported that they offered at least one of these possibilities to their paid staff.

The commitment to offer equivalent possibilities to other staff members and in particular to volunteer staff and staff in AMS-measures (re-integration opportunities for long-term unemployed provided via job centres) is considerably less pronounced. Only a minority of institutions offers structured training and development opportunities to such staff members. 74% of all responding organisations encourage their staff to engage in continuing professional development. 37% of all responding organisations reported that they consider continual professional development as very important.

60% of all responding organisations reported that they hire staff without practical experience in the job. Of these, 39% offer many development and training opportunities, another 28% offer considerably many opportunities, while only 33% offer few or very few such opportunities to new entrants into the profession. The opinions of respondents on how well prepared graduates and how well continual professional development opportunities are suited for the practical needs of the profession are divided. The majority of the respondents think graduates are prepared badly or very badly for the job, and that the suitability of continual professional development opportunities for the practical needs of the profession is bad or very bad. 37% and 44% think that both are mediocre and only 21% think that graduates are well prepared for the job. Only 5% think that the suitability of CPD opportunities are good. It is particularly noteworthy that there is a close correlation between responses to these questions and the sub-fields of the sector: while universities and research institutions almost exclusively returned positive responses to this question, responses of organisations mainly active in field and museum archaeology were exclusively negative or even very negative.

Recommendations

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

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

2. A central request by the Austrian archaeological community towards Austrian society, industry and politics should be for Austria to finally ratify the Convention of La Valetta, to introduce developer funding to Austrian heritage protection and conservation. Austria still employs comparably few archaeologists, particularly in the heritage management sector, as a direct consequence of this failure to fully implement developer funding, with numerous negative consequences both for archaeology and the building trade.

3. The Bachelor degree, introduced in Austria as part of the Bologna-Reform of Higher Education, now formally the first qualifying academic degree, should be accepted by employers as a fully qualifying archaeological qualification. Graduates with a BA degree must be given increased opportunities to enter the labour market by adapting minimum qualifications listed in job adverts accordingly, rather than continuing to insist on an MA degree as the de-facto required minimum qualification to practice.

4. Even though the majority of archaeological employers in Austria has indicated a high theoretical commitment to continual professional development, and also in the majority of cases actually supports its paid staff by offering training and development opportunities, organisations who have formal strategic plans for continuing professional development for their staff are still in the minority. An expansion of the opportunities for continuing professional development would undoubtedly be helpful to the sector. Organisations involved in archaeological education and training, especially of course the universities, would be well advised to develop continual professional development opportunities as required by the sector; that is, programmes that are suited for the practical needs of the non-university and non-research institution sub-sections of the sector, e.g. in the field of health and safety in the workplace, development- and heritage protection legislation etc.

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

Preface

The present report is the summary of the results of a EU-LLP-funded research project examining the Austrian archaeological labour market. The study in its structure and conception follows by and large two previous reports of the British *Institute of Field Archaeologists* (IFA; now renamed: *Institute for Archaeologists*) from 1997/98 (Aitchison 1999) and 2002/03 (Aitchison & Edwards 2003) and a previous Austrian (Karl 2008) and European comparative study. It aimed, much like the previous comparable studies, at gathering real labour market data, which – in difference to previous Austrian studies or status reports on Austrian archaeology (Tomedi 2002; Friesinger & Titscher 2004; Sonius 2007) – also allows to compare the Austrian situation with an international comparison area, in combination with the previous *Discovering the Archaeologists of Europe 2006-2008*-study also in a longitudinal diachronic view.

Discovering the Archaeologists of Europe: Austria 2012-2014 is part of a wider European project, funded by the *Lifelong Learning Programme* of the European Union. *Discovering the archaeologists of Europe* in 2013 collected data on the archaeological labour market in 21 European countries. The transnational project was managed by *York Archaeological Trust* in the United Kingdom of Great Britain and Ireland, with partners in Belgium, Bosnia-Herzegovina, Denmark, Germany, Estonia, Greece, Ireland, Italy, Latvia, the Netherlands, Norway, Austria, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, the Czech Republic and Cyprus. Another partner was the *European Association of Archaeologists*. In addition to the 21 national reports on the archaeological labour market in each of the participating countries (of which this is one), the results of the study were also combined into a transnational report. All project reports are freely available at http://discovering-archaeologists.eu in electronic format as pdf-files.

The *Internationales Österreichisches Archäologie Forum*, which has a long-standing interest in examining the archaeological labour market (Karl & Krierer 2004a; 2004b; Karl 2008; Karl et al. 2012) and in providing an online archaeological job resource http://archaeologieforum.at/index.php/cb-jiob-anzeige, again like in the 2006-2008 project served as the Austrian partner for this project. In contrast to the previous project, in which the Austrian study was a voluntary, self-funded contribution to the project without any EU funding, this time Austria was one of the ‚core' group of 18 countries which participated in the EU-funded 'core part' of this project. Again – much like Austria in the previous project – several additional countries have decided to belatedly join the project voluntarily and thus have helped to significantly expand it.

As partners of the core project, we were able this time to conduct the project in the planned 2 years and thus without added time pressures. Much like in the previous project, we collaborated particularly closely with our partners in Germany, not least in discussing extensively our respective national questionnaires due to the expectation (which was confirmed by the project's results) that there would be particularly high transnational mobility of labour within the German language area. In contrast to the survey in 2008, where questionnaires had (due to the time pressures in 2008 because of joining belatedly) had only been sent to the 34 archaeological organisations we were sure were employing archaeological staff, the distribution list was considerably expanded this time and all organisations contacted

of whom we suspected that they might employ archaeological staff, even if the probability that they actually did was rather low. Thus, this time, the questionnaire was sent to a total of 271 Austrian organisations. The questionnaire was designed end of 2012 – early 2013, the survey itself conducted between April and July 2013 (with additional investigations by personal interviews with some organisations until early December 2013), with organisations being asked to complete the questionnaire for a survey date of 1 June 2013 to avoid double counting of staff. In addition, data was collected by internet research on the websites of organisations which had not responded, to provide as complete a data basis as possible. The data collected was analysed mainly in November and December 2013, the report before you completed in the following months until about mid-April 2014.

Since the research was mostly conducted at Bangor University in Wales, UK, we would like to thank our employer outside this project, Bangor University, for the support it provided to us while conducting this project. We would also like to particularly thank the management team of the European project, Dr Kenneth Aitchison and Dr Gavin McGregor and the responsible administrator at York Archaeological Trust, Anna Stewart, for their advice and practical support throughout the project, our colleagues in the various national partner organisations and in the EAA for the excellent, pleasant and productive collaboration (and the thoroughly enjoyable times at various project meetings), and all Austrian organisations which supported this study, most of all the Austrian National Heritage Agency *Bundesdenkmalamt* (BDA), which not just was the first organisation to return the completed questionnaire but also helped us with compiling the distribution list and allowed us to present both the project and its preliminary results at various 'archaeology round tables' of the BDA. Last but not least, our thanks also go to Dr Sonja Prochaska, who has proofread the manuscript of the report in the usual reliable fashion. All remaining mistakes are, of course, our responsibility alone.

Raimund Karl
Deputy chairman, IÖAF

Katharina Möller
project researcher

Bangor / Gwynedd, 16 May 2013

An outline of the archaeological profession in Austria

Even though Austrian archaeology is structured in a relatively clear fashion, which has already been presented in the previous study of the Austrian archaeology labour market (Karl 2008, 17-23) in the form of an overview of these structures, the legal foundations for archaeological work and archaeological practice, a review seems appropriate in this place for two main reasons. Firstly, the provision of an overview here makes it easier for international but also Austrian readers of this study, which are not accustomed to these structures, to contextualise the results of this study without having to refer to a separate study. Secondly and more importantly, though, there have been several significant changes since the overview presented in the previous study, which require some further elaboration in this study.

The legal background of Austrian archaeology

The legal background of Austrian archaeology has not changed much since the previous study, even though some doubts have been raised in the meantime regarding the interpretation and usefulness of some of the legal provisions (Karl 2011a; b; c; d; e; 2012; 2013a; b). The Austrian constitution (in Art. 17 Staatsgrundgesetz 1867) still defines that the freedom of academic research is a fundamental civic right. This means that in principle, all manners of primary archaeological research (with the exception of excavations and other kinds of archaeological field research in situ, see below), and secondary literature- or archive-based archaeological research may be conducted by every Austrian citizen (and everyone else, due to the constitutional principle of equality before the law regardless of nationality), regardless of whether they have any relevant qualifications, provided that this research remains within the law. This naturally not just applies to archaeological, but any kind of research.

The primary legal basis for archaeological fieldwork in situ is the Denkmalschutzgesetz (DMSG), which was first passed in 1923 and has since been revised several times, with the last major revision in 1999 (BGBl I 170/1999). This law will is discussed in greater detail in the next section.

Heritage management

Where the management of cultural heritage is concerned, the Austrian constitution (in Art. 10 Abs. 13 Bundes-Verfassungsgesetz) defines the protection of cultural heritage ('Denkmalschutz') in both legislation and execution is a responsibility of the central state. This means that currently in Austria, there is one law regulating heritage protection that affects all of Austria equally (in contrast to e.g. Germany, where cultural heritage protection is a responsibility of the individual German states, the Länder). The public office responsible for executing this constitutional function is the national heritage agency (‚Bundesdenkmalamt', BDA), which until very recently was part of the Ministry of Education, the Arts and Culture (‚Bundesministerium für Unterricht, Kunst und Kultur', BMUKK; Pieler et al. 2013) and now has been moved to the new ministry for Art and Culture, Constitution and Public Service ('Bundesministerium für Kunst und Kultur, Verfassung und öffentlichen Dienst') located in the Chancellor's Office ('Bundeskanzleramt', BKA; see http://www.bka.gv.at/site/3338/default.aspx, http://www.kunstkultur.bka.gv.at/site/7995/default.aspx).

Regarding archaeological remains, matters are somewhat complicated by the fact that only such objects that fall into the category of cultural heritage (defined in § 1 Abs. 1 DMSG as objects made or transformed by human action, including their remains and intentionally shaped formations of the ground) can be protected through the provisions of the DMSG; i.e. archaeological artefacts and features. Archaeological ecofacts – like pollen or other micro- or macroscopic remains of flora (e.g. seeds, remains of wood, etc.) and fauna (e.g. animal and human bones, etc.) which have not been transformed by human action – are considered to be natural objects and thus can only be protected by legislation concerning the protection of nature (which according to the Austrian constitution is a responsibility of the Länder). Thus, archaeological ecofacts – unless they are contained in archaeological 'cultural' features – are not subject to the archaeological provisions of cultural heritage protection law and thus not a matter of archaeological heritage management. An archaeologically highly relevant site, e.g. a bog, thus cannot be protected because it contains archaeologically relevant ecofacts like significant pollen profiles, but would have to be protected as natural heritage (by different agencies than the BDA).

The basis for the work of the BDA is the already mentioned DMSG, which was first passed in 1923 and last significantly revised in 1999. The BDA is generally responsible for the protection of all cultural heritage, regardless of whether the existence of any particular cultural object is already known, since the DMSG operates on the basis of a ‚wide' (i.e. mostly undefined) definition of cultural heritage (Bazil et al. 2004, 36-8), and according to judicature of the Austrian High Courts, the aim of heritage protection in Austria extends far beyond the common public understanding of the protection of 'monuments' and aims at the protection of all cultural heritage in general (VwGH 22.4.1993, GZ 92/09/0356). For this reason, the BDA and the Ministry responsibly currently interpret § 11 Abs. 1 DMSG as prohibiting any form of archaeological fieldwork in situ (whether invasive or non-invasive) without a permit for any such works having been issued by the BDA before its commencement. The DMSG determines that such a permit can only be issued to physical persons who hold a relevant archaeological academic degree (normally considered as having to be at MA level or above). Exempt from this requirement is only such fieldwork conducted by the BDA itself or on its behalf (§ 11 Abs. 2 DMSG).

Austrian constitution (Art. 10 Abs. 13 Bundes-Verfassungsgesetz in combination with Art. 15 Abs. 1 Bundes-Verfassungsgesetz) also determines that any agenda not specifically identified as responsibilities of the central state are the responsibility of the Länder. Since culture more generally is not specifically defined as a responsibility of the state (with the exception of heritage protection), all Austrian Bundesländer maintain departments of culture as part of their administrative apparatus and also regional museums (‚Landesmuseen'), even though most of the latter have been removed from public service status these days and are run as semi-independent organisations. The regional governors (‚Landeshauptleute') in addition have some limited responsibilities for heritage protection in cases of emergency (‚Notfallskompetenzen'; §§ 11 Abs. 9 and 30 Abs. 1 DMSG), which they usually have devolved to their respective departments of culture or Landesmuseen.

The central state can, however, also found and maintain federal cultural institutions. Among those federal cultural institutions that are maintained by the state are national museums (‚Bundesmuseen'), the Natural History Museum ('Naturhistorisches Museum', NHM) and the Culture History Museum ('Kunsthistorisches Museum') in Vienna, which both also maintain

archaeological collections. Since the BDA has to deposit all portable archaeological objects (and other portable cultural heritage) which have become property of the state in museums or other suitable collections (§ 10 and §34 Abs. 2 DMSG), finds that had been made during fieldwork financed by the central state, the Länder or other public institutions had been permanently accessioned to the collections of the respective Landesmuseum or in one of the Bundesmuseen until fairly recently. Only in recent times, the BDA has in addition established a central storage facility for finds made during publicly funded fieldwork in its archaeology centre in the Kartause Mauerbach. This storage facility is, however, full already (Marius 2011, 32) and the issue of where finds made during publicly funded excavations can be stored thus currently an unsolved problem.

Other finds, whether made during privately funded fieldwork or by chance, have to be reported to the BDAA (§ 8 Abs. 1 and § 11 Abs. 4 DMSG). Properly reported finds become the shared property of finder and land owner according to § 399 Allgemeines Bürgerliches Gesetzbuch (ABGB). In case a find is not properly reported or has been made while undertaking an illegal activity, the share of the finder (and if the land owner knew of the find and did not report it, also his share) becomes property of the person who reported the find or, if no such person exists, property of the state according § 400 ABGB. However, if persons who are employed specifically for the task of finding 'treasure' find archaeological objects – like professional archaeologists, who are usually paid for searching for archaeology by a third party – they do not gain shared ownership in any finds made according to § 399 ABGB in combination with § 401 ABGB, but the finder's share falls to whoever paid them for this work (i.e., if the landowner paid them, he becomes the undivided owner of all finds made). Territorial public bodies (Bund, Länder and Gemeinden) have a compulsory right to purchase any such (partly) privately owned finds only if they have become shared owner of the object by either having funded the excavations during which it was found, if they are the landowner of the land on which it was found, or in cases where the share of finder or landowner has fallen to them because of the provisions of § 400 ABGB.

This causes two problems, at least in the view of most Austrian archaeologists. Firstly there is the problem that any (particularly significant) archaeological finds which were made by privately funded excavations or by chance by private persons on private property are in complete private ownership and can only be acquired by public museums (or other public institutions) by means of normal purchase, i.e. if their owner(s) are willing to sell them. And secondly, there is the problem that under current Austrian law, 'archaeological treasure hunting' for commercial gain (that is, for the purpose of selling the finds on the antiquities market) is, at least in principle, perfectly legal provided the 'treasure hunter' (or an archaeological employee of such) has applied for and been granted an excavation permit according to § 11 Abs. 1 DMSG.

As a result of these legal provisions, the BDA, the national and regional museums employ professional archaeologists. Since archaeology in general and field archaeology in particular are seen by most professional Austrian archaeologists as academic subjects which require (at least in the latter case) professionals to have completed a relevant archaeological university degree, archaeologists employed by these public bodies all, as a rule, have completed at least an MA degree in an archaeological subject. However, it is noteworthy that this is not a legal requirement as such, and thus, until quite recently, there were a few exceptions to this rule.

Archaeological training (higher education sector)

Professional archaeological training in a narrow sense is currently available in Austria only in the higher education sector, that is, in universities, even though in both past and present there existed and exist several social projects who provided and provide not academically trained persons with some archaeological training (prisoners, long term unemployed), mainly in archaeological fieldwork. However, since the requirement for being eligible for being issued with a fieldwork permit by the BDA according to § 11 Abs. 1 DMSG ist he completion of a relevant archaeological university degree, as has already been mentioned above, anyone who wants to make a career in archaeology which takes them beyond the level of the mere fieldworker has to complete a relevant degree in an archaeological subject at least at MA level.

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

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

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

In the context of this study it is also important to give a short overview about the archaeology degrees available for study in Austria, and how many people are currently enrolled in such degrees. To determine this, one of the authors of this study recently (in January 2012) conducted a separate study as part of the *Studying Archaeology in Europe*-project (Karl 2013c). Its results are be summarised in the following paragraphs.

Archaeology degrees in a narrow sense are offered at this time by 4 Austrian universities, the Universität Graz, Universität Innsbruck, Universität Salzburg and Universität Wien. The archaeology degrees (in a narrow definition of archaeology) offered by these are primarily classical and Roman provicial archaeology and pre- and protohistoric (or historical) archaeology including medieval and modern archaeology. However, names and curricula for these degrees vary considerably between the 4 universities offering such degrees. At these 4 universities, 1150 persons were studying for archaeology degrees in one of these subjects, of which more than half were studying classical archaeology or prehistoric and historical archaeology at the Universität Wien. In addition to those degrees, however, several other degrees exist at these universities which also teach some archaeology as part of their curriculum, e.g. Egyptology, Ancient History and Archaeology (Etruscan archaeology), Byzantine and Neo-Greek Studies (Byzantine archaeology), Celtic Studies (Celtic archaeology) and Oriental Studies (Near Eastern archaeology). On top of that, students of architecture at the Technische Universität Wien (TU Wien) can also specialise in industrial archaeology and heritage management. In January 2012, another 6690 persons were studying in such ‚wider' degrees with an element of archaeology in them; of those, however, 5748 studied architecture at the TU Wien, of who probably only a very few will ever want to actually work in archaeology. Still, if one adds up the students in archaeology degrees and degrees including aspects of archaeology excluding the architecture degree at the TU Wien, there currently are c. 2100 persons studying degrees containing an element of archaeology who might after graduation wish to enter the archaeology labour market. This means that about twice as many people were studying archaeology in 2012 as there were jobs in Austrian archaeology, even at the most optimistic estimates for the latter, and more people studying archaeology degrees in the narrow sense as there are paid archaeology jobs. Thus in all likelihood, for every vacancy and especially every vacancy for a permanent full-time position likely to come up in the foreseeable future, there are about 10 students or (even figuring high drop-out rates into this, current and future) graduates looking for a job in archaeology.

Of those current students, the majority is already in degrees following the Bologna model for degrees (in difference to the previous Austrian study, where almost everyone was still in the ‚old' degree structure), even though in 2012, about one third of the archaeology students was not yet in a 'new' Bologna-degree. About 60% of these students were female, 40% male; although the precise percentage varies considerably from university to university and from degree course to degree course, with a majority of students being female in all but the architecture degree at the TU Wien. Also notable is the considerable number of students from abroad, which – despite there again being considerable variations between universities and degree courses – make up 18% of all students in archaeology degrees in the narrow sense, and even 22% of all students in all degree courses with an element of archaeology, with the highest percentage of foreign students registered at the Universität Innsbruck at 29% (Karl 2013c). Archaeological degrees in Austria are quite popular internationally, and while this will partly be due to low student fees and an absence of strict (or indeed any) admission criteria

based on high school grades, it also demonstrates that study conditions and curricula are internationally attractive and positively evaluated by foreign students.

Contract archaeology / private archaeological contractors

Since every Austrian citizen has the constitutional freedom of earning a living in any lawful way, the freedom to conduct any kind of lawful research and since excavation permits can be granted to every person who has graduated from a relevant degree in archaeology, private archaeological contractors can conduct any kind of archaeological research or work, regardless of whether they are managed by academically qualified persons or not. Of course, all private archaeological contractor must comply with all general laws and regulations that apply for private companies, regardless of which sector they are operating in. Beyond that, however, the operation of private archaeological companies is not restricted. Only if a private contractor wishes to conduct archaeological fieldwork in situ, it must either be run or employ at least one person who has graduated in a relevant archaeological degree, so that this person can apply for excavation permits to the BDA.

In the previous study (Karl 2008, 117) and a subsequent analysis of archaeological heritage protection in Austria (Karl 2011a) it was highlighted that the 'commercial sector' in Austrian archaeology was still in its infancy in 2008. It was also highlighted in these studies that competition for contracts between private archaeological contractors was not fully fair and even due to somewhat intransparent practices of awarding contracts without tender. At least partially as a consequence of this being highlighted in these studies, several significant changes have happened in Austria since 2008, which primarily resulted from the BDA, which until 2008 had often been directly involved in the awarding of archaeological contracts, has mostly removed itself from any such direct involvement in the awarding of (externally or developer-funded) archaeological fieldwork contracts (Karl 2011a, 316; Pieler et al 2013). This has resulted in a considerable growth of the 'private sector' since 2008 (the number of identifiable organisations of this type contacted by for this study has increased about tenfold compared to the organisations of this type that were identifiable and contacted for the 2008 study); with many private archaeological contractors (of various legal forms of organisation) now competing for archaeological contracts. Also, in the last few years, private archaeological contractors from neighbouring countries have increasingly started to operate in Austria. The size of these organisations, not least in terms of personnel, varies considerably, from one-person-companies who hire additional staff as needed for individual contracts to companies employing up to or slightly above c. 100 staff more or less permanently.

This considerable growth in the sector of private archaeological contractors has necessitated some further changes, which in turn now influence – though, as has to be noted, in a much more transparent fashion than before – this private sector of archaeological contractors. Particularly noteworthy in this context is the introduction of guidelines for minimum standards for archaeological fieldwork by the BDA (2010; 2012; 2014). That particular aspect will be covered in slightly greater detail in the next section.

Archaeological fieldwork and permits

Permits for archaeological fieldwork can, as has already been mentioned, only be issued to physical persons who have completed a university degree in a relevant archaeological subject.

Having graduated in such a subject, however, does not give the graduate a legal right to be issued permits: rather, the BDA has to make a decision whether a permit should be issued dependent on the specific conditions of the planned fieldwork in each individual case (§ 11 Abs. 1 DMSG).

It thus is necessary to provide a full description of any planned fieldwork (including, where this may be necessary, proof that an archaeological site or monument is acutely threatened by natural events or human action, plans outlining the intended fieldwork, specific determination of the methods intended to be used, etc.) to the BDA in any application for a fieldwork permit. Based on the submitted documentation and where necessary its own additional research, the BDA then either permits the planned works or rejects the application. The decision whether the planned work is permitted or not has to be in the form of an official notification ('Bescheid'), which has to clearly state whether the work is permitted or the application rejected, include a justification for the decision, and legal information about possibilities to appeal the decision. This notification has to be issued within 6 months of the application having been received by the BDA (§ 52 Allgemeines Verwaltungsverfahrensgesetz). If the BDA fails to decide within these 6 months, the legal assumption is that no permission has been given, but the applicant can appeal to the administrative High Court (‚Verwaltungsgerichtshof', VwGH) as the next level of jurisdiction in administrative cases. It has to be noted, however, that in the past 13 years (and to the best of my knowledge also before that), there has not been a single case where such an appeal for delayed decision had to be made, since the BDA usually decides these matters within a few days after the application has arrived, or at the latest within a few weeks. Equally, an appeal to the administrative High Court would also be possible in cases where applications are rejected. However, according to information kindly provided by the then head of the department of archaeology of the BDA, in the period between 1 January 2000 and September 2009 not a single application for fieldwork permits (of which c. 1,500 were received by the BDA during this time) was rejected by the BDA, with only a single one having been withdrawn before the decision was made by the applicant himself (Karl 2011a, 405-9). The issuing of fieldwork permits thus is normally very fast and unbureaucratic and there has been no need whatsoever to rely on these stages of appeal.

In its decision whether a planned fieldwork project is permitted, the BDA will usually consider whether the planned works endanger or are likely to damage or change the targeted site or monument in a significant way, whether the site or monument targeted is threatened more by other influences (like natural erosion or human action) than by the proposed works, and whether the proposed works are of sufficient quality to ensure (particularly in case of excavation) an optimal or at least sufficiently good preservation by record of any affected archaeology. If the BDA issues a permit, this is usually valid only for a specified amount of time (usually to the end of the respective calendar year when it is issued, with exceptions for works proposed for late in the year and likely to run over into the next year) and can – and usually does – include a range of conditions (e.g. which can restrict the proposed measures, or make stipulations about the excavation or recording methods that must be used, etc.).

Until 2010, there were no generally applicable minimum standards for archaeological fieldwork in Austria. Only as a consequence of the changes to the archaeological ‚private sector', especially the withdrawal of the BDA from any involvement with the awarding of archaeological contracts and the resulting considerable increase in private contractors

operating in Austria, it became necessary – not least for reasons of increased transparency – to introduce and publicise such minimum standards, even if only as more or less generally applicable guidelines (or the necessity for such minimum standards was only recognised as a consequence of this change). The first minimum standards were introduced in January 2010 (BDA 2010) and presented to the Austrian archaeological community at a ‚round table', with an expert group consisting of numerous representatives of a wide range of Austrian archaeological institutions established at the same event to regularly review them. The 2nd, revised version of these guidelines (BDA 2012) came into force on 1 January 2012 and has regularly been listed as a condition in excavation permits issued since. Since 1 January 2014, it has been replaced by the 3rd, newly revised version of these guidelines (BDA 2014).

This development has largely been positively received by the Austrian archaeological community, as is evident from an evaluation of the effects of the 1st version of the guidelines conducted by BDA staff (Hebert & Krenn 2012; Fürnholzer & Hebert 2012) and has clearly led to much greater transparency and an improved administrative practice where the issuing of excavation permits is concerned. Generally speaking, the introduction of such clear and transparent disciplinary minimum standards of excavation and other archaeological fieldwork thus has very much to be welcomed. Yet – as the BDA itself has fully correctly recognised (Fürholzer & Hebert 2012, 34) – the introduction and existence of minimum standards naturally influences the market to a certain extent: while compliance with such minimum standards is relatively easy for larger archaeological companies and thus is not just an actual improvement but also perceived as such by representatives of such companies, smaller companies tend to struggle with compliance and thus perceive the standards at least partly as a burden and somewhat more negatively. Despite the fact that the effect that such minimum standards do have on the free market is certainly not totally unproblematic, particularly for smaller archaeological contractors who have been in business for considerable time and for newly founded companies (which usually start as small companies), the introduction of the minimum standards for archaeological fieldwork has to be considered as a significant improvement over past practice – not least because of the increased transparency of administrative processes, the increased legal certainty, and of course the likely improvement of the average quality standard of archaeological works conducted.

A slightly bigger issue with the guidelines for minimum standards is whether the specific standards proscribed are flexible enough and necessarily the best way to proceed in every individual case and thus always serve the best interest of the archaeology being excavated or recorded in other fieldwork. In their current form, they do proscribe a quite specific model of how to proceed, which may not necessarily lead to optimal results in every individual archaeological project. That said, at this time it can be safely assumed that the BDA is handling these guidelines sufficiently flexibly that deviations from the standard model, where they can be reasonably justified as being in individual cases, are possible, which is presumably entirely sufficient to address this particular potential problem. In addition, should considerable problems with the application of this standard model become apparent in the future, it can be assumed that this will be recognised by the expert group regularly revising the guidelines and thus necessary changes implemented in future revisions of the guidelines.

Austrian archaeology in practice

In practice, Austrian archaeology historically consists of three main traditional strands, with a fourth strand which has rapidly developed over the past c. 5 years. The three traditional strands are 1) the National Heritage Agency (BDA), 2) the museum services (national, regional and in parts local Museums) and 3) the Universities, the fourth being the private archaeological contractors. This fourth sector, which at the time of the previous study in 2008 (Karl 2008) still had been at the beginnings of its development, can probably still not be considered as fully developed, ‚mature' sector in Austrian archaeology, but has evolved rapidly over the past five years – as should be apparent from what has already been discussed in the previous sections of this chapter – and will almost certainly establish itself as one integral strand of the Austrian archaeology labour market and Austrian archaeological research in the next few years. We expect that this will make it considerably easier for new entrants to the profession to enter into relatively stable archaeological careers in archaeological fieldworks, even though models that allow (particularly elder) employees to have a career that is sustainable in the long term have as yet to be fully developed.

Qualifications

For practically all permanent posts (excluding administrative staff), a degree in a relevant archaeological subject is (still) an unavoidable requirement, at least by and large. Whether this will change due to the further development of the private archaeological sector cannot as yet be established, although experiences from other countries (e.g. the UK, Aitchison 1999; Aitchison & Edwards 2003; 2008) would seem to indicate that for a long-term career in archaeology, the degree will remain an essential qualification, if not even become even more important. As has already been discussed, there currently are 4 Austrian universities offering archaeology degrees in the narrow sense of the term, prehistoric and historical archaeology in Vienna and Innsbruck, and classical archaeology in Vienna, Innsbruck, Salzburg and Graz. In addition, these universities and also the TU Wien offer further degree courses with an element of archaeology, although these degrees at this time are not normally considered 'fully qualifying' archaeology degrees. Graduates of the latter degrees are thus not normally considered to be suitable candidates for permanent employment in Austrian archaeology, with the exception of posts in universities and museums falling directly into the area of their expertise (e.g. Egyptologists employed in the Egyptian collections of the KHM Vienna). As a consequence of this, the majority of posts in Austrian archaeology are filled with graduates of prehistoric and historical archaeology or classical archaeologists.

At the time of the previous study (Karl 2008) the first degree in archaeology still almost exclusively was the Magister der Philosophie (Master of Philosophy) degree, usually taking at least 4 years to complete. Following this, graduates could enrol in a doctoral programme, taking at least two years to complete and leading up to the Doktor der Philosophie (Doctor of Philosophy). In practice, however, the average time it took and is taking students to complete these degrees was considerably longer than the minimum times listed above, at c. 6.5 years for the Magister and approximate again that fort he doctoral degree. Today, only about one third of students of archaeology are enrolled in such ‚old' degrees, while the majority of students already are in degrees following the Bologna model (Karl 2013c). The majority of future graduates will thus complete the 3-year Bachelor as their first degree. It is particularly for this group of ‚first' graduates that there are at this time only very few posts available, and

it is thus particularly these who will primarily attempt to enter the private archaeological sector. Yet, as long as the BDA continues its interpretation of § 11 Abs. 1 DMSG – that the relevant degree to make someone applicable for fieldwork permits is the equivalent of the old Magister degree, that is, the MA – at least all those who aim at directing their own excavations some day will have to continue their studies with the 2-year postgraduate MA degree. At least at this time, it seems as if the relevant qualification for an archaeological career beyond the level of a mere fieldworker will continue to be the MA degree. Following the MA, there is then the possibility to embark on a 3-year PhD programme. It can be assumed that for higher and particularly better paid jobs, this will remain the degree required of candidates. Following the doctorate for those who are aiming at a university professorship, the option of attempting a Habilitation also remains in the new system (title awarded prior to Universitätsgesetz 2002: Univ.-Doz.; since Universitätsgesetz 2002: PD).

All other posts in Austrian archaeology either require no particular qualifications or specialised training in a particular profession (e.g, photographer, conservator, etc.).

Funding

The funding for Austrian archaeology still mainly comes from the public sector, with the exception of developer-funded rescue excavations, which have been on the increase over the past few years; although developer funding is still not a general requirement except in specific cases of infrastructural or other particularly large developments covered by the Umweltverträglichkeitsprüfungsgesetz (UVP-G 2000), which allows to require developers to fund necessary archaeological fieldwork. Developers who are not obliged to fund archaeological fieldwork sometimes do developer-fund such works regardless of there being no legal requirement with the intent to speed up and ensure timely completion of any such works, rather than wait inordinate amounts of time for public funding to become available.

Research funding is mostly provided by public bodies, e.g. by the national research funding agency (‚Fond für wissenschaftliche Forschung') administered by the Austrian Academy of Sciences; with other funding available from regional or local bodies (e.g. the departments of culture of the Länder and local councils) and increasingly also By European funding programmes. The majority of (non-fieldwork) archaeological research is still carried out primarily by the universities and secondarily by the museums. University education in archaeology is also still mainly funded from the public purse, with only a very small element of student fees, with the latter, however, changing (both in terms of precise amounts and whether it is legal to charge students any fees at all) frequently and thus making long-term prognoses how the fee element will develop hazardous at best, if not impossible. Museums are also in the main funded by public money, though increasingly strongly encouraged to generate other income, too.

Job role profiles in Austrian archaeology

The job role profiles in Austrian archaeology were already described in the previous study (Karl 2008, 24-26), but this description is repeated here to enable readers to contextualise the results of this study more easily.

Archaeologists

In Austria, the usual criterion to define anyone as an 'archaeologist proper' is that the person in question has completed a degree in an archaeological subject. Even though the job title 'archaeologist' is not defined anywhere in Austrian law, § 11 Abs. 1 DMSG determines that the BDA can issue archaeological fieldwork permits (permits for *'… searches in situ with the purpose of discovering and researching portable and immovable monuments beneath the surface of the earth or water…'*) only to such persons who have completed a degree in a relevant archaeological subject, implying that the Austrian legislature assumes that an archaeologist has completed a relevant degree. At least degrees in prehistoric and historical archaeology and classical and provincial Roman archaeology are considered 'relevant' in the current common interpretation of the law, as long as these degrees contained practical fieldwork training as a compulsory subject (RV 1999, 54). Whether other degrees are 'relevant' has to be decided on an individual case-by-case basis by the BDA, though it can be expected that the most significant criterion in such decisions will be whether the applicant completed practical archaeological fieldwork modules during his degree course or not, or has acquired significant field experience during or since his degree.

Until quite recently, the degree required to be considered as an ‚archaeologist proper' was the 4-year Magister der Philosophie degree, the first degree in the old pre-Bologna system of university education in Austria. This does not seem to have significantly changed since the introduction of the Bologna system, since the BDA seems to continue to interpret the provisions of § 11 Abs. 1 DMSG in a way that still makes the MA the minimum requirement to be issued with a fieldwork permit, thus restricting the opportunities for persons having only completed a BA to the bottom levels of archaeological fieldwork careers.

Co-workers ('MitarbeiterInnen')

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

Other academics working in archaeology

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

Palaeontologists and physical anthropologists have in the past occasionally been granted excavation permits for sites containing archaeological remains which fall into their areas of academic expertise (e.g. excavations in cave sites likely to contain mainly zoological remains, excavations in early modern cemeteries). Regardless of this, academics holding degrees in these subjects are not considered to be archaeologists, but as scientists working in subject areas related to and partially overlapping with archaeology.

Skilled workers

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

Unskilled workers (‘Hilfsarbeiter’)

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

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

Undergraduate students enrolled in archaeology degree courses

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

In practice, such students make up a large part of the actual archaeological workforce in Austria, and can hold considerable responsibilities on excavations and other fieldwork projects. Depending on practical experience (once again mostly transmitted by word of mouth from project manager to project manager), such students can be employed as simple labourers, site supervisors and even as acting site directors, with the 'official' site director (the person holding the excavation permit and having a degree in archaeology) only visiting on rare occasions to check progress. Exceptionally, particularly experienced students have been granted excavation permits by the BDA or have been employed as site directors for excavations under the direct authority of the Bundesdenkmalamt itself.

Archaeological employees as defined for this study

For the purpose of this study, we decided to make no distinction between ‘archaeologists proper’ and other persons working in archaeology, but instead between ‘archaeological’ and ‘non-archaeological employees’. We defined as archaeological employees all such staff members, who regularly and directly interact or work with archaeological objects (whether finds or features) in their jobs or work in support jobs that requires them to regularly and directly conduct work directly feeding into the archaeological process (‘hilfswissenschaftliche Tätigkeiten’). Thus, these include everyone from unskilled labourers mainly employed for digging on excavations via conservators restoring finds in the laboratory and academics from other disciplines engaging in interdisciplinary or supporting research (e.g. by providing pollen or anthropological analyses) up to ‘archaeologists proper’ in the narrow sense described above. Among the non-archaeological employees, on the other hand, we included all such members of staff in archaeological organisations whose job not normally requires them to directly engage with archaeological objects; i.e. secretaries and other administrative staff, IT-technicians, and other technical staff like electricians, etc.

This distinction was chosen because we consider it as more significant for the analysis of the archaeology labour market whether someone actually regularly as part of his paid or voluntary job engages with archaeological objects than whether someone has graduated from an archaeology degree. After all, staff who directly engage with archaeological objects can and do directly influence their preservation, recording and scholarly analysis and thus have a role in the archaeological process itself. Other staff, who do not regularly and directly engage with the archaeology itself, on the other hand, may earn their living by working in an archaeological environment, but have no (significant) impact on the archaeological process itself.

Valorising the Austrian study

The valorisation of the Austrian case study of the 'Discovering the archaeologists of Europe 2012-2014' project will take place in several different ways and we expect (or hope) it to have several different outcomes. One of the most significant outcomes, to which the results of the previous study in 2008 have already at least contributed a bit, are changes to the way in which archaeological contracts are awarded, which have already been mentioned above (also see Pieler et al. 2013 on the various changes to practices of the BDA) and the consequential necessity to introduce generally applicable, transparent minimum standards for archaeological fieldwork (BDA 2010; 2012; 2014). Since these changes are already taking place and indeed have mostly been completed, it has to be expected that the impact of the results of this study on these changes will be less drastic. Yet, we hope that this study will contribute to a further consolidation of the Austrian archaeological labour market and further improvements of archaeological working practices in Austria.

The results of the 2012-14 project complement and expand the first systematic analysis of the Austrian archaeological labour market and of the archaeological profession with additional data, which were collected from Austrian archaeological employers to allow a first revision of similar data collected in 2008, thus enabling a longitudinal comparison and conclusions about the historical development of the archaeological labour market in Austria, not least in times of a global economic crisis. The collected data will thus be of great significance to the archaeological profession itself, and will also be useful to guide future political decisions. They will hopefully also allow Austrian industry (including archaeological employers) and universities to determine or at least better estimate the future demand for trained archaeological workers. We hope that the results of this study enable reasonable and evidence-based future planning for the development of the archaeological profession in Austria.

Valorisation by dissemination of results

The results of the Austrian case study 2012-14 have already been and will be disseminated in several different ways. First preliminary reports of the results of the study, also in comparison with the 2008 results, have already been presented at various conferences or in the form of short summaries at various relevant disciplinary events to stakeholders within archaeology (z.B. EAA 2013, 3rd postgraduate conference for medieval archaeology 2014, BDA round table archaeology 2014). The national report will be made available to the disciplinary and general public via the websites of the Austrian project partner IÖAF http://archaeologieforum.at, the largest Austrian archaeology internet platform. Electronic copies will also be sent to all Institutions approached by this study with the request to complete questionnaires. For further discussion and use of the results of the Austrian study, a permanent discussion thread has been opened on the internet forum on the website of the IÖAF. As far as possible, the results of this study will also in this thread be compared with the analysis of the archaeological job resource of the Austrian project partner, which is located on the same website (see e.g. Karl & Möller 2012).

Printed copies of the Austrian report will also be made available to the Minister of Business and Research and the Minister for the Arts and Culture, Constitution and Public Service, as well as all main Austrian political parties (especially their speakers for cultural affairs). Further

copies of this report will be made available to Austrian businesses via the Wirtschaftskammer Österreich.

Besides the Austrian national report, the results of the Austrian and the wider European study will also be disseminated to the archaeological community via presentations at conferences and summaries at other relevant disciplinary events (e.g. EAA 2014, BDA archaeology round table 2015). Short summaries will also be offered the two leading Austrian popular archaeology magazines Archäologie Österreichs and Forum Archaeologiae for publication.

Since the Austrian project partner regularly assesses the data on the archaeology labour market gathered via the project partner's online archaeology job resource, the national and European results of the 'Discovering the archaeologists of Europe' project will provide a valuable benchmark for future reports on the Austrian archaeological labour market and how it compares against the wider European picture. This will guarantee the continued use of the results of the 'Discovering the archaeologists of Europe' project in the Austrian context for the foreseeable future. Results of the assessment of job advertising data have been regularly presented at national and international conferences (5. Deutscher Archäologentag; 11. Österreichischer Archäologentag, 3rd postgraduate conference for medieval archaeology, etc.) and published in peer-reviewed journals (Archäologie Österreichs, Archäologische Informationen, Forum Archaeologiae), and will be disseminated through similar channels in the foreseeable future.

Valorisation in the political process

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

Valorisation in higher education

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

Valorisation in the economy

The results of the national study also are of particular value to the economy. Businesses are enabled to establish the likely availability of skilled archaeological labourers and manage their business plans and particularly building developments accordingly. Particularly in the construction sector, lack of archaeological labour can seriously delay the planning process as well as actual construction. The ability to strategically plan and if necessary hire skilled archaeological staff will allow construction and other companies planning to expand their businesses to avoid such delays and allow construction to go ahead as speedily as possible (also see Karl 2011a, 278-310).

Methodology

The methodology used by this survey by and large follows that set out in the previous British studies *Profiling the Profession* (Aitchison 1999), *Archaeology Labour Market Intelligence: Profiling the Profession 2002/03* (Aitchison & Edwards 2003) and also the European *Discovering the Archaeologists of Europe 2006-2008* project (http://www.discovering-archaeologists.eu; Karl 2008). The present survey was based on these studies and the guidelines set out in the grant application for the Discovering the archaeologists of Europe project, to gather data that allows to assess the situation of Austrian archaeology and compare it to that of archaeology in other European Union member states, based on up to date data pertaining to the year 2013.

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

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

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

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

The project was planned in meetings with all project partners, which were used to discuss procedures, problems encountered during the implementation of the project, and to exchange information between project partners. Internal quality assurance was carried out by the staff of the project and by the national and international bodies funding the project.

The questionnaire

Structure and content of the questionnaire roughly follows the British example provided by the *Archaeological Labour Market Analysis: Profiling the Profession* 2002/03 (Aitchison & Edwards 2003, Appendix 3) study, which had already been used for the previous Austrian study in 2008 (Karl 2008,107-115). It was, however, considerably modified based on experiences made in 2008 and following communication with colleagues, including a short presentation of the draft questionnaire with request for feedback by the wider Austrian archaeological community at the BDA round table archaeology 2013): A number of changes and additions requested received until c. mid April 2013 following the latter event were worked into the final questionnaire.

The questionnaire consisted of four main parts and one appendix. The first part contained questions regarding the organisation completing the questionnaire, the second general questions on staff employed by the organisation, the third questions related to education and training of staff, and the fourth questions related to the historical development of the archaeological labour market in Austria. While organisations were asked to complete these four parts only once, the appendix, which aimed at establishing job role profiles, should have been completed once per job role profile in the responding organisation (regardless of how many persons hold such a post in the responding organisation). ´This appendix – which corresponded to the second part of the 2008 questionnaire, which had been returned only by a few organisations – consisted of the job role profiles submitted by respondents in the 2008 study. Sadly, this appendix of the 2013 questionnaire was also completed by only very few organisations. The questionnaire was sent to all organisations ion the distribution list (see below) with an introductory covering letter.

As the date for which the questionnaire should be completed, 1 July 2013 was set, to capture the staffing levels during the main excavation season, the part of the year when in all likelihood the highest number of people work in archaeology, which is known to have a seasonal pattern of employment. By setting a date for which the survey was to be completed, it was attempted to rule our double counting of employees as much as possible.

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

The distribution list

In the distribution list, we included all Austrian organisations of who it could be assumed that they might possibly employ archaeological employees. The list was compiled by means of research in relevant disciplinary literature (e.g. the *Fundberichte aus Österreich*, which list all persons who reported archaeological finds or fieldwork to the BDA in any given calendar year, mostly with their employer's address details; Friesinger & Titscher 2004) and an extensive internet search for smaller museums and other organisations who might be employing archaeological employees. The list – in the meantime slightly expanded by new and additional organisations which requested to be included – can be found on the webpages of IÖAF at http://archaeologieforum.at/index.php/weblinks/45-arch-org-at. This list contained at the time the survey for this study was conducted a total of 271 organisations, some of which have several separate archaeological departments. These organisations were all contacted, despite

the fact that we could only seriously assume that 85 of them would actually employ archaeological employees in other than very short-term or minimal part-time contracts. This is a significant difference to the study in 2008, where we only contacted such organisations that we were reasonably sure of that they actually employed archaeological employees in more than very short-term or minimal hourly contracts. It is for this reason that the number of organisations contacted has risen in comparison to 2008 (when we contacted only 34 organisations) by a factor of about 8, and the number of questionnaires that were sent out by a factor of about 6 (2008: 51; 2013: 308). In addition to this, messages advertising the study and linking to the questionnaire were posted on the start page of IÖAF's http://archäologieforum.at.

Data collection

In total, we finally sent out 308 questionnaires to 271 organisations by email with attached questionnaire at the end of April 2013. The questionnaire was also made available in electronic form on the website of the IÖAF. In the cover letter, we asked for the questionnaire to be returned no later than 31 September 2013. It was also offered in the cover letter that a member of the project team would be available on request to complete the questionnaire in the form of a personal interview (whether via telephone or at a meeting).

Following this initial contact, a reminder was sent to organisations which had not responded by 3 June 2013. On 31 July 2013, the response rate was at c. 9.4%. As a follow-up, representatives of several organisations were targeted and asked for interviews. Several such meetings could be arranged, with the questionnaire completed by a project team member with a representative of the respective archaeological employer. The last of these interviews took place on 3 December 2013. In total, this resulted in 22 completed questionnaires and 14 negative responses (responses indicating that the contacted organisation employed no archaeological staff at all), which gives a final response rate of c. 11.7%.

The slightly higher number of questionnaires sent our than institutions contacted is explained by the fact that organisations which have several separate archaeological departments were sent one questionnaire per department to ensure that in answers, all staff in all relevant departments would be counted, rather than just those in the department tasked internally with completing the questionnaire in each of these organisations.

Data entry

The 22 completed questionnaires which were returned all were returned in electronic form. 13 were submitted via email with attached completed questionnaire (formatted as Microsoft Word template files). The remaining 9 were completed online via the web link on the website of IÖAF.

The online responses were automatically collected in a database using the programme SurveyGold 8. The data returned by email responses was entered manually into the same database, as were the data collected through supplementary internet research. The final data analysis was carried out in Microsoft Excel, mainly to allow for better visualisation of the results. The data collected both via the questionnaire and our own internet research represent a total of 111 organisations or 128 departments 24 job profiles.

Response rate

The 22 completed questionnaires and 14 negative responses returned to us constitute a return rate of 11.69% of all questionnaires sent out. They come from 35 of the 271 organisations contacted, which gives an organisational response rate of about 13%, slightly higher than that for the questionnaires itself. It has to be remarked in this context that this time, we did contact numerous small local museums and other similar organisations where there was a theoretical possibility that they could have archaeological employees on their staff, even though the probability that they would had to be considered to be very low. It is thus very likely that many of those organisations simply didn't reply because they do not employ any archaeological staff. Of the 271 contacted organisations, to the best of our knowledge, only 85 certainly or very likely employ archaeological staff. Of these 85, 16 returned a completed questionnaire, giving a response rate of c. 19% for organisations probably or certainly employing archaeological staff.

At 11.7% (or 19% if considering only those organisations likely to employ archaeological staff), the response rate in this survey is considerably lower in 2008, when this research was first conducted in Austria. However, it is certainly sufficiently high to be representative, since sufficient numbers from each of the main sectors of the Austrian archaeological labour market have responded to provide us with a sufficiently reliable database.

As already highlighted in the comparable British report from 2003 (Aitchison & Edwards 2003, 10), response rates for postal (or email) surveys rarely exceed 50% and frequently are well below 25%. Comparably low response rates have also been recorded in other European countries, e.g. Germany, Austria thus is not special in this regard.

In difference to earlier British studies (Aitchison 1999, 93; Aitchison & Edwards 2003, 10), duplicate responses had not to be considered in the Austrian study, since the questionnaire had specifically to be completed for the individual department in organisations having several different archaeology departments. Thus, while there were occasions that more than one questionnaire was returned for a single organisation, these were for separate departments which each had completed the questionnaire for their department only.

Completeness of responses

As usual in surveys like this and as also observable in earlier comparable British studies (Aitchison 1999, 94; Aitchison & Edwards 2003, 10), some organisations left some fields for answers blank. The total number of responses thus is given in the discussion of the results of the responses to the survey.

A significant problem exists with the completeness and accuracy of responses where salaries are concerned. In regard with salaries, several organisations have either refused to answer or answered so inaccurately that considerable difficulties exist with the usefulness of that data. This, however, is hardly surprising if seen in the context of job adverts in the Germanophone countries of Europe, which have also shown that salary figures are frequently not given at all in adverts, or if at all in a very intransparent manner (Karl & Krierer 2004b; Karl 2008).

Calculating workforce size

To determine the total estimated number of persons employed in Austrian archaeology, we did, in difference to the comparable British studies (Aitchison 1999; Aitchison & Edwards 2003, 10) not rely on arithmetic techniques. Rather we attempted to gather information about the number of employees of organisations (or departments in organisations) who had not responded to the questionnaire survey by accessing their respective websites and counting staff numbers as presented on these. This was not possible for 180 Organisations or departments who had not returned a completed questionnaire or negative response. This means that of the total 308 organisations or departments contacted by sending them a questionnaire, actual data is available for 128 or 41.56%.

While it has to be considered that even official websites of archaeological organisations not always give precise staffing details and are also not always very regularly updated, we could establish that the websites of those organisations that had returned questionnaires were c. 95% accurate, as had already been the case in the earlier study in 2008. A higher margin of error only exists where short-term posts are concerned, mainly for staff in project-based posts, and there again primarily where staff in field projects are concerned.

Creation of post profiles

Like in the previous study, we also asked in the current study for post profiles. This part of the questionnaire, however, was sadly only completed by 10 of the responding organisations. These responses provided data on 28 different post profiles, of which 4 were to incomplete to be considered in any analysis. Since the remaining 24 post profiles do not provide a sufficient database for a reliable analysis, this was not attempted this time.

Electronic access to the report

This report will be made publicly available via the websites of the Internationales Österreichisches Archäologie Forum (http://archaeologieforum.at). Since the responding organisations were guaranteed that all data they provided would be treated confidentially, the database which underlies this report cannot be made publicly available, as the small number of archaeological organisations in Austria would possibly allow to gather sensitive commercial data from this database even after the names of the responding organisations have been removed. Summary data in electronic form (Microsoft Excel-Tables including diagrams) which do not allow to gather sensitive data on any individual organisation can be requested from the IÖAF.

Organisations

This project approached every organisation in Austria that we believed would employ archaeological staff, as well as many other organisations (like small local museums) which we assumed might possibly employ some archaeological staff. This included central government organisations, archaeological departments of regional and local government, museums, universities, registered charities (gemeinnützige Vereine) engaged in field archaeology, private companies and self-employed archaeologists. In total 308 questionnaires were sent to 271 organisations, 85 of which were certainly or most probably employing archaeological staff. 22 completed questionnaires (7.1%) and 14 negative responses (4.5%) were returned by a total of 35 organisations (c. 13%). For the analysis, all 22 completed questionnaires, of which several are for individual departments in organisations having several archaeological departments (e.g. only 2 of the 8 departments at the University of Vienna offering some archaeological modules returned a completed questionnaire), were treated as individual responses and not collated to statements for whole larger organisations.

Types of organisations

The respondents were asked to select one of a series of options which best described the organisations type (Figure 1). The choices given for the type of organisation were:

- national government agency or department ('Bundeseinrichtung')
- regional government agency or department ('Landeseinrichtung')
- local government ('Bezirks- oder Gemeindeeinrichtung')
- private company
- private charitable organisation
- self-employed person

Figure 1: Types of organisations.

In addition, respondents were asked to select what kind of organisation they were (Figure 2). The following options were provided:

- public service department ('Verwaltungseinrichtung')
- museum / collection / gallery
- school / primary or secondary education institution
- university / college / adult education institution

- non-university research institution
- service provider / contractor ('Dienstleistungseinrichtung')
- consultant / advisory service provider
- other (please specify)

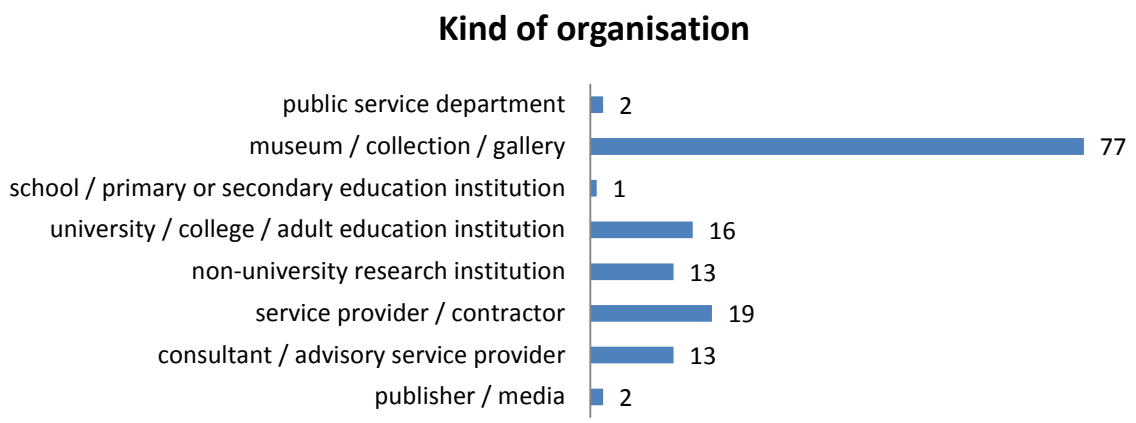

Figure 2: Kinds of organisations.

In addition, respondents were asked to identify their organisation's roles, functions or areas of work. To reflect the fact that most Austrian archaeological organisations are multifunctional, we asked respondents to identify in 10%-steps the distribution of the main activities of their organisations. In fact, most organisations did select several different activities in different percentile intensity.

As roles for organisations, the following options were given to respondents to select from:

- public administration
- heritage management (in the field)
- survey and other non-invasive fieldwork
- excavation and other invasive fieldwork
- laboratory work
- museum work
- education and training
- office-based scholarly research
- advice to third parties

The principal roles of each archaeological organisation in Austria can largely be deduced from their organisational structure or type, which usually result in main responsibilities, frequently defined by legal obligations or their own statutes or by-laws.

As said, most archaeological organisations in Austria are multifunctional and do not restrict themselves to just one 'primary' role or area of work. This was very apparent from the answers received: almost all responding organisations selected at least 2 items from the above list, often 3 to 5 items. Four organisations even selected 7-9 areas of activity that their organisation was engaged in. Table 1 and Figure 3 show the distribution of answers as they were chosen by the responding organisations themselves in the 22 responses received.

	0%	10%	20%	30%	40%	50%	60%	70%	80%	90%	100%
Public administration	5	5	1	2							1
Heritage management	5	7	1	1	1						
Survey/ non-invasive fieldwork	5	5	2	2				1			
Excavation / invasive fieldwork	7	4			1		2	1			
Laboratory work	9	4									
Museum work	5	4	2	1		2		3	2		
Education and training	3	2	3	3		2			1		
Office-based scholarly research	3	6	5		2	2					
Advice to third parties	4	3	4	1				1			

Table 1: Types of work conducted by organisations.

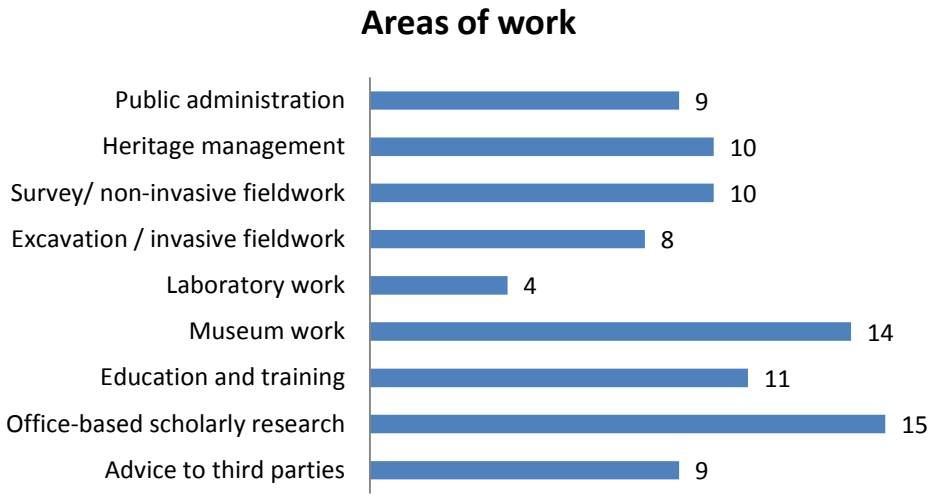

Figure 3: Types of work conducted by organisations.

The different roles that could be chosen by the organisations in this survey are more or less equally represented, with only office-based scholarly research, museum work and laboratory work deviating considerably from the average. While laboratory work apparently is only comparatively rarely carried out by archaeological organisations, museum work and office-based scholarly research are particularly common. C. 64% of responding organisations stated that they carried out some museum work, and c. 68% stated that office-based scholarly research is an activity conducted by them. Despite the relatively even distribution of roles and despite the fact that virtually all archaeological organisations in Austria are multifunctional, only about 18% are active in almost all areas of archaeological work. The majority of organisations (c. 59%) restricts itself to 1-4 of the listed functions.

Size of organisations

Archaeological organisations in Austria by and large are rather smallish in size. In the following, we examine the overall size of organisations and the average numbers of archaeological staff that they employ.

Overall size of organisations

Besides archaeological staff many archaeological organisations in Austria also employ non-archaeological staff like secretaries, which were covered in this study as 'other staff'. When estimating the overall size of archaeological organisations, both archaeological and other staff are considered. The figures given for overall size of organisations thus includes all employees of these organisations, whether archaeological or other, and whether permanently or temporarily employed staff, volunteer staff, or staff employed through social integration measures for the unemployed ('AMS-Maßnahmen').

Of archaeological organisations in Austria, 70.3% employ less than 10 members of staff, 16.4% between 10 and 25 staff, 10.2% between 26 and 50 staff and 3.1% more than 50 staff (Figure 4).[2]

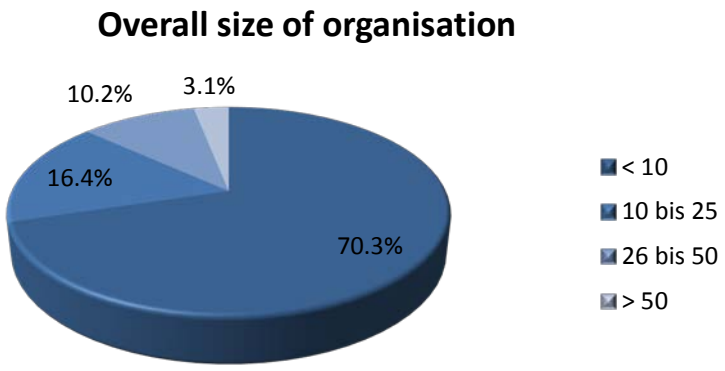

Figure 4: Overall size of organisations.

Numbers of archaeological employees

Where the overall numbers of archaeological employees (including temporary staff, volunteers and staff employed through social integration measures for the unemployed) are concerned, 71.1% of Austrian archaeological organisations employ less than 10 archaeological staff, 17.9% between 10 and 25 archaeological staff, 4.7% between 26 and 50 archaeological staff, and 1.6% more than 50 archaeological staff (Figure 5). 4.7% of Austrian archaeological organisations employed no archaeological staff at all on 1 June 2013. The latter are primarily small local museums which at the most occasionally employ archaeologists on temporary or even only hourly contracts and as such, this result is not surprising.

[2] NB: the responses of charities with purely voluntary members who responded with figures of – partially – well over 50 members were excluded from this calculation, since they reported their membership figures, who not necessarily are all active voluntary workers.

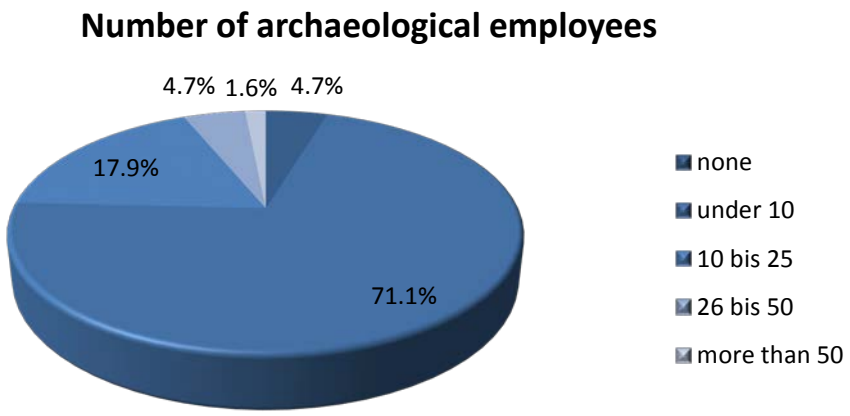

Figure 5: Number of archaeological employees.

These overall figures are, however, somewhat misleading since most archaeological organisations in Austria have a much smaller number of permanently employed archaeological staff. A total of 40.9% of responding organisations stated that they had no archaeological staff funded from their normal budget. 36.4% employ fewer than 10 ‚permanent' archaeological staff, another 9.1% said that they had between 10 and 25 permanent archaeological staff, and 4.6% that they employed between 26 and 50 such staff. None of the responding organisations indicated that they had more than 50 permanently employed archaeological staff. 2 organisations did not report on how many staff they had under which kind of budget.

Geographical location and range of operations

The survey also sought to identify where organisations are located in Austria (for the geographical distribution of the workforce see page 60). The distribution of organisations is rather uneven, Vienna being a clear centre for archaeologically active organisations. Quite generally, with 61 organisations located in eastern Austria (Burgenland, Lower Austria, Vienna), c. 47% of all archaeologically active organisations are located in the east of Austria, with only 44 organisations or 34% in western Austria (Salzburg, Tyrol, Upper Austria and Vorarlberg) and a mere 24 or 19% in southern Austria (Carinthia, Styria).

Asked for their range of operations, c. 41% of responding organisations stated to exclusively or almost exclusively work within their own region (Table 2; Figure 6). A total of 55% of all organisations said that 50% or more of their work happens in the federal region (Bundesland) their organisation is located in. Another 27% said that 50% or more of their work took place within Austria, and about 23% said their range of operation in the main (≥50%) was international.[3] Only one organisation claimed to be operating internationally only.

[3] The total of 105% when adding up these percentages results from the fact that some organisations identified their range of operations as 50% in one and 50% in another range band and thus were counted twice when calculating these percentages.

	0%	10%	20%	30%	40%	50%	60%	70%	80%	90%	100%
regional	2	3	3	2		1		1	1	4	5
all of Austria	8	3	5			2	1	1	1		1
international	8	6		2	1	2	1	1			1

Table 2: Range of operations.

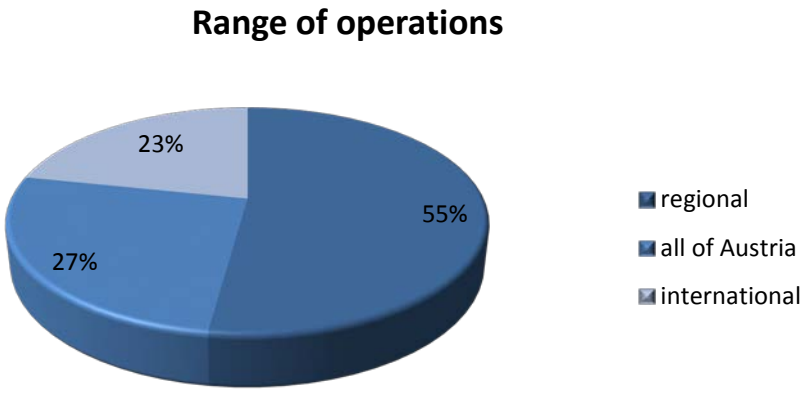

Figure 6: Range of operation.

Quality standards and requirements for site directors

Another aspect of the survey was which quality standards archaeological organisations in Austria comply with. Of the 22 responses received, 21 or 95.5% reported, that the respective department or organisation complied with at least some quality standards, with only 1 or 4.5% not answering this question.

Overall, 18 different quality standards were mentions, which for sake of completeness are listed in Table 3 with the number of organisations naming each respective standard as one they complied with. Not all of those quality standards are generally accepted standards, some are relatively unspecific 'self-determined' standards. Among others, there were 4 organisations which ticked the box 'scientific excellence' (this had already been registered under 'other' free text entry options in 2008 and thus had been included as an option to choose from in the 2013 questionnaire) and one which named 'organisation-internal standards / charity-internal guidelines' ('innerbetriebliche Standards / vereinsinterne Richtlinien'). Some others, like the 'Wissensbilanz der Österreichischen Akademie der Wissenschaften' (1 response) and 'Leistungsvereinbarungen mit dem BMWF' (2 responses) tend to be standards of reporting rather than true quality standards, even if both do have an element of quality assurance to them. Still, the majority of standards named by respondents are indeed national or international quality standards.

Compared to 2008, when 15 of 27 responding organisations or departments reported that they complied with the recommendations of the Salzburg health and safety conference 2006 in their quality management, only 8 of 21 responding organisations did the same in 2013. This is a reduction from about 60% of archaeological organisations which complied with these recommendations in 2008 to only 38% in 2013. However, this may be due to the fact that the recommendations of the Salzburg health and safety on archaeological excavations in the meantime have been superseded by legal requirement, since archaeological excavations now

fall under the provisions of the *Bauarbeiterschutzverordnung* ('construction worker protection regulation'). As a legal regulation, this of course carries considerably greater weight as the mere recommendations of the Salzburg health and safety conference, and it can be assumed that all Austrian archaeological organisations comply with the regulations for the protection of their excavation workforce established by the *Bauarbeiterschutzverordnung*.

Quality standard	**number of organisations**
Corporate Governance	1
EAA Codes of Practice	2
Recommendations of Salzburg health and safety conference 2006	8
Fieldwork standards of the BDA	15
Fieldwork standards association of German state archaeologists	1
Principles of scientific best practice of the Austrian University Vice Chancellor's conference	6
ICOM Code of Ethics	6
IFA Codes of Practice	2
International Standard Organisation (ISO 9000)	2
Leistungsvereinbarungen mit dem BMWF	2
Agreements of the Professional Association of Austrian Museum Archaeologists	2
Wissensbilanz der österreichischen Akademie der Wissenschaften	1
Scientific excellence	4
Museumsgütesiegel	1
Standard norms (ÖNORM, ISO, EAN, Verbandsverantwortlichengesetz, BVG, etc.)	1
Recommendations of Specialist Associations, z.B. Ingenieurbüros	1
Guidelines for Altlastenmanagement, Risikomanagement, SCC, etc.	1
innerbetriebliche Standards / vereinsinterne Richtlinien	2

Table 3: Quality standards.

The survey also asked respondents to indicate what qualifications they would expect a site director should have, and what other requirements site directors employed by their organisations would have to fulfil (Table 4).

According to § 11 Abs. 1 DMSG in its current interpretation by the BDA, a completed degree in an archaeological subject is a legal requirement for persons who wish to be issued an archaeological fieldwork permit, which can only be issued to a physical person for a specific fieldwork project. Despite this, 7 of the 15 organisations responding to this question (47%) did not name any academic qualifications as a requirement for site directors. It has to be assumed that these organisations simply didn't consider it necessary to mention this legal requirement and thus did not tick the relevant box.

Qualification requirements	Number of organisations
Training as construction site coordinator	0
AUVA-course health and safety on archaeological excavation sites	1
BA in an archaeological subject	1
Professional suitability	10
Leadership qualities	5
Habilitation in an archaeological subject for excavations abroad	1
No formal qualifications required	2
Knowledge of digital documentation methods	7
Knowledge of stratigraphic method	7
MA in an archaeological subject	8
Personal knowledge of applicant	2
PhD in an archaeological subject	0
References	1
Geophysical prospection methods	1
Georisiko, Altlastenerkundung und Kriegsfolgenforschung	1
Project management	1
Practical experience in field archaeology	1
Good communication skills	1
Knowledge about excavation funding	1

Table 4: Qualifications required of site directors.

One organisation listed both BA and MA degree, 7 only an MA and one organisation a Habilitation in an archaeological subject as a specific requirement for directing excavations abroad. Besides the formal qualification of an academic degree in a relevant subject, professional suitability, knowledge of digital documentation methods and of the stratigraphic method was also frequently chosen as a qualification site directors were expected to have. 33% of responding organisations also mentioned 'leadership qualities', and 13% that no formal qualifications were required and that personal knowledge of the candidate was relevant for appointing site directors. Other qualifications or requirements were named only by few organisations.

Pay scale systems

The questionnaire also asked respondents for information on whether salaries in their organisation were linked to externally defined, nationally agreed pay scales (eg public service pay scales, union-agreed pay scales etc.). Of the 22 responding organisations / departments, 15 reported that their pay scales were linked to such nationally agreed scales, 3 reported that pay scales within their institution were linked to no such nationally agreed pay scale system, 4 declined to answer this question (Table 5; Figure 7).

In total, 8 different pay scale systems were mentioned by responding organisations (Table 6; Figure 8). The overwhelming majority (c. 67%) reported that pay scale systems within their organisations were linked to public sector pay scales (central, regional or local government pay scales). Also quite frequently, in total 6 times, the Angestelltenkollektivvertrag was mentioned, 4 times the FWF-Scale and twice the Arbeiterkollektivvertrag. Other options were

hardly mentioned. Several organisations pay staff in different types of positions and different contracts according to different pay scales, which explains why the sum total of pay scale systems mentioned exceeds the total number of responses received.

	yes	no	decline
Are salaries in your organisation linked to a pay scale system?	15	3	4

Table 5: Pay scale systems.

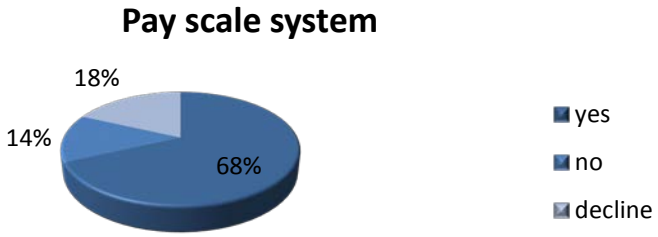

Figure 7: Pay scale systems.

Pay scale system	number of organisations
Angestelltenkollektivvertrag	6
Arbeiterkollektivvertrag	2
Beamtenbesoldungsschema	12
FWF-Sätze	4
Gehaltsschema für Akademie- Angestellte	0
Kammerempfehlungen der Ingenieurbüros und Ingenieurkonsulenten in Österreich	1
Empfehlungen für Werkstudenten der Geotechnik nach WKO Tarifierung	1
BAGS KV	1
Betriebsvereinbarung	1
Keine	3

Table 6: Pay scale systems used by organisations.

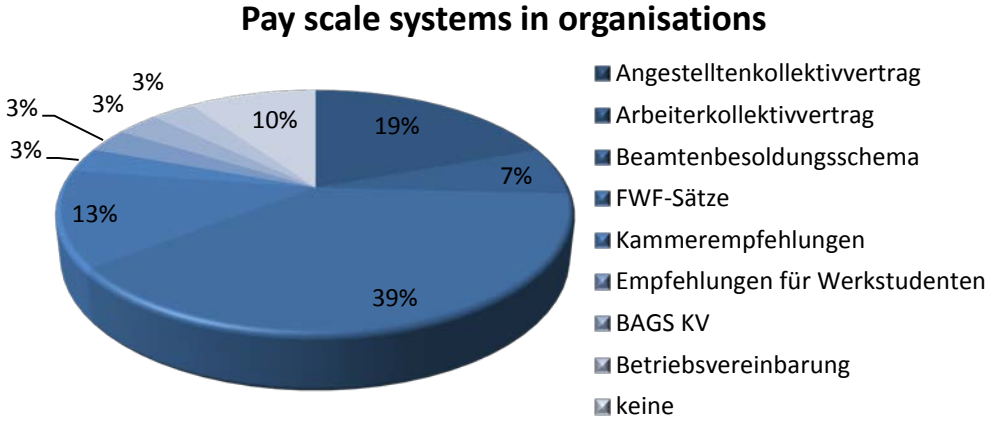

Figure 8: Pay scale systems used by organisations.

Unions

The survey also asked whether unions were active in archaeological organisations in Austria. This question was answered on 20 of the 22 returned questionnaires, with 13 respondents reporting unions as being represented in their organisations, and 7 respondents reporting that there was no union representation in their organisation (Figure 9).

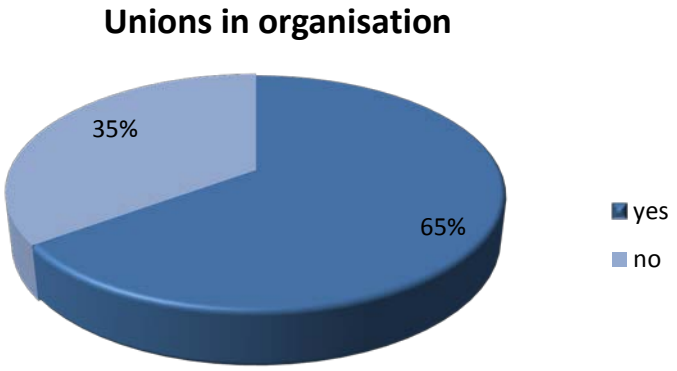

Figure 9: Trade unions.

In the majority of archaeological organisations in Austria, public sector unions are active. The highest number of responses named the Gewerkschaft öffentlicher Dienst (4 responses) and the Gewerkschaft der Gemeindebediensteten (3 responses). Also mentioned were the Arbeiterkammer (5 responses), the Universitätslehrerverband (3 responses) and Betriebsräte (2 responses). Once each were named the Personalvertretung des Landes and the Personalvertretung für Beamte (Figure 10). Again, several unions are active in some of the organisations, explaining the higher sum total of unions represented than the total number of responses.

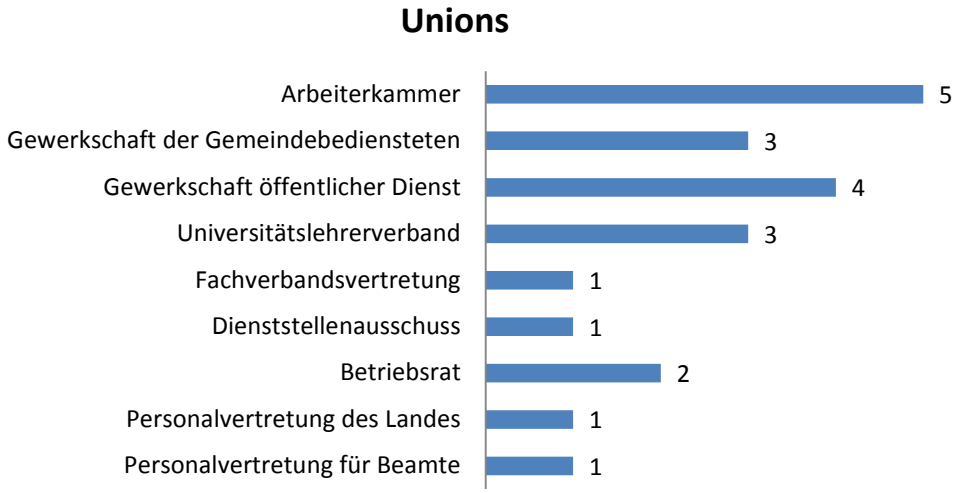

Figure 10: Trade unions in organisations.

Historical development of the organisations

Organisations were also asked about the historical development of their staffing numbers. The questionnaire asked for information in 2 year increments, i.e. the organisations were asked whether staffing numbers had changed since 2008, 2010 and 2012. Organisations were also asked to indicate whether they expected their staff numbers to change in the near future, in the year 2014 and 2016. It was asked whether staff numbers had increased, decreased or not changed for the past, and were expected to increase, decrease or stay the same in the future.

Overall development of staff numbers

19 of the 22 responding organisations answered this question, of which two did not make a prognosis for 2016. In contrast to the expectation of Austrian archaeological employers highlighted in the previous study that posts would be lost in comparison to 2007 in 2008 and 2010, this study shows that actually, the number of posts on average has increased in comparison to 2007.

Comparing 2013 to 2008, only 6 organisations (32%) stated that they had lost posts, while 4 (21%) indicated no change and 9 organisations (47%) stated that staff numbers had increased (Table 7). Compared with 2010, 5 organisations (26%) reported decreases in staff numbers, 6 (32%) reported no changes, and 8 organisations (42%) reported increases in staff numbers. Compared to 2012, only 1 organisation (5%) reported a decrease in staff numbers, while 13 (68%) reported no change and 5 organisations (26%) reported an increase in staff numbers.

	increase	no change	decrease
2008	9	4	6
2010	8	6	5
2012	5	13	1

Table 7: Development of staff numbers over past 5 years.

As a prognosis, the majority of responding organisations expects that staff numbers will remain unchanged (Table 8). For 2014, 11 organisations (58%) expect that staff numbers will not change, while 3 (16%) expect a further increase and 5 (26%) a decrease in staff numbers. For 2016, 9 organisations (47%) expect no changes in staff numbers, while 5 (26%) expect to increase their staff numbers compared to 2013 and just 3 (16%) expect an overall decrease in staff numbers.

	increase	no change	decrease	not answered
2014	3	11	5	0
2016	5	9	3	2

Table 8: Expectations for staff number development over next 3 years.

It thus can be stated that over the past five years, the number of posts in Austrian archaeological organisations overall has increased, a trend that organisations seem to expect to continue into the future, even though with lesser intensity.

Staff paid from the normal organisational budget

The first category of staff the questionnaire was inquiring about was staff paid from the normal budget of the organisation itself, ie mostly long-term and permanent 'core' staff of the organisation. The general trend is that the number of such posts has increased.

Of the 19 responding organisations only 12 provided information regarding changes to numbers of staff paid from the normal budget of that organisation (Table 9). Of those, 3 or 25% reported that the number of posts of this category had decreased since 2008, while 4 or 33% reported an increase of such posts since 2008, 5 or 42% reported no change. Compared with 2010 4 or 33% of the responding organisations reported a decrease in the number of posts in this category, with 5 or 42% reporting no change and 3 or 25% an increase in the number of such posts. Compared to 2012 only 1 or 8% of responding organisations reported a decrease in the number of such posts and 2 organisations or 17% an increase. 9 organisations or 75% reported no change compared to 2012.

	increase	no change	decrease
2008	4	5	3
2010	3	5	4
2012	2	9	1

Table 9: Development of core staff numbers over past 5 years.

The likely future development of this category of posts is expected by Austrian archaeological organisations to result in no significant changes (Table 10). For 2014, a slight decrease in the number of such posts is expected, with 2 organisations or 17% of respondents expecting a decrease in the number of such posts, while just 1 organisation or 8% expects an increase in the number of such posts and 9 organisations or 75% expecting no change. For 2016 the prediction is that numbers will return to what they are now or slightly increase, with 2 organisations or 17% expecting a decrease in the number of such posts and 2 expecting an increase. In specific numbers, the expectations of the responding organisations are that within the next three years, 3 such posts will be lost, but 4 additional such posts will be created. 8 organisations (67%) expect no changes.

	Increase	no change	decrease
2014	1	9	2
2016	2	8	2

Table 10: Expectations for core staff number development over next 3 years.

If one considers actual numbers of posts reported for archaeological staff paid from the normal budget of the responding organisations, it is evident that in comparison with all years for which numbers were reported, more jobs have been created than lost, and a comparable overall increase in posts is also expected for the future.

However, it has to be remarked that the historical development of paid posts of this category is not even across organisations. While some organisations reduced the overall number of posts of this category, others were able to increase the number of posts of this category.

Staff paid from additional funds / project jobs

This kind of paid staff are employees paid by funds that are available in addition to an organisation's normal budget, for instance from research grants, or from third mission activities, or from payments by a commercial company (e.g. a developer) for a contract for archaeological excavations. Virtually all of these posts are temporary, as required by the nature of their funding. Generally, there has been a considerable increase of staff paid from additional funds been reported by responding organisations.

In total, 10 of the responding organisations answered this question (Table 11). Of these, 5 or 50% reported that they employ more paid staff of this category than in 2008, the remaining 50% reported no change. This means that no posts of this category were lost since 2008. Also compared to 2010, 5 organisations or 50% reported an increase of the number of such posts and 4 or 40% reported no change. Only 1 organisation (10%) reported that it now has fewer staff in such posts than it has now. Compared to 2012, 3 organisations or 30% reported an increase in the number of such posts and 7 or 70% reported no change. An overall loss of posts of this category was not reported.

	increase	no change	decrease
2008	5	5	0
2010	5	4	1
2012	3	7	0

Table 11: Development of project-funded staff numbers over past 5 years.

Where future developments are concerned, the prognoses are not quite as positive (Table 12). For 2014, 3 organisations or 30% expect the number of posts of this category to decrease, 6 or 60% expect no change and just 1 or 10% expects an increase. However, it is noteworthy that in absolute numbers, the reporting organisations expect an overall loss of 4.5 posts of this kind, but expect 5 new posts of this kind to be created. Thus, the prediction is not for an overall decrease in the number of such posts, but still of a slight increase. For 2016, 2 organisations or 20% each expect an increase and a decrease of the number of posts of this kind, with 6 or 60% expecting no change. The expectation in absolute numbers again is more positive, with responding organisations expecting an overall loss of 2.5 posts of this kind, but the creation of 7 new such posts and thus also an overall increase in the number of such posts.

	increase	no change	decrease
2014	1	6	3
2016	2	6	2

Table 12: Expected development of project-funded staff numbers over next 3 years.

Overall, the number of posts paid from additional funds seems to have increased considerably over the past 5 years. This is both in terms of absolute numbers of posts as well as specifically archaeological posts. For the future, Austrian archaeological organisations expect a slightly less positive development of posts of this kind. Rather than continuing to rise comparably rapidly, it is expected that the number of posts of this kind will not change much or at best increase slightly. Still, the overall expectation is a continuation of the trend of increasing numbers of posts, if only slightly.

Where posts of this kind are concerned, the overall picture also does vary from organisation to organisation, with decreasing numbers of posts in some, but increasing numbers of posts in others. In some cases, there are also variations within a single organisation where archaeological and other posts are concerned. There are, for instance, cases where the number of posts has been decreasing in one kind of posts, but later increased in both categories (or vice versa).

Subcontracted self-employed workers, AMS-funded staff and volunteers

For the other categories of staff the questionnaire was asking about (subcontracted self-employed workers, AMS-funded staff and volunteers), the 19 responding organisations provided no or only very little information, making a reliable analysis impossible.

Subcontracted self-employed workers are usually specialists hired for very specific tasks and usually only for very limited time by archaeological organisations. Where this category of staff was concerned only 1 organisation reported to have employed more such staff in 2008 than in 2013. All other respondents either did not answer or reported no change. However, given that these organisations not necessarily employ any such staff at all, this cannot be interpreted in a meaningful way.

AMS-funded staff are unemployed in measures (usually for re-integration of long-term unemployed into the labour market) of the AMS ('Arbeitsmarktservice'; job centre), who work in archaeological organisations but have their salaries or benefits paid partially or fully by the job centre. Most archaeological organisations in Austria do not employ any such staff, in a very few exceptions it is however possible that up to and over 100 such AMS-workers can be working in archaeology, particularly in such organisations that regularly conduct large-scale excavations. A few Austrian archaeological organisations in Austria even have as one of their primary purposes to provide opportunities for such labour market re-integration measures for the long-term unemployed. However, none of the responding organisations provided any information on this group of workers.

The same is true for volunteer staff, i.e. workers who provide their time and labour without being compensated financially for their work, whether they provide this work on a regular basis or just occasionally. While one responding organisation reported a considerable increase in voluntary staff, this was a charity which reported its increase in membership. While it is possible that all these new members are indeed providing voluntary work, we did not for the purpose of this study define members of charities as archaeological workers and thus did not figure this particular increase into our calculations.

Archaeologists

Size of the workforce

One of the primary aims of the study was to establish the size of the archaeological workforce in Austria. The questionnaire thus asked organisations to report the absolute number of archaeological staff employed by them on 1 June 2013, whether employed in paid or unpaid volunteer posts or via job centre measures.

18 of the 22 responding organisations reported that they had archaeological employees (as defined on page 31). 2 further ones reported that they did not have any archaeological employees, the remaining 2 did not answer this question. The responding organisations reported that they employ a sum total of 190 archaeological employees. If the staff numbers reported on the web sites of organisations that did not respond are added to this, this gives an overall number of 1069 archaeological employees. If one adds an estimated number for those organisations who did not respond and do not give staff numbers on their web sites, we estimate that a sum total of c. 1219 archaeological staff were employed in Austria in June 2013.

To this figure, another reported 20 individuals employed by archaeological organisations for non-archaeological tasks can be added. Again, if staff reported on web pages of not responding organisations and estimates for the few organisations who neither responded nor have staff details on the web sites are added, we estimate that in total 394 individuals were employed by Austrian archaeological organisations in support (non-archaeological) jobs in June 2013 (Figure 11). This gives an estimated sum total of 1613 individuals employed in Austrian archaeology in June 2013.

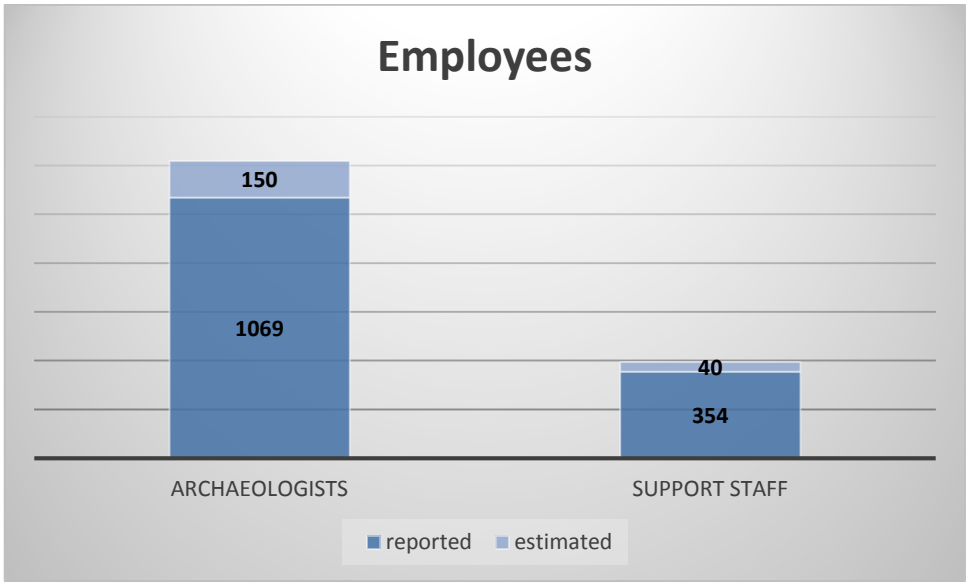

Figure 11: Number of employees.

These figures included all employees in all job types, whether staff paid from the normal budget of their organisation, from additional funds like research grants, unpaid volunteers and staff employed in job centre measures (AMS-Maßnahmen), and self-employed sub-contractors in all 111 Austrian archaeological organisations who seem to employ

archaeological staff (or 128 organisations, if individual departments within the same organisation are counted separately). This is an average of 14.5 staff per organisation (if the 111 organisations are taken as a frame for comparison) or an average of 12.6 staff members per archaeological department.

The figure for the size of the workforce thus is about 67% higher than the one reported in the previous study of 965.5 individuals employed in Austrian archaeology, or 44% higher where actual archaeological employees are concerned. The difference between the results of 2008 and the results presented in this study, however, can partly be explained by the fact that the archaeological labour market is subject to considerable seasonal fluctuations, and partly by the changes in the ratio between full- and part-time posts with contracts.

In 2008, the survey was conducted in February, while in 2013, it was conducted in June, which means that seasonal fieldwork jobs did influence the overall numbers. For a direct comparison, the figures of February 2008 would better be compared to those for February 2013. We estimate that in February 2013 about 1000 archaeological staff were employed in Austria. While this number is still considerably higher than the 743 archaeological employees reported for 2008, the increase in numbers is not as sizeable as it may seem at a first glace when comparing the numbers for February 2008 with those of June 2013.

It has also be noted that these figures include all individuals working as archaeological staff, regardless of whether they were being paid for their work by the archaeological organisation they work for, and regardless of whether they were being paid at all. If one works on the basis of staff for which we had actual data only and subtracts the unpaid volunteers and AMS-funded staff, only about 1102 individuals remain who are paid for their work in archaeological organisations, of which only 791 are archaeological staff. Figuring in the ratio of full-time to part-time and minimally employed staff, this figure corresponds to c. 679.5 full-time equivalent archaeological posts. In the previous study, the 743 archaeological employees corresponded with roughly 600 full-time-equivalent posts. If one compares these figures, the actual increase in archaeological employment is just 13.25%.

Archaeologists as a segment of the population and per square km

Gerhard Tomedi has remarked upon the awfully bad situation in Austria and particularly in western Austria where the number of staff employed in archaeological heritage protection is concerned (Tomedi 2002, 26). More recently, his results were supported and confirmed by a similar assessment of the situation in Upper Austria (Sonius 2007, 13) and all of Austria (Karl 2008, 57-58).

The results of this study allow to further strengthen these results. According to Statistics Austria, the total population of Austria at the start of 2013 was 8,451,860 persons. At c. 679.5 FTE archaeological employees as estimated in this study, there is 1 full-time employed archaeologist per 12,438.3 inhabitants of Austria, and even if taking the maximum estimated number of archaeological employees of about 1200, it would still only be 1 archaeological employee per 7043 inhabitants.

These about 679.5 FTE archaeological employees are responsible for an area of 83.870 km². This means that a single archaeological employee would have to cover an area of 123.43 km².

If taking the maximum estimated number of c. 1200 archaeological employees in Austria, each one of those would still have to cover an area of 69.89 km². And that is assuming that all Austrian archaeological employees would actually work in or be responsible for archaeological heritage management, which of course is not at all the case: rather, of the c. 679.5 FTE archaeological employees, just 15 are directly employed for the purpose of archaeological heritage protection and another 223 have archaeological heritage management as more or less important aspects of their work. Thus, strictly speaking, 1 archaeologist responsible for archaeological heritage protection has to care for c. 5,600 km² of territory, or if one figures in all archaeological employees who have at least some (however minimal) responsibility for aspects of heritage management, would still have to care for c. 350 km^2 of territory.

Composition of the labour market

The questionnaire asked archaeological organisations for data on age and gender, nationality and disability status of employees. In total, responses gave information on age and gender of 99 employees[4]. This relates to c. 52% of all employees mentioned in the questionnaire. In one other response no information was given for the age of employees, but at least the gender of employees identified. Thus, where gender is concerned, information is available for 78% of the reported employees. The nationality was given for 171 or c. 90% of all reported employees. By adding information on age and gender available on websites listing employees of non-reporting organisations, information one age and gender of 308 employees (31%), where gender alone is concerned of 939 or 95% of all employees and the nationality of 285 employees (29%) was available for analysis.

Age distribution

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

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

According to the data received, the average age of employees in Austrian archaeology is 43, with male employees being on average 45 years, and female employees on average 41 years old. 74% of the people employed in Austrian archaeology are between 21 and 50 years of age, and 57% between 30 and 50 years. Compared to the previous study the percentage of employees aged between 21 and 50 has remained unchanged, while the percentage of those aged between 31 and 50, which in 2008 stood at 69%, has considerably decreased (Figure 12).

According to Statistics Austria (http://www.statistik.at), the average age of the Austrian working population in the year 2012 was 40 years for men, and 39 years for women. 84% of

[4] One charity which responded provided this information for its full (and quite sizeable) membership. These figures were disregarded for this chapter, since they would have completely changed the average figures (since c. 96% of the sizeable membership of this charity are male) and thus have severely misrepresented the actual composition of the labour market.

the Austrian working population are between 20 and 54 years, and 53% between 35 and 54 years of age. Due to the age ranges used by Statistics Austria (20-24, 25-34, 35-44 and 45-54), those figures sadly cannot be directly compared. If one modifies the age groups for employees in archaeology to match those used by Statistics Austria as closely as possible, it turns out that 87% of people employed in Austrian archaeology are between 21 und 55 years, and 61% between 36 and 55 years of age. Compared to the overall age of the Austrian working population, the overall average ages for employees in Austrian archaeology is slightly above the overall average for the Austrian working population.

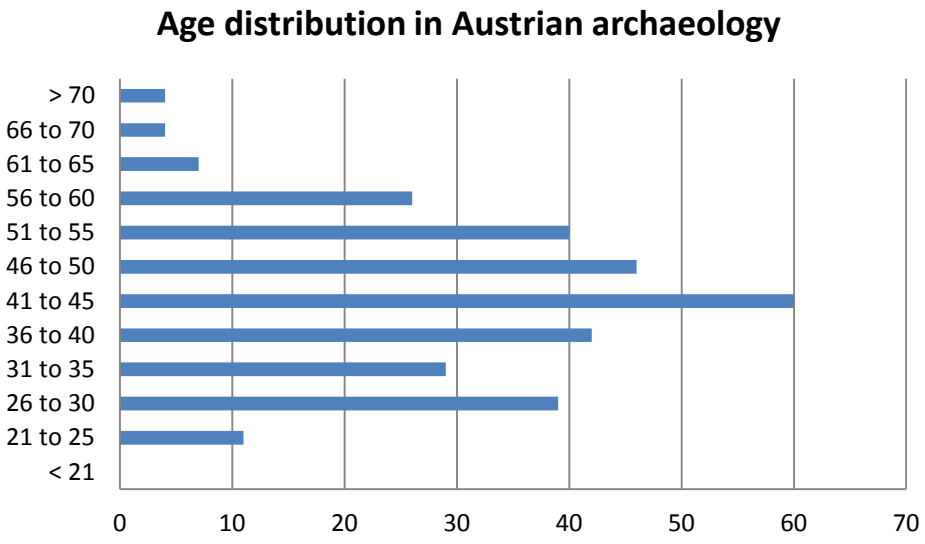

Figure 12: Age distribution of workforce.

Gender balance

According to Statistics Austria in the 1st quarter of 2013, 48.8% of the Austrian population were male and 51.2% female. According to the questionnaire responses, 51% of all people employed in Austrian archaeology are male, 49% are female (Figure 13). This distribution is roughly inverse to that of the general gender balance of the Austrian population.

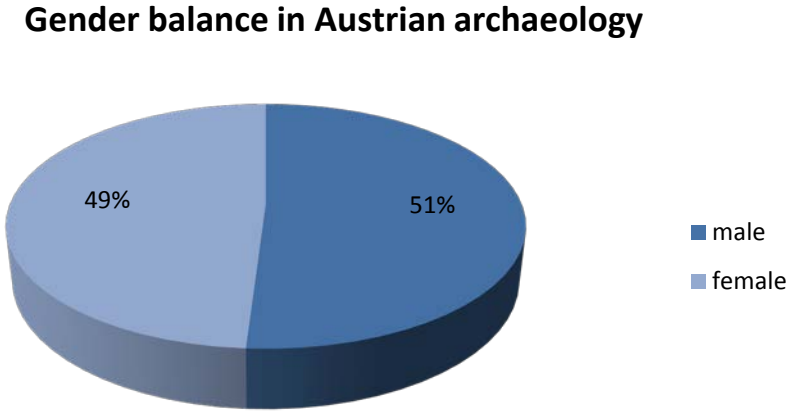

Figure 13: Gender balance of workforce.

One quite interesting aspect is the gender balance across age groups (Table 13; Figure 14): the higher the age of an employee in an Austrian archaeological organisation, the higher the likelihood that they will be male. In the age group up to 45 years, women are in the majority (53.6% of all employees 45 years or under), in that of 46 or above, men are in the majority (64.6% of all employees of 46 years or above).

age	gender		sum
	male	female	
< 21	0	0	0
21 to 25	6	5	11
26 to 30	14	25	39
31 to 35	15	14	29
36 to 40	22	20	42
41 to 45	27	33	60
46 to 50	31	15	46
51 to 55	25	15	40
56 to 60	16	10	26
61 to 65	4	3	7
66 to 70	3	1	4
> 70	3	1	4
age unknown	313	318	631
sum	479	460	939

Table 13: Age and gender distribution of workforce.

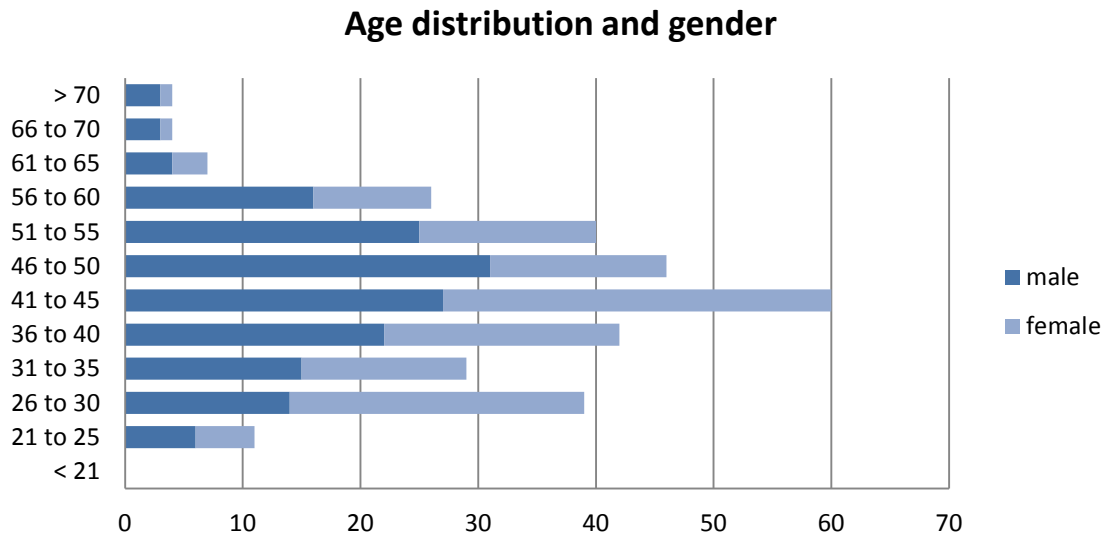

Figure 14: Age and gender distribution of workforce.

If comparing age distributions within genders (Figure 14), it turns out that men are underrepresented in the age group of 45 years or under compared to the overall Austrian working population, and overrepresented in the age group of 46 and above. Where women are concerned, that comparison shows the exact opposite.

Nationality of the workforce

This survey also examined the nationality of staff in Austrian archaeological organisations. Nationality could be established for 381 members of staff. Of these, 285 or 75% are of Austrian nationality, another 89 or 23% are citizens of EU countries, while 7 or 2% are nationals of non-EU countries (Figure 15). At an overall 25%, the proportion of foreign nationals working in Austrian archaeological organisations is considerably higher than that of foreign nationals in the total Austrian working population (11.9%, source: Statistics Austria).

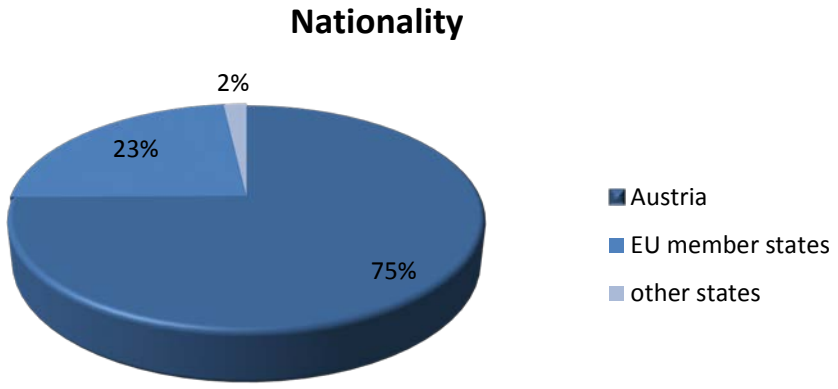

Figure 15: Nationality.

The specific distribution of foreign nationals working in Austrian archaeology can be seen in Figure 16. Hardly surprisingly, the vast majority of those employees in Austrian archaeology with a foreign nationality are Germans: 41 employees or 46% of all foreign nationals working in Austrian archaeology come from Germany. Also quite frequent are Italians – which probably includes a high percentage of South Tyroleans; Greeks and Hungarians.

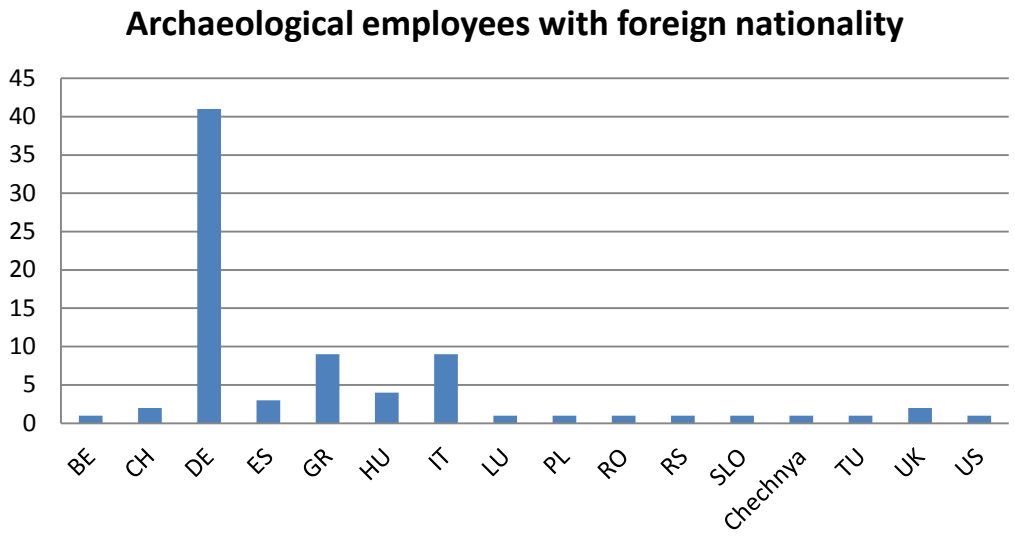

Figure 16: Employees with foreign nationality.

The disabled in Austrian archaeology

We also inquired about the disability status of employees in Austrian archaeology. No responding organisation reported that it employed any disabled person for archaeological tasks. Only where non-archaeological work was concerned, 3 of the responding organisations reported that they were employing disabled staff. This is just 0.4% of all employees in Austrian archaeological organisations reported to or identified via web searches by us. Even considering that we certainly did not identify every disabled person working in Austrian archaeological organisations, this means that in all likelihood, the overall percentage of disabled persons employed in Austrian archaeology is less than 1% and is in stark contrast to the general percentage of the disabled as a section of the Austrian population: according to the national *Behindertenbericht* 2008, about 19% of the Austrian population have some disability or, if only the severely disabled in a stricter definition are counted, c. 7.5% are disabled.

As has already been noted by the previous Austrian study, the number of disabled persons working in archaeology in Austria is very small. While this at least partly can be explained by the fact that some physical disabilities make participation in some aspects of archaeology relatively difficult or practically impossible, there is a wide range of archaeological tasks where disabilities do not hinder. The development of measures that allow greater inclusion of the disabled in Austrian archaeology would therefore be strongly advisable and highly desirable.

Regional distribution of the archaeological workforce

The questionnaire responses also allow conclusions about the regional distribution of the archaeological workforce in Austria. As a basis for this analysis, the location of each organisation as given in the questionnaire response or as gathered from their web page or postal address was taken to represent the main area in which the respective organisation is active. All figures reported in this section of this study are estimations based on the data reported in questionnaire responses, the data gathered from staff lists of non-responding organisations as listed on their websites, and on estimations for those few organisations that neither responded nor give staff details on their websites.

federal region	Archaeologists	in %
Burgenland	10	1.1%
Kärnten	5	0.5%
Niederösterreich	214	22.8%
Oberösterreich	49	5.2%
Salzburg	47	5.0%
Steiermark	89	9.5%
Tirol	97	10.3%
Vorarlberg	12	1.3%
Wien	416	44.3%
sum	939	100%

Table 14: Regional distribution of workforce.

These figures, much like the figures for the distribution of archaeological organisations in Austria (see page 44), show a distinct regional imbalance where the distribution of the archaeological workforce in Austria is concerned (Table 14). This imbalance is even more pronounced than that of archaeological organisations: an estimated c. 68% of the archaeological workforce seems to be located in Eastern Austria (Wien, Niederösterreich, Burgenland), with only 21% in Western Austria (Oberösterreich, Salzburg, Tirol, Vorarlberg) and a mere 10% of the archaeological workforce being located in Western Austria (Steiermark, Kärnten). This ranking is inverse to the size of the respective main regions of Austria, with c. 41% of the Austrian territory located in Western Austria, c. 31% in Southern Austria, and only c. 28% in Eastern Austria.

Qualifications profile

We also asked for the highest qualifications that staff had achieved, both in archaeology and also in terms of their generally highest qualification in any field. Overall, the archaeological qualifications of 426 employees and the general qualification levels of 740 employees could be established.

Of the employees whose archaeological qualifications could be established, 93% have some form of academic degree, with 20% having as their highest qualification a Habilitation, 38% a PhD, and another 33% a Magister or MA degree. Only 3% have a BA as their highest academic degree in archaeology. Of the 7% who do not have an academic degree 3.3% have completed an apprenticeship, while the remaining 3.8% have completed high school / A-levels (Figure 17). Since there neither are archaeological apprenticeships nor archaeology in high school in Austria, it has to be presumed that the latter were completed abroad.

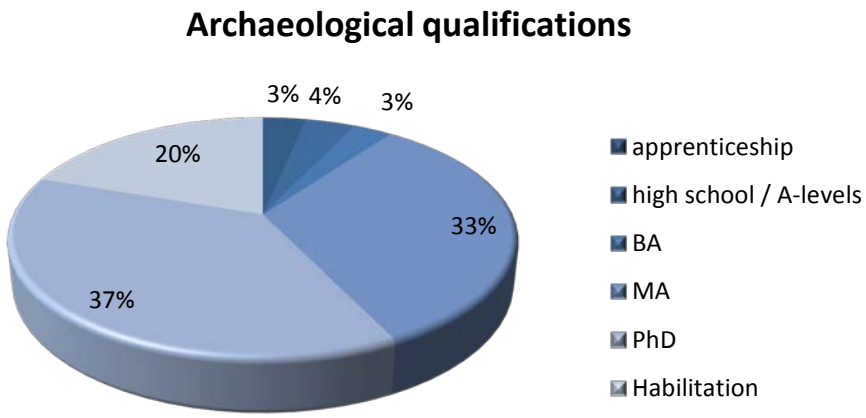

Figure 17: Level of archaeological qualifications.

Where the general qualification levels are concerned, 84% of those who are considered archaeological employees in this study hold an academic degree (although not necessarily in archaeology), with 14% holding a Habilitation as their highest degree, 32% a PhD, another 34% a Magister or MA and just 4% a BA. 8% have completed high school, and 9% of employees completed an apprenticeship (Figure 18).

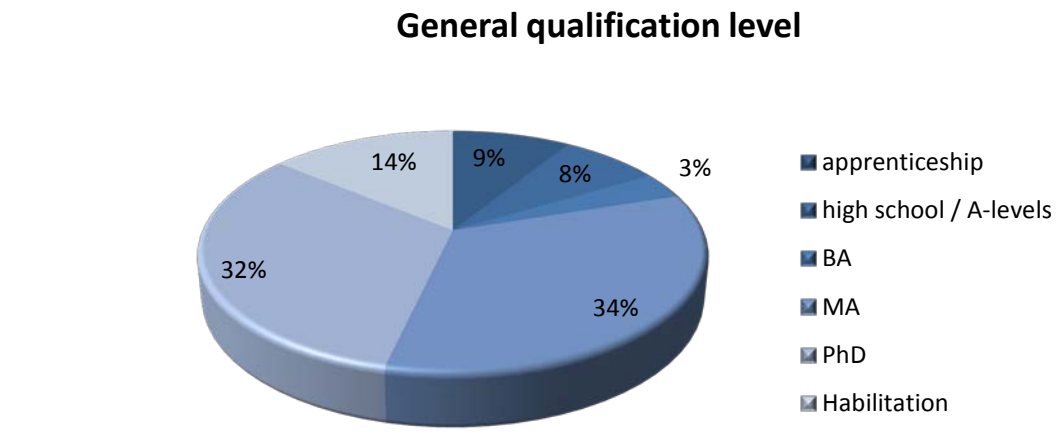

Figure 18: Level of general qualifications.

The percentage of archaeological staff with an academic degree is thus considerably lower in Austrian archaeology at 84% than, for instance, in Britain (Aitchison and Rocks-Macqueen 2013, 101-103), where 92.6% of those employed in archaeology hold at least a BA. What is particularly noteworthy, however, is the different distribution of degrees of different levels. While in Austria, the percentage of archaeological employees who hold a PhD or postdoctoral qualification (in Austria, the Habilitation) is 46%, the percentage of people employed in archaeology in the UK holding a PhD or higher qualification is a mere 19.1%. In addition, 34% of the archaeological workforce in Austria hold an MA as their highest qualification, while in Britain, a mere 26.5% do. On the other hand, in Austria just 4% of archaeological employees hold a BA, while in the UK, it is by far the most common highest qualification, held by 47% of archaeological employees.

We also asked where staff had acquired their highest qualifications. The responses demonstrated that the overwhelming majority of all of individuals employed in Austrian archaeology had acquired their highest qualification in Austria: 87% of all employees had completed their highest qualification in Austria, only 13% in another EU country, and there was just a single case (0.2%) for which it was reported that one staff member had acquired his highest qualification in a non-EU country (Figure 19).

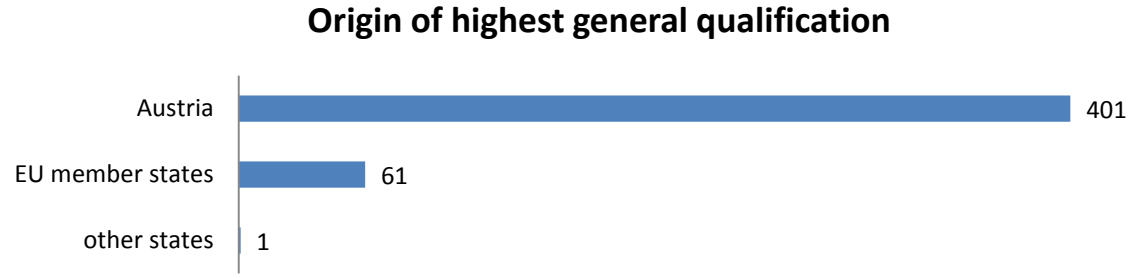

Figure 19: Origin of highest qualifications.

Jobs

Range of jobs

Like in the previous study, organisations were asked to provide information on different types of jobs they offer. Sadly, this time only 10 organisations responded with information on 28 job profiles. This is too small a sample to be meaningfully interpreted, and additional difficulties would have been posed by the problem that universities and research institutes would have been seriously underrepresented. It was thus decided to not analyse this particular aspect of the questionnaire responses.

Salaries

Also not overly productive were the answers to the questions regarding salaries. We asked for minimum, maximum and average annual salaries of archaeological and other staff. Overall, these questions were answered by 18 organisations, though partially incompletely. 2 organisations remarked specifically that they could not answer questions regarding salaries of staff.

While this pattern is by and large confirmed in the published job description for advertised posts in Austria – rare as they are anyway – where information on salaries normally is not given or given only in hardly intelligible ways (Karl & Krierer 2004a; 2004b; Karl 2008), it is somewhat surprising given that the vast majority of responding organisations had answered the question regarding whether they paid staff according to general pay scales in part 2 of the questionnaire by reporting that they were paying staff according to general pay scales like the Beamtenbesoldungschemata, the Arbeiter- or Angestelltenkollektivvertrag (see also page 47).

Even when figuring in that many Austrian organisations with archaeology departments do not actually inform heads of those departments about their staff budget (at least not in detail), since these have no control over that aspect of their department's budget anyway, one would assume that it would have been relatively easy for the heads of such departments to find out minimal and maximum salary in the pay scales operating in their organisation and also find out the approximate average salary that staff in their department earn. The relatively widespread refusal of responding organisations – who, where other parts of the questionnaire were concerned, were thankfully very willing to provide reliable information (and, where it was not possible to give accurate figures, to provide good estimates and identify them as estimates rather than accurate figures) – thus has to be interpreted as a cultural phenomenon; that it is widely considered inappropriate or positively objectionable to provide information about salaries of staff, even if this information is only approximated and fully anonymised.

From the available, reasonably useful data, we have calculated that the average gross annual salary of paid employees in Austrian archaeology is € 27,091.52, even though it has to be noted that reported annual gross salaries varied from a minimum of € 8,400 (probably either for minimal hours contracts or very unspecialised work) to a maximum of € 68,000. Compared to the average salary calculated in the previous study (where we encountered similar problems with getting data about salaries), which stood at a gross annual € 31,518 in 2008,

the average salary of paid employees has decreased considerably. Compared with the average gross salary of all Austrian paid employees, which according to Statistics Austria stood at € 24,843 in 2011, employees in Austrian archaeology still seem to be paid above average salaries. However, it has to be remarked that the question about salaries was primarily answered on questionnaires returned by universities, research institutes and larger museums. Only 2 of the 18 organisations responding to the questions about salaries were private archaeological contractors. But since it is particularly excavation workers who are paid salaries at the lower end of the range of salaries, while posts in larger organisations tend to be higher than average, the lower end of the salary range is probably underrepresented in our sample. Still, according to the data available to us, 36% of all paid employees in Austrian archaeology are paid less than the Austrian average gross annual salary.

This means that it is likely that in actuality – much like in the UK (Aitchison & Edwards 2003, 39-40) – paid employees in Austrian archaeology on average earn less than the Austrian average annual salary. An exception to this are only those staff employed in permanent or temporary posts (whether paid from the normal budget or externally funded) paid in accordance with pay scales like the Besoldungsschemata des Bundes, der Länder oder der Gemeinden or those of academic institutions, whose average salary seems to roughly correspond to the average salaries for all employees employed according to these general pay scales.

Job security

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

Duration of contracts

The question for the duration of contracts was answered for 296 posts. Of those, 144 were paid staff (either from the normal budget of organisations or externally funded staff and the occasional sub-contracted self-employed staff) and 152 staff employed in AMS-funded measures for unemployed.

	< 3 months	3-6 months	6-12 months	1-3 years	> 3 years	Permanent
Staff paid form normal budget	0	6	1	9	9	59
Externally funded staff	1	12	3	26	6	1
Sub-contracted self-employed	9	1	1	0	0	0

Table 15: Duration of contracts of paid employees.

Considering only ‚normal' paid staff first, it turns out (Table 15; Figure 20), that c. 42% of all posts are permanent. Almost a quarter of posts (c. 24%) are 1-3 year temporary posts, while about 10% are temporary with contract durations of more than 3 years, and another c. 13%

temporary with durations of just 3-6 months. 7% of all posts are temporary with contract durations of up to 3 months and about 3% are temporary with durations of 6-12 months.

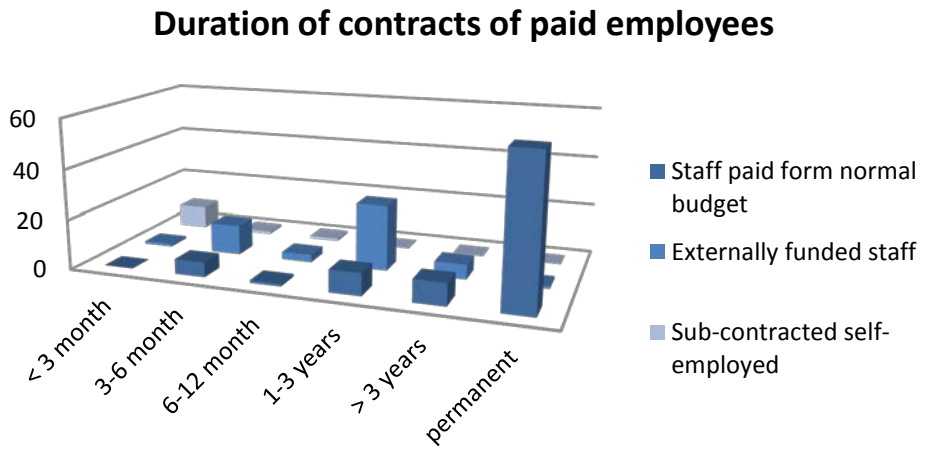

Figure 20: Duration of contracts of paid employees.

If one adds to this the staff in AMS-funded measures (Table 16; Figure 21), only c. 21% of all contracts are permanent, while the majority of contracts – c. 53% – is temporary with durations of 6 to 12 months.[5]

Compared to this, 82% of all employment contracts in UK archaeology are permanent, with 3% being temporary with 12-24 month and 6% with more than 24 months duration (Aitchison and Rocks-Macqueen 2013, 127-128). Only 10% of all contracts in UK archaeology have a duration of up to a year.

The comparison with the British data thus clearly demonstrates that job security in Austrian archaeology generally has to be considered to be very low: the majority of all contracts are made for short or minimal periods of time and the availability of contracts probably also fluctuates considerably on a seasonal basis (also see page 54).

It is all the more remarkable that given the high turnover of jobs which must result from seasonal fluctuations and the high number of temporary contracts, archaeological jobs are rarely advertised publicly in Austria. For instance, during the time the internet job resource of IÖAF has been operational from 8.11.2003 until the end date of our analysis of that resource on 25.3.2014, only 228 posts in Austria had been advertised on this free and popular resource (cf. Karl, Möller, Krierer 2012). Of those posts which are publicly advertised, 70% were jobs advertised by the universities. Another 9% of the advertised jobs fell into the heritage management sector, 21% into the museum sector.

[5] It has to be remarked that AMS-funded posts are significantly overrepresented in this year's sample and thus cause a somewhat misleading picture.

	< 3 months	3-6 months	6-12 months	1-3 years	> 3 years	Permanent
Staff paid form normal budget	0	6	1	9	9	59
Externally funded staff	1	12	3	26	6	1
AMS-funded staff	0	0	151	0	0	1
Sub-contracted self-employed	9	1	1	0	0	0

Table 16: Duration of employment, all employees.

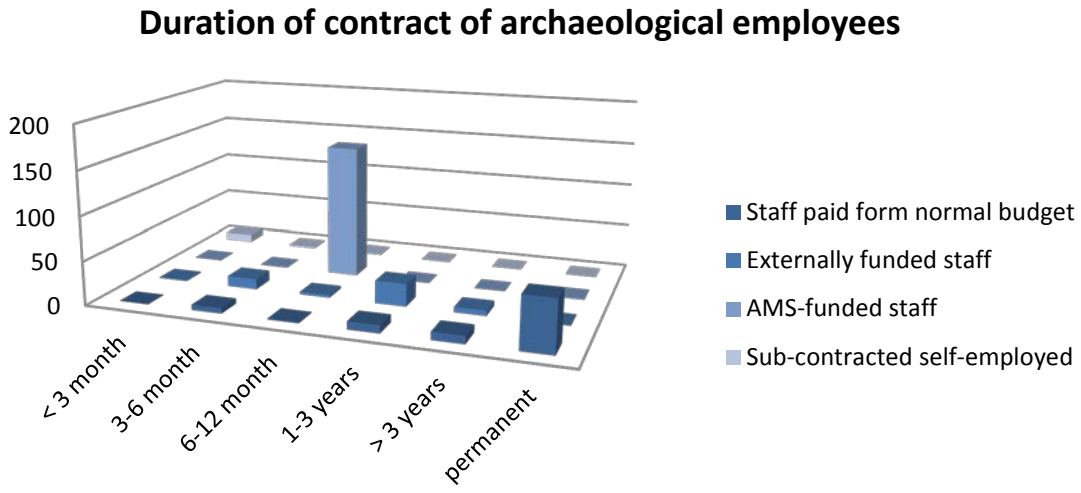

Figure 21: Duration of employment, all employees.

Full- and part-time jobs

The questionnaire also asked respondents about the number of full- and part-time jobs. This question was answered for a total of 429 posts, of which 151 were paid jobs. The normal average working week in Austria is 38.5 hours, even though in field archaeology, a working week of 40 hours has most probably to be considered typical. Full- and part-time employment in Austria is usually given as a percentage of the normal working week. The questionnaire contained fields for full-time (more than 36 hours per week), part-time (19.5 to 36 hours per week) and minimal (less than 19.5 hours per week) employment, as these three models are the most commonly encountered in Austria.

	Full-time	Part-time	Minimal
Staff paid form normal budget	63	18	7
Externally funded staff	26	21	1
Sub-contracted self-employed	9	2	4

Table 17: Full- and part-time employment, paid employees.

Overall, c. 65% of the posts for which we received information regarding paid staff were full-time, another 27% part-time and 8% minimal contracts (Table 17; Figure 22). According to Statistics Austria, in the year 2013, 26.6% of the Austrian working population was working

part-time, the remaining 73.4% full-time. Thus, the percentage of full-time posts in Austrian archaeology is considerably smaller than the Austrian average.

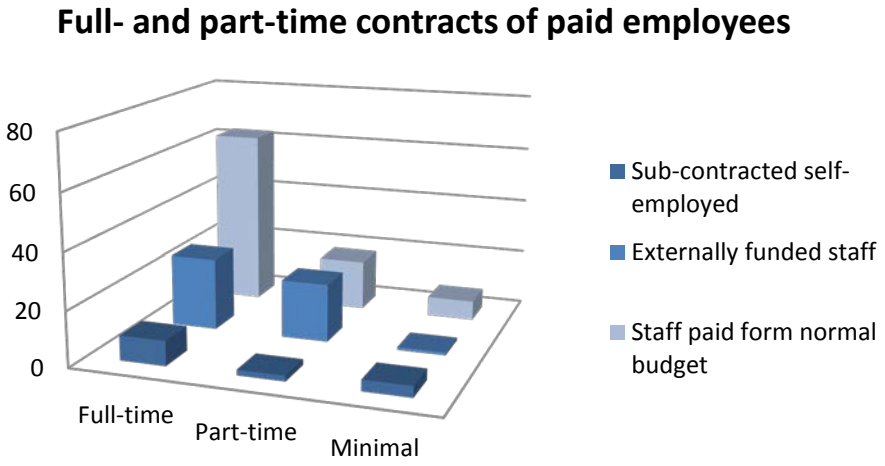

Figure 22: Full- und part-time employment, paid employees.

If one figures in voluntary and AMS-funded staff, the percentage of full-time jobs drops to 38%, while that of minimally employed staff rises to 35%. Part-time posts remain at 27% of all jobs in Austrian archaeology (Table 18; Figure 23).

	Full-time	Part-time	Minimal
Staff paid form normal budget	63	18	7
Externally funded staff	26	21	1
AMS-funded staff	12	2	3
Sub-contracted self-employed	9	2	4
Volunteers	51	74	136

Table 18: Full- and part-time employment, all employees.

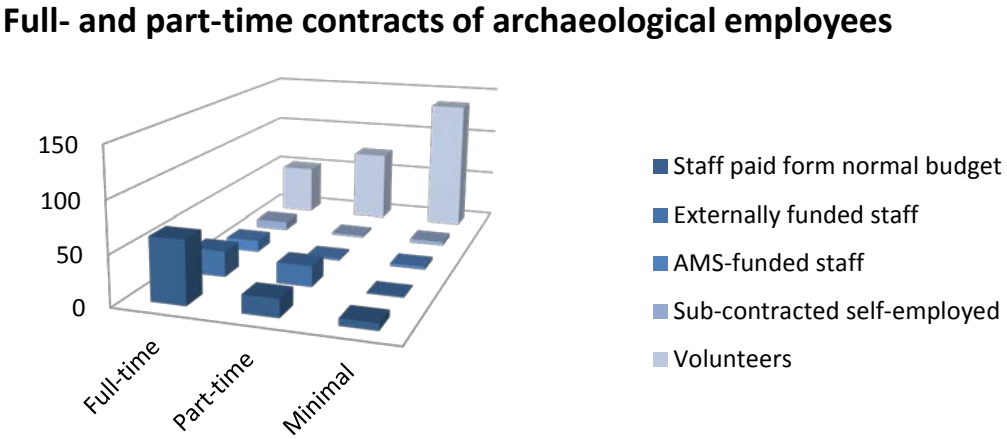

Figure 23: Full- and part-time employment, all employees.

Training

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

Demand for training

Generally, Austrian archaeological organisations seem to have a substantial interest in developing the skills and knowledge of their staff, even though that interest does not seem as pronounced as in the UK (Aitchison and Rocks-Macqueen 2013, 143 Tab. 135). Of the 22 responding institutions, 15 (68%) stated that they had identified training needs for their staff, only 2 (9%) identified no need to develop the skills base of their staff, with 5 (23%) ticking the n/a box for this question (Figure 24). As a comparison, in the British study in 2012/13, 91% of all responding organisations had identified a need for training their staff and only 9% saw no need to develop the skills base of their staff. While this constitutes a considerable difference, no rash conclusions should be drawn from these figures, as in practice, the identification of staff training needs by archaeological organisations in the UK is not necessarily matched by steps taken by these same organisations to address these identified training needs with concerted actions (Aitchison and Rocks-Macqueen 2013, 145 Tab. 138).

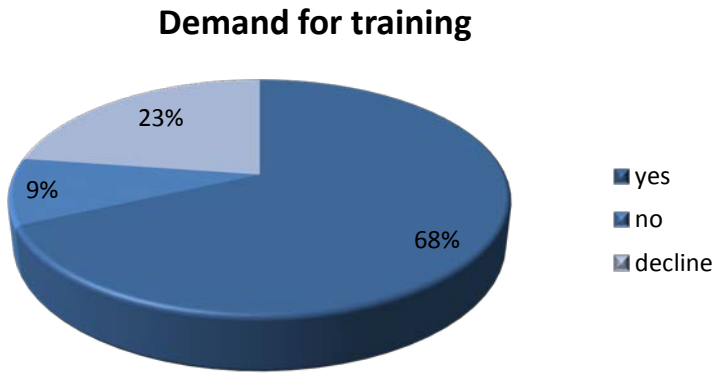

Figure 24: Demand for training provision.

Different types of staff are offered different amounts of support for training and CPD (Figure 25). While e.g. 71% of organisations reported that they offered staff paid from the ordinary budget of the institution opportunities for training, the percentage that offered similar support to staff paid from additional funds was at only 47% and for subcontracted self-employed archaeologists at 18%. Only 35% of organisations offered training to volunteer staff, while only 6% were offering similar support to staff in Job Centre measures (AMS-Maßnahmen).

Figure 25: Training opportunities.

Similarly, the training opportunities offered to staff differ depending on which type of post a person has (Table 19; Figure 26). Staff paid from the ordinary organisational budget are offered the widest range of training opportunities, as was to be expected: both formal training opportunities (courses, training programmes, etc.) within or outside of the organisation as well as individual training by staff (participation in conferences, travel subsidies for training purposes, support for acquiring books, etc.), again both within and outside the organisation itself are supported by c. 47% and 53% of the responding institutions (even though not every institution supports all of these different training opportunities to its paid staff, some only support internal training, others on the other hand only support external training and offer no internal means for CPD at all). Staff paid from additional funds are supported much less, formal external training is only supported by 3 (18%) of the responding organisations, 4 (24%) offer formal internal training and 6 (35%) each offer support for individual internal and individual external training. Subcontracted self-employed archaeologists are offered significantly fewer training opportunities. Only 1 (6%) of organisations support external training (both formal and individual) and only 2 (12%) organisations supported internal training (both formal and individual).

	Staff paid from normal budget	Externally funded staff	AMS-funded staff	Sub-contracted self-employed	Volunteers
Formal external training	8	3	1	1	3
Formal internal training	8	4	1	2	3
Individual external training	9	6	1	1	5
Individual internal training	9	6	1	2	6

Table 19: Training opportunities by staff type.

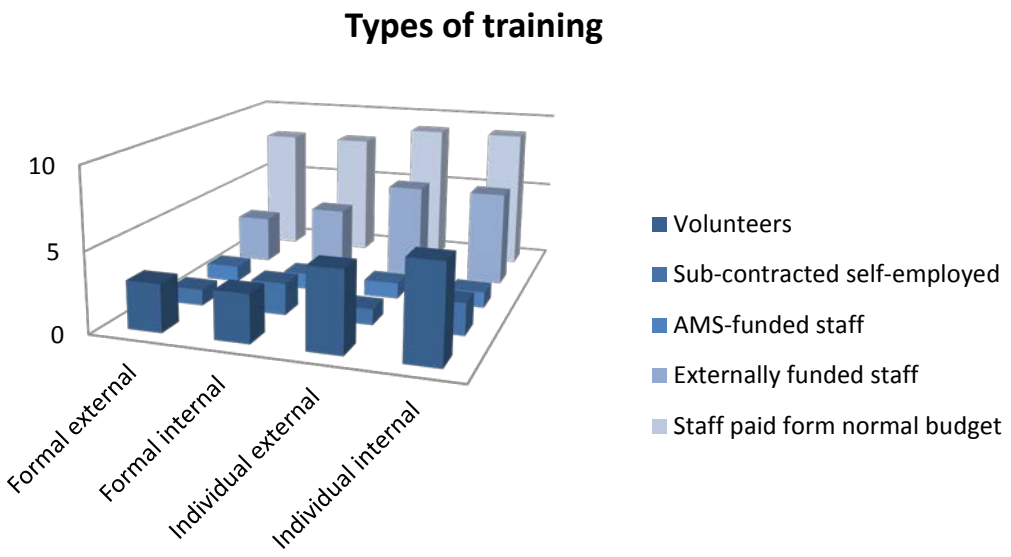

Figure 26: Training opportunities by staff type.

Training opportunities also vary between different types of unpaid staff. According to the results of this study staff in Job Centre measures (AMS-Maßnahmen) are offered support for all types of training. However, in total only 1 organisation (6%) reported to support staff in Job Centre measures in regards to training. Hence, for this type of employee the possibility to get training at all seems to be very low in the first place. Volunteers have better chances to get training. They mostly receive support for individual training. 3 (18%) each of institutions offered support for internal and external training to volunteers, while 5 (29%) supported individual external training and 6 (35%) individual internal training. However, one has to bear in mind that, as mentioned above, significantly fewer organisations employ volunteers and staff in Job Centre measures than staff paid from additional funds or staff paid from the ordinary organisational budget. Keeping in mind the lower number of organisations which employ volunteers and staff in Job Centre measures, internal training options for volunteers should be equal to those offered to staff paid from the ordinary organisation budget and those of staff in Job Centre measures to those of staff paid from additional funds.

Pretty much in line with the results of the comparable British study (Aitchison and Rocks-Macqueen 2013, 145 Tab. 138), good intentions and actual practice do not match all too well in Austria, either. Only in a few cases, organisations take consistent and systematic steps that would encourage staff to actually take up these training opportunities. The questionnaire asked institutions what measures they were actually taking to support and encourage their staff in taking up training opportunities. On one hand 14 (74%) of the responding organisations did report that they encouraged their staff to engage with CPD and training, while only 4 (21%) reported they did not (Table 20; Figure 27) and the majority of organisations (14 or 74%) does keep a record of staff time spent on training as well as of the improvement of staff in performing their tasks as a result of training (13 or 68%). On the other hand, improvements of the organisation's performance as a result of staff training were only recorded by 7 (37%) of organisations and system of incentives for good training results only exists in a mere 4 (21%) of institutions. This seems to indicate that while there may be encouragement of staff to engage in CPD in informal chats, only a very small amount of

archaeological organisations in Austria has installed actual incentives for its staff (other than any individual's motivation or private interest) to do so in practice.

	yes	no	decline
Does your organisation have a formal staff training plan?	5	12	2
Does your organisation have a budget for staff training?	10	7	2
Is this budget under your direct control?	5	8	6
Is staff training recorded?	14	5	0
Is staff improvement by training recorded?	13	5	1
Are organisational improvements by training recorded?	7	9	3
Are there rewards for good training results?	4	12	3
Are staff encouraged to engage in CPD?	14	4	1

Table 20: Organisation of CPD provision in institutions.

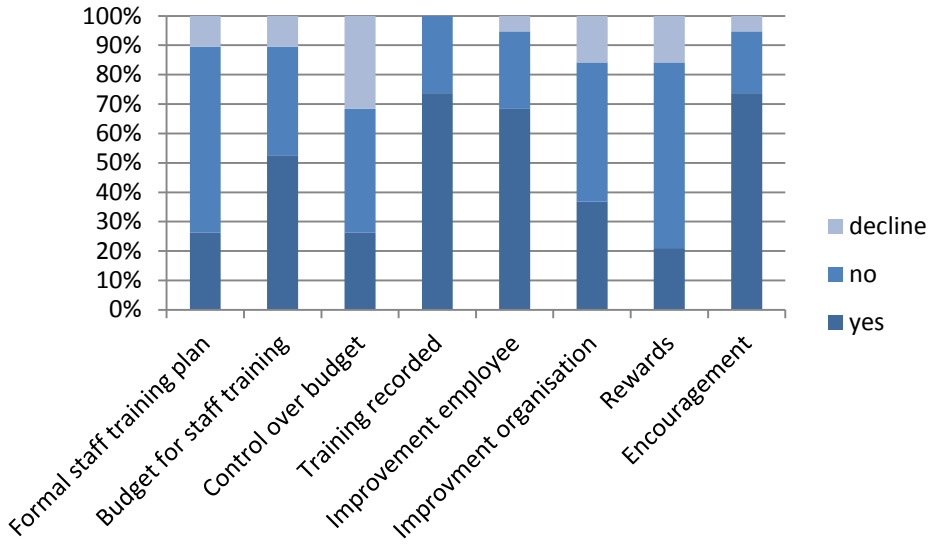

Figure 27: Organisation of CPD provision in institutions.

The situation is even worse where strategic organisational planning of training opportunities for staff is concerned: while 10 (53%) of the responding organisations at least had a budget for staff training (on the other hand 7 or 37% don't), only half of those organisations (26%) control this budget themselves and can thus strategically plan their staff development activities. Even worse, only 5 (26%) of the responding organisations reported that they have a staff training strategy or plan, while 12 (63%) have none whatsoever (2 organisations ticked the n/a box for this question and 3 did not answer this question at all). Only a small minority of all archaeological organisations in Austria seem to have any kind of forward looking, strategically planned staffing policy that allows them to actively train their staff for the requirements of the workplace, and particularly to changes in practice.

Compared to the British study (Aitchison and Rocks-Macqueen 2013, 143 Tab. 135), it seems as if Austrian archaeological organisations do not have the same opportunities to develop a forward looking, strategically planned staffing policy as their British counterparts. While in

Britain 61% of the archaeological organisations have a budget for CPD and training which they control, only 26% of organisations in Austria are in control of such a budget. Without financial control over the CPD/training budget, realization of strategically planned training is made even harder.

Demand for specialist skills

Organisations were also asked to report whether they had drawn on external expertise for both archaeological and non-archaeological tasks in the past year, i.e. whether they had employed external consultants or specialists for some tasks. This was to identify the demand for specialised skills in these areas. 15 of the 22 responding organisations answered this in regard to non-archaeological skills and 17 in regard to archaeological skills.

	Used external specialists in the past year
Exhibition design	6
Management	0
Business economics	0
Training for trainers	1
IT	7
Customer service	0
Marketing	2
Human resource management	1
Planning consultancy	0
Project management	2
Editing of texts	3
Languages	5
Computerprogrammierung	1
Museum education	1
None	2

Table 21: Demand for non-archaeological skills.

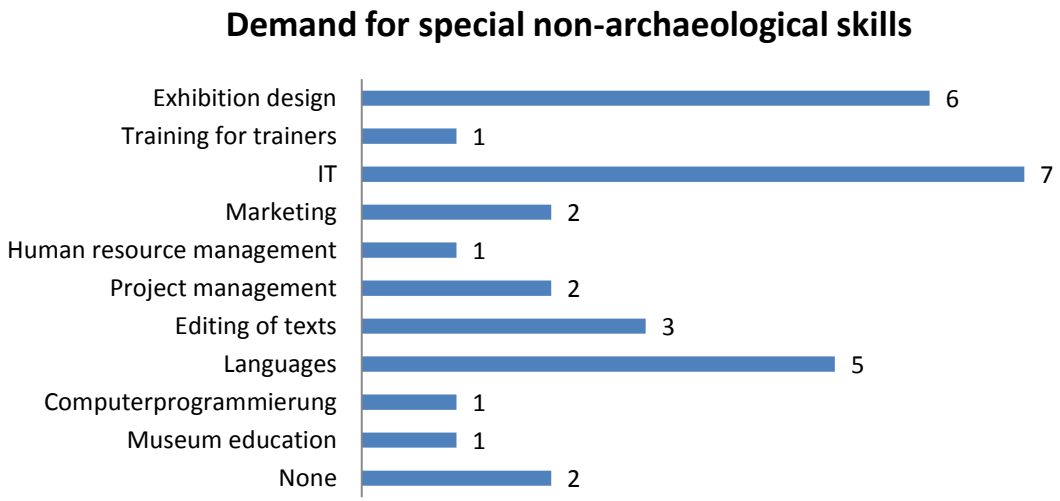

Figure 28: Demand for non-archaeological skills.

Non-archaeological skills

13 or 59% of the responding organisations reported that they had employed external consultants or specialists for non-archaeological skills during the past year.[6] Non-archaeological specialists were mostly used for IT-related tasks, 8 (62%) of all responding organisations reported that they had used external IT specialists in 2012 (Table 21; Figure 28). Of these, 1 organisation explicitly mentioned computer programming skills as one of the areas were external skills were needed. Furthermore, external non-archaeological specialists were used for exhibition design (6 or 46% of organisations) and languages/translation (5 or 39%). 3 organisations (23%) used external specialists for editing and 2 or 15% each for marketing and project management. Occasionally specialists were also used for human resources management, museum education and to train trainers for training (listed once each). Except for museum education and the special IT skill computer programming all those choices were given on the questionnaire. 2 organisations explicitly stated that they did not use external specialists for non-archaeological skills.

	Used external specialists in the past year	
	fully	partially
Egyptology	0	0
Archaeological analyses	1	3
Archaeobotany	3	2
Archaeometry	0	1
Archaeozoology	4	1
Dendrochronology	4	2
Geodesy	1	5
Geology	1	1
Excavations	2	1
Conservation/restoration	4	5
Lecturers	1	2
Metallurgy	1	1
Mineralogy	1	1
Numismatics	3	1
Papyrology	0	0
Physical anthropology	4	2
Surveys	0	5
Radiocarbon dating	5	2
Sedimentology	1	0
SR-Isothope analysis	1	1
Virtual reconstructions	1	0
None	3	3

Table 22: Demand for archaeological skills.

[6] For this set of questions multiple answers could be given. Hence the sum of more than 100% when percentage is given.

Archaeological skills

14 or 64% of the responding organisations reported to have used archaeological external specialists in 2013. The questionnaire was structured in a way that allowed institutions to distinguish between having relied exclusively or only partially on external consultants for these archaeological skills.

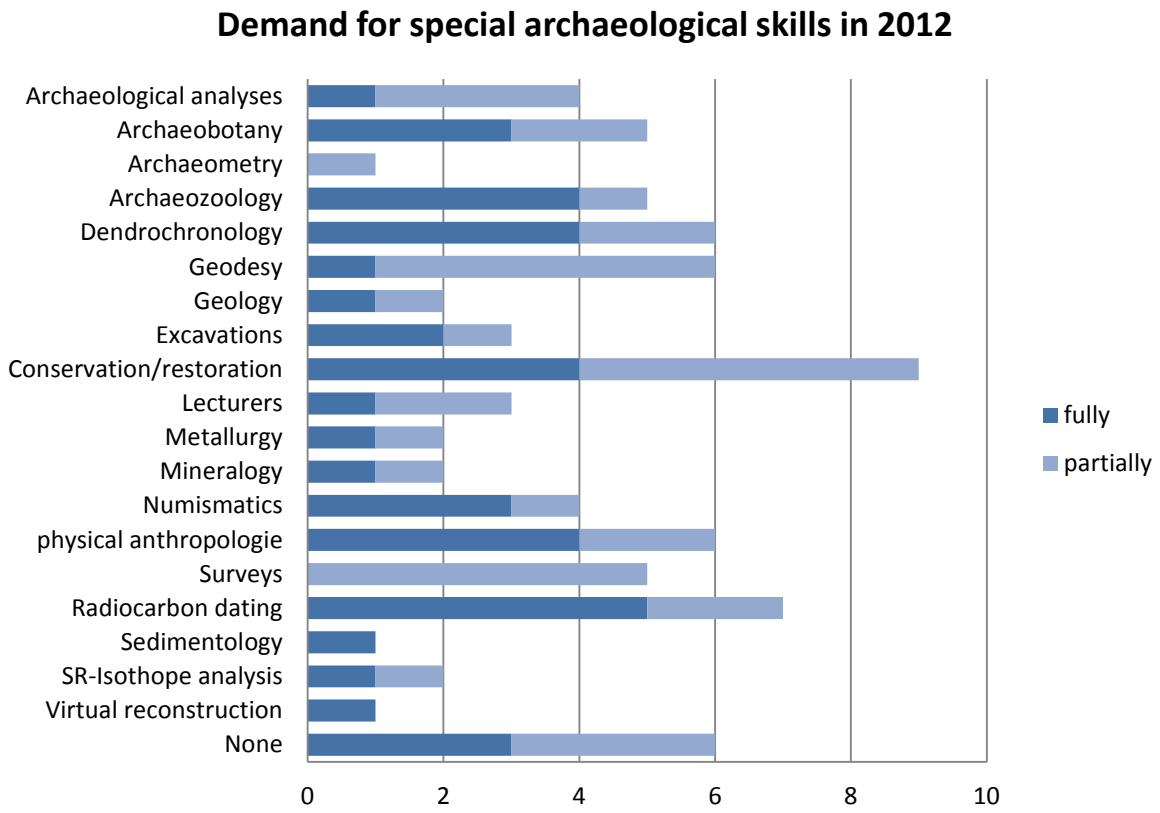

Figure 29: Demand for archaeological skills.

External specialists for archaeological skills were mainly used for those kinds of scientific analyses which are traditionally considered separate disciplines in the German-speaking academic culture, and where scientists in these disciplines would be used as consultants (Table 22; Figure 29): 4 or 24% of the responding organisations exclusively used external specialists for conservation/restoration, another 5 or 29% reported that they partially relied on external consultants for this. 5 or 29% of the responding institutions relied exclusively, 2 or 12% partially on external consultants for radiocarbon dating. In regards to physical anthropology and dendrochronology 10 or 37% of organisations each relied exclusively, 2 or 12% each partially on external consultants, while external skills in geodesy were fully used by 1 organisation (6%), but partially used by 5 (29%) organisations. With a similar frequency, responding organisations relied on external consultants for archaeozoology, archaeobotany and surveys. 4 or 24% of the responding organisations were relying fully on external consultants for archaeozoology skills and 1 or 6% partially, while experts for archaeobotany were exclusively used by 3 organisations (18%) and by 2 organisations (12%) at least partially. Surveys were only partially done by externals, however, this was done by 5 or 29% of the organisations. Numismatics and archaeological analysis were each mentioned by 4 organisations. While in case of numismatics 3 or 18% of institutions relied exclusively on

external consultants and 1 or 6% partially, in case of archaeological analysis only 1 organisation (6%) relied fully on external skills and 3 (29%) partially. For excavations 2 organisations (12%) relied completely and 1 (6%) partially on external consultants, while in case of lecturers the proportions are inverse. Fore geology, metallurgy, mineralogy and SR-Isotope analysis external consultants were only rarely used. They were all outsourced fully and partially on the same level (6% each). Single organisations completely relied on external skills in regard to sedimentology and virtual reconstruction or partially when archaeometry was concerned. 3 organisations (18%) noted that they did not use externals for archaeological skills. Additional notes were not given.

Training plans for the next two years

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

Non-archaeological skills

Where non-archaeological skills are concerned, Austrian archaeological employers plan to focus staff training on IT skills – this option was chosen by 4 organisations, with one specifically highlighting computer programming. Customer service, marketing, text editing and languages (translations etc.) were selected occasionally (Table 23; Figure 30). Despite the fact that only 2 organisations explicitly reported not to plan to train staff within the next two years, the fact that just 8 organisations gave responses about what skills they intend to train their staff in over the next two years implies that only few organisations have actual staff training plans

	Planned staff training within the next 2 years
Exhibition design	0
Management	0
Business economics	0
Training for trainers	0
IT	3
Customer service	1
Marketing	1
Human resource management	0
Planning consultancy	0
Project management	0
Editing of texts	1
Languages	1
Computer programming	1
Museum education	0
None	2

Table 23: Staff training planned for next 2 years – non-archaeological skills.

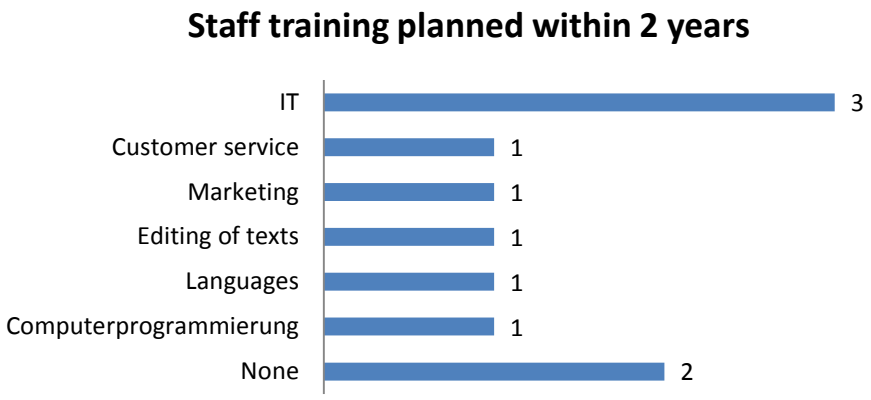

Figure 30: Staff training planned for next 2 years – non-archaeological skills.

Compared with the demand for non-archaeological consultants for IT tasks, there is a correspondence between existing demand and planned staff training. Half of the organisations which reported that they had to draw on external specialists for this task also reported plans to train staff in these skills over the next two years. The situation is quite different where other skills are concerned which organisations frequently reported as having to rely on external specialists. Only one of 5 organisations which drew on external specialists for languages reported plans to train its own staff in this field, and no staff training is planned by any organisation for exhibition design, despite this being the skill organisations selected second most frequently as one for which they had employed external specialists.

In all these areas, however, the market for offering training has to be considered to be very small. Even if one assumes that the answers of the responding organisations are fully representative for the whole Austrian archaeological labour market, the interest within that market for staff training in non-archaeological skills seems rather finite. Where e.g. IT is concerned, 3 or 20% of the responding organisations reported that they were planning to train staff in IT skills over the two years. This would mean that in total, about 54 organisations might be interested in training some staff member in IT skills within the next two years. Since it cannot be assumed that these organisations would plan to train all their staff in IT skills, at the most, the estimated market for training in IT skills would be about 60-80 individuals, of which only a small percentage would have such training paid from the training budget of their respective employers. Realistically, it thus has to be assumed that even in this ‚development areas' for Austrian archaeology, one cannot assume that more than 5-10 participants would register for any IT course, even if that course were to specifically target the needs of archaeological employers.

Archaeological skills

Where archaeological skills are concerned, even less staff training is planned by Austrian archaeological employers. Of the 6 organisations responding to this question, half reported that they were not planning to train any staff in any archaeological skills. The other 3 reported that they were planning to train staff in the fields of excavations, conservation, external lecturers (for special topics), virtual reconstructions and geoinformatics (Table 24; Figure 31). Where all other archaeological skills listed in the questionnaire were concerned, these do not seem to be areas in which Austrian archaeological organisations want to develop their staff.

	Planned staff training within the next 2 years
Egyptology	0
Archaeological analyses	0
Archaeobotany	0
Archaeometry	0
Archaeozoology	0
Dendrochronology	0
Geodesy	0
Geology	0
Excavations	1
Conservation/restoration	1
Lecturers	1
Metallurgy	0
Mineralogy	0
Numismatics	0
Papyrology	0
Physical anthropology	0
Surveys	0
Radiocarbon dating	0
Sedimentology	0
SR-Isotope analysis	0
Virtual reconstructions	1
Geoinformatics	1
None	3

Table 24: Staff training planned for next 2 years - archaeological skills.

Figure 31: Staff training planned for next 2 years - archaeological skills.

It is noteworthy here that the correlation between demand for external specialists and planned staff training is low. This is probably due to the fact that the areas where most external consultants are hired fall into neighbouring academic fields or the natural sciences. In those fields, which are not part of archaeology degrees themselves, there seems to be no perceived need for organisations to train their staff. Rather, organisations seem to plan to continue to draw on external consultants for these skills. This is almost certainly due to the justified assumption that not only will it be cheaper in the long-term to hire specialists for these tasks externally, but also that training the organisation's own primarily archaeological

staff in these skills will hardly lead to an improved overall performance of the organisation itself or the respective member of staff, who after all cannot be used for both archaeological and scientific work at the same time. Thus, such training – if worthwhile at all - would change the role of such a re-trained staff member, and another staff member would have to be hired to take on that staff member's original role. Thus, if there were demand in an organisation for a fully qualified employee with such skills, it is probably much more sensible to hire someone who has these skills already, rather than to re-train an existing staff member.

New entrants to the profession and quality of existing training

Only about half of responding organisations reported that they would hire new members of staff without practical experience in the workplace – a total of 12 or 55% of responding organisations answered this question in the positive, while 4 or 18% of organisations responded that it would not hire staff who did not already have professional experience; 6 organisations declined to answer (Table 25; Figure 32). Since most archaeological degrees in Austria make participation in an archaeological field school a compulsory part of the curriculum, it has to be assumed that almost every graduate will at least have some practical experience and thus would qualify to be hired by any archaeological organisation in Austria.

	yes	no	declined
Do you hire candidates with no practical work experience?	12	4	6

Table 25: Appointment of staff without practical work experience.

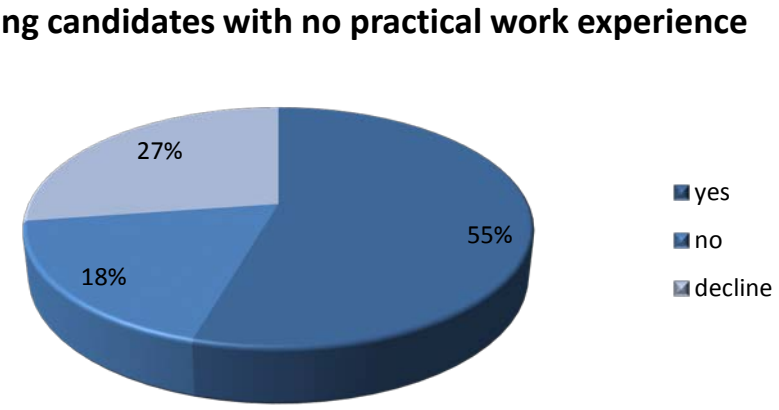

Figure 32: Appointment of staff without practical work experience.

The 12 organisations which had answered the question of whether they were hiring new entrants to the profession without practical experience in the positive also answered the follow-up question as to how much they would support new entrants into the profession with their training needs (Table 26; Figure 33). In addition, this question was also answered by 2 organisations which had answered the previous question in the negative, and 4 which had declined to answer it. Out of each of these groups, 1 organisation each (in total 17%) reported that they hardly supported such new entrants, 3 organisations (17%) reported them only little by supporting them with training, while 5 organisations each (28% each) reported they would give average or strong support to such new entrants, and 2 organisations (11%) reported to

provide very strong support to such new entrants to the profession by providing them with training opportunities.

	very little	little	average	much	very much
How much are new entrants to profession supported?	3	3	5	5	2

Table 26: Support given to new entrants into profession.

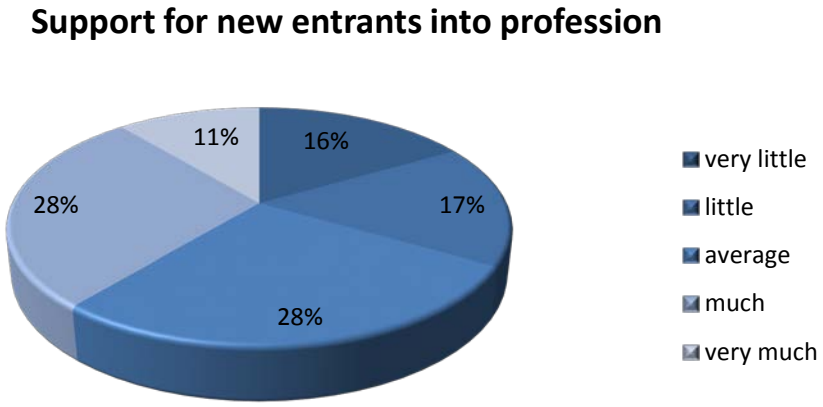

Figure 33: Support given to new entrants into profession.

The question how well prepared graduates are for the workplace was answered by a total of 19 organisations. The opinions about how well a degree prepares graduates for life in the workplace diverge considerably between respondents: while 21% each of responding organisations thing that graduates are very badly or badly prepared for life in the archaeological workplace, 37% thing they are prepared moderately well (Table 27; Figure 34). Only 16% think that graduates are well prepared for the job they are expected to do, and just 5% think they are very well prepared. The opinion of the usefulness of the academic training of archaeology graduates in the workplace has thus changed considerably since the previous study. While in 2008, 50% of responding organisations were of the opinion that graduates were well or even very well prepared for an archaeological job, only 21% of respondents in 2013 are of the same opinion. We attribute this to the fact that universities and research institutes made up a considerably smaller fraction of the sample in 2013 than in 2008.

	very badly	badly	moderate	well	very well
How well prepared are graduates for a job in archaeology?	4	4	7	3	1
How well are training opportunities (CPD) suited to the needs of the profession?	5	4	8	1	0

Table 27: Preparedness of graduates for professional work and quality of CPD opportunities.

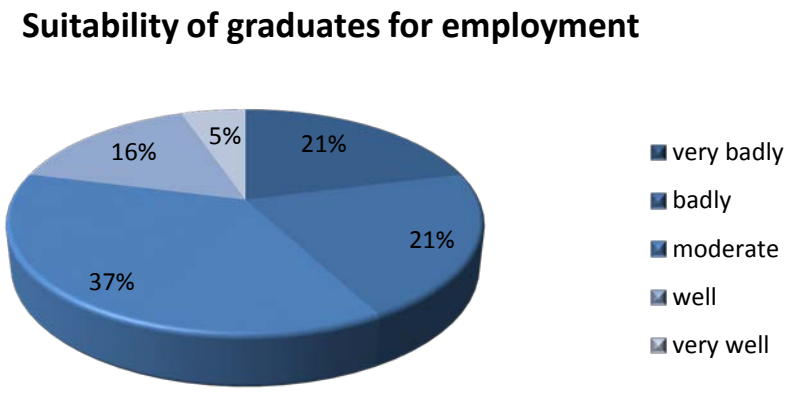

Figure 34: Preparedness of graduates for professional work.

The data collected in this survey, however, shows that this opinion is pretty much directly correlated with different sectors of the archaeology labour market in Austria: of the 19 organisations responding to this question, 5 were university departments or research institutes, while the remaining 14 organisations were either museums or were mainly ones which conduct fieldwork. While the university departments and research institutes almost consistently answered the question how well prepared graduates were for the workplace positively, all organisations in the museum and fieldwork sector answered the question at best neutral, if not negatively or very negatively.

The reason for this can probably be found in the fact that Austrian universities still have structured their curricula in a fashion that they produce graduates well suited for academic jobs (in higher education and ‚theoretical' academic research), but mostly disregard the needs of the archaeological profession outside the immediate area of academic work. Thus, to give an example, graduates seem to have significant gaps in their knowledge regarding legal provisions, health and safety in the workplace, lack necessary managerial skills, business administration skills, skills in human resources management, exhibition design and museum pedagogy etc., which are required much more often in the ‚real world' of non-academic workplaces than in academic environments, and consequently are not taught in the degrees on offer. It would in this regard naturally be highly desirable if some universities would decide to use their curricular autonomy to develop at least some degree courses with more ‚business-' or 'profession-related' content. The opportunity to provide such alternative curricula in the change to Bologna-architecture degrees, for instance by offering MA programmes better suited to the needs of the non-academic parts of the profession, seem to have mostly or even completely been missed.

A very similar picture emerges from the answers to the question whether continual professional training courses currently on offer (as far as there are any) are suited for the needs of the wider profession (Table 27; Figure 35). This question was answered by 18 organisations, of which just 1 or 6% of responding organisations was of the opinion that such programmes are well suited to the needs of the profession. 8 or 44% of organisations were of the opinion that currently available training courses were moderately well suited to the needs of the profession and 50% of the opinion, that training programmes were only badly (4 or 22%) or very badly (5 or 28%) suited to the needs of the profession.

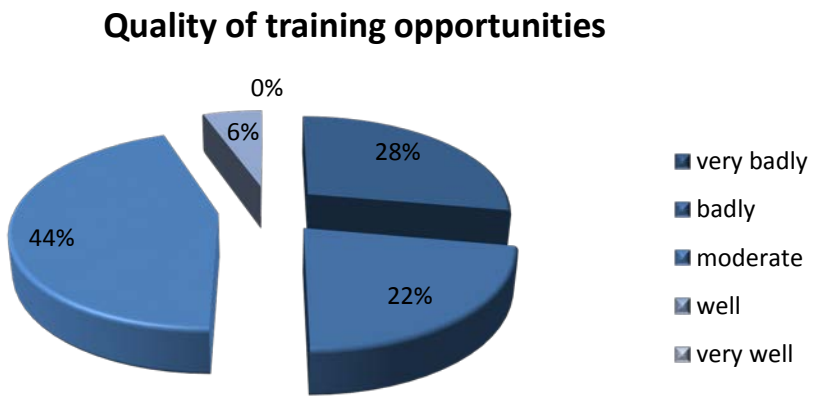

Figure 35: Quality of CPD opportunities.

However, it has to be remarked that there still are hardly any formal continual professional training opportunities existing in Austrian archaeology. One colleague thus remarked in the general comments to the questionnaire that there is a fundamental „lack of opportunities for staff training“. As already mentioned above, this would be an opportunity for universities (or archaeological associations) to expand the portfolio of training programmes they currently offer or develop entirely new such programmes.

The importance of training: aspiration and reality

The questionnaire also asked organisations to indicate what importance they attributed to staff development and CPD (Table 28; Figure 36). 19 of the 22 responding organisations answered this question, and a vast majority very positively: a total of 14 (7 or 37% each) of the responding organisations consider staff development as important or even very important, 3 or 16% as moderately important, only 2 or 11% as of little importance, and none at all as hardly important. So far for the aspirations.

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

This may of course partly be explained by the fact that the Austrian archaeology labour market is very small, and that, as a consequence of this, there are too few takers for any CPD programmes to make these financially viable. It may also be that the potential suppliers of such courses do see hardly any reasons to offer formal CPD courses or other training programmes to their colleagues in the workplace, most of which are personally well known to them anyway, and with whom they more or less regularly communicate on many issues anyway. However, at least partially this also must be due to the lack of interest of many university teaching staff to train anyone, whether students during their first or a postgraduate degree, or anyone else in CPD or similar specialised training programmes, in non-academic

matters. After all, archaeologists ending up in the 'reality' of the non-university workplace are by and large considered to be 'lost' for academic research, and as such it does not matter much that they have to deal not only with the inconveniences of the weather in the workplace, but also with such boring aspects of real life as the laws, the public, economy and last but not least politics to succeed in a non-university environment. And vice versa, it may also partly be due to many archaeologists working outside the 'protected' university environment being anything but convinced that their colleagues who are teaching at the universities really have sufficient knowledge about the practicalities and realities of life in the 'real world' of the workplace to be able to teach them anything about 'their' area of archaeology that they themselves do not already know better.

	Very low	low	moderate	high	Very high
How high is the significance you attribute to professional training / CPD?	0	2	3	7	7

Table 28: Significance attributed by employers to CPD.

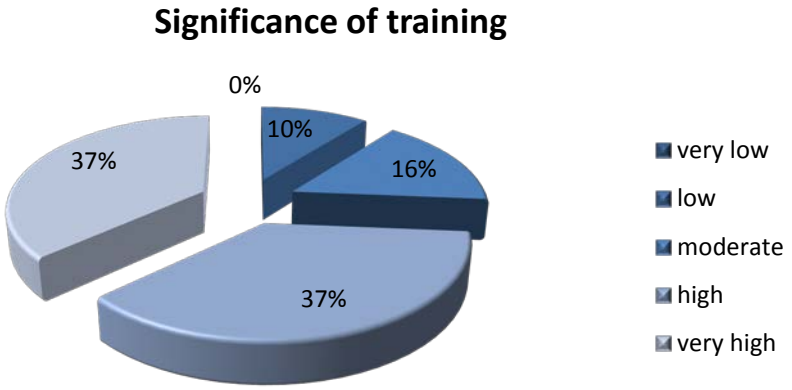

Figure 36: Significance attributed by employers to CPD.

Conclusions

Overall, the results of this study can be interpreted in a cautiously positive way. Despite the global economic crisis, there has been an increase in archaeological employment in Austria. If counting heads of staff which were working in Austrian archaeology on 1 June 2013, this increase is rather impressive with 68& compared to February 2008. This increase, however, is partly due to the seasonal fluctuation of the archaeological labour market – during summertime in the main excavation season there are significant additional numbers of seasonally employed staff working in the fieldwork sector – and partly due to a significant rise in the number of voluntary staff. Still, there also was an increase in paid posts if one county only full time-equivalent paid jobs of 13.25%. The higher increase in absolute numbers is mainly due to the fact that a majority of newly created posts seem to be part-time or even minimal employment only. This, naturally, also has a – sadly negative – effect on average salaries, which compared to 2008 have decreased considerably. Also a consequence of this increase in part-time and minimal hours posts is the problem that job security for individual staff members who have not been lucky enough to land a permanent (or open ended) full-time contract has further decreased.

Still, it has to be stated that the changes which happened in Austrian archaeology over the past few years – particularly the increased transparency of administrative practices, especially the withdrawal of the BDA from the contract market, and improvements to communication within the discipline – have led to significant improvements in the Austrian archaeological labour market, which mean that today, more persons earn their living by archaeological work than did 5 years ago, even though in somewhat less secure conditions. A consequence of this is that Austria is now in the European average where many aspects of the archaeological labour market are concerned, or has even surpassed this average – even though the latter may less be due to the positive changes in Austria than the fact that partly, the archaeological labour market has dramatically collapsed in some other European countries, e.g. Ireland. Nonetheless, Austrian archaeology now seems reasonably well placed in a European comparison. Although this cannot be interpreted as that there are no remaining weaknesses in which there is still much ground to cover to reach even an average level of supply – not least in the continually drastically understaffed field of archaeological heritage management – and that there still are nowhere near enough job openings to take in all the graduates from archaeology degrees who are entering the archaeological labour market (or would like to enter it if there were more jobs available), the developments over the past 5 years at least have been headed in the right direction.

By and large, the results of this study also confirm the results of its predecessor, give or take minor changes to details. For instance, the gender ratio in archaeological employment has inverted since the study in 2008, with c. 51% female and c. 49% male employees in 2008 and now in 2013 c. 49% female and 51% male employees, with women still in a considerable majority in the age groups up to 45 years of age – even though no longer as pronouncedly as 5 years ago – and men clearly dominating in higher age groups. This is likely to lead to a certain mismatch in salary distribution by gender/sex, given that age usually influences level of pay and higher salaries being received by elder employees. The average age of male employees had remained mostly unchanged since 2008, while that of female staff has risen on average by about 2 years from 39 in 2008 to 41 in 2013, which has also led to a rise in overall average

age of all staff from c. 42 in 2008 to c. 43 in 2013. The number of disabled individuals employed in Austria remains unchanged at less than 1% of the total workforce, which is considerably below the national average for Austria. Also mostly unchanged is the geographical distribution of the archaeological organisations and workforce, with almost a majority of organisations and a clear majority of staff employed in eastern Austria and an undersupply of archaeologists in western and southern Austria, at least compared to the east of the country. While this can partly be explained by differences in geomorphology, there nonetheless seems to be a certain imbalance in the distribution of the archaeological workforce, resulting in an uneven supply in different parts of the country.

This may partially be counteracted by supply from foreign archaeological contractors, which were not considered in this study. Despite not considering foreign archaeological contractors operating in Austria, there has been a considerable increase in foreign workers in Austrian archaeology: while in 2008, the fraction of Austrian citizens working in Austrian archaeology still stood at c. 90% of all staff, in 2013, only 75% of all staff in Austrian archaeology were Austrian nationals. The increase of foreign nationals working in Austrian archaeology is mainly an effect of European transnational mobility: while the fraction of non-EU citizens working in Austrian archaeology remained stable since 2008 at 2% of the overall archaeological workforce, the fraction of foreign EU nationals working in Austrian archaeology has jumped from c. 8% in 2008 to c. 23% in 2013. Where foreign nationals from other EU countries working in Austrian archaeology are concerned, still almost half (46%) are German nationals, which reinforced the result already highlighted in the 2008 study that competence in the (main) national language is of particular importance for gaining employment in the archaeological sector of a country.

The increase of the fraction of foreign nationals in Austrian archaeology also roughly corresponds to the fraction of foreign students studying for archaeology degrees in Austrian universities; and indeed the highest qualification attained by 87% of all archaeological staff working in Austrian archaeology has been achieved in Austria, indicating that there is at least some degree of correlation between place of study and later place of employment. Both the relatively high fraction of foreign students of archaeology and foreign employees in Austrian archaeology also demonstrate quite clearly that Austria is popular internationally – especially, but not exclusively in neighbouring Germany – as a place to pursue an archaeological degree and archaeological work, and thus demonstrates that Austria need not shy away from international comparison in both these areas. Of course, this can also be interpreted as a hint that the quality of Austrian archaeological education is perceived quite well internationally, which also must be judged as a positive result.

Despite this comparably positive assessment of Austrian archaeological training, the assessment of the quality of this training by national employers is somewhat mixed or – if one discounts responses from archaeological employers in the higher education sector and research institutes – even rather negative. However, it has to be noted that this is a general European, if not world-wide phenomenon and thus cannot be seen as a hint at a low quality of Austrian archaeological training: archaeological employers outside the university sector are almost universally dissatisfied with the skills and abilities of archaeology graduates, since they seem to have the impression that these graduates may have been well trained academically, but not in the other skills also required in archaeological workplaces outside the university sector. Thus, this seems to be a structural problem of academic education or a fundamental

incommensurability between the aims of archaeological academic degrees – which due to the necessity for as broad as possible training of students to make them employable in a 'graduate' labour market going well beyond just archaeological work cannot specifically train students for the needs of the archaeology labour market – and the expectations or wishes of archaeological employers who – quite possibly erroneously – expect that graduates should have been trained for employment in their own respective organisations.

This problem is further increased by the fact that archaeological employers in Austria report that they are quite keen on supporting their staff – not least newly hired new entrants to the profession who enter the labour market immediately after finishing their degree – by providing them with additional training opportunities; which however, in practice, seems not to be done in ways of funded, formal and organisation-internally recorded continual professional development. This in turn leads to a lack of (particularly financial) incentives for the archaeological education and training sector to change their curricula to better cover the needs of archaeological employers or indeed even offer additional continual professional training courses, meaning that existing skills gaps cannot be closed by staff attending relevant courses in which such skills are taught. This is an area where further development is direly needed, although it has to be remarked that due to the small overall size of the archaeological labour market, it may not be possible to create sufficient demand for such CPD courses and thus quite possibly would have to be developed on a transnational level.

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RV 1999. *Regierungsvorlage. Bundesgesetz, mit welchem das Bundesgesetz betreffend Beschänkungen in der Verfügung über Gegenstände von geschichtlicher, künstlerischer oder kultureller Bedeutung (Denkmalschutzgesetz – DMSG) geändert wird*. 1769 der Beilagen zu den Stenographischen Protokollen des Nationalrates XX. GP, http://www.parlament.gv.at/PAKT/VHG/XX/I/I_01769/fname_140694.pdf.

Appendix 1: The questionnaire

Cover letter

Liebe Kollegin, lieber Kollege,

wir wenden uns an Sie / Dich mit der Bitte, uns bei der Durchführung der zweiten Discovering the Archaeologists of Europe: Österreich-Studie zu helfen, indem Sie / Du uns zur Analyse des archäologischen Arbeitsmarktes in Österreich durch Ausfüllung eines Fragebogens Informationen über Ihre Deine Organisation und die in dieser im Bereich der Archäologie beschäftigten Personen Auskunft erteilst. Das erste Mal wurde diese EU-finanzierte Untersuchung bereits 2007-2008 durchgeführt, die Ergebnisse dieser ersten Studie sind auf http://www.discovering-archaeologists.eu veröffentlicht. Die Umfrage ist von 21. April 2013 bis 31. Juli 2013 geöffnet.

Ziel der zweiten Studie, die in Österreich die Situation des archäologischen Arbeitsmarktes zum Stichtag 1. Juni 2013 erfassen soll ist es, Vergleichdaten zu gewinnen, die die Auswirkungen der globalen Wirtschaftskrise im Vergleich zur Situation im Jahr 2008 ermöglichen. Ebenso soll ein Vergleich mit dem archäologischen Arbeitsmarkt in 19 anderen europäischen Staaten, die diese Untersuchung parallel zur österreichischen Studie ebenfalls durchführen (und von denen zahlreiche ebenfalls bereits 2007-2008 teilgenommen haben), ermöglicht werden. Die gewonnenen Daten dienen darüber hinaus dem Zweck, Archäologistudierenden und archäologischen Arbeitskräften Informationen für ihre Studien- bzw. Karriereplanung, archäologischen Arbeitgebern bessere Möglichkeiten zur Personalplanung und archäologischen Ausbildungseinrichtungen Informationen zur Erstellung besserer, marktorientierter Aus- und Fortbildungsprogramme zu geben. Darüber hinaus hoffen wir, dass der internationale Vergleich verbesserte Möglichkeiten zu politischem und wirtschaftlichem Lobbying für die Schaffung zusätzlicher archäologischer Arbeitsplätze schaffen wird.

Alle Daten, die Sie / Du uns übermitteln, werden selbstverständlich strengstens vertraulich behandelt und nur in anonymisierter Form in Überblicksstatistiken verwendet werden, um eine Identifizierbarkeit einzelner Personen und/oder Organisationen in den publizierten Ergebnissen der Studie (die Ende 2013/Mitte 2014 vorliegen werden) mit Sicherheit ausschließen zu können. Eine Weitergabe individuell zuordenbarer Daten an Dritte wird in keinem Fall erfolgen.

Die Umfrage wird diesmal hauptsächlich mittels eines Online-Fragebogens durchgeführt, den Sie / Du unter der Adresse http://archäologieforum.org/index.php/beitraege/11-das-ioeaf-informiert/5608-disco-at-2012-14 (bzw. als Direktlink zum Fragebogen unter http://surveygoldplus.com/s/C96A09D7475F48C8/30.htm) finden können. Der Fragebogen besteht aus einem Hauptteil mit allgemeinen Fragen und einem Anhang mit der Möglichkeit, detailliertere Informationen zu einzelnen Stellenprofilen einzugeben. Die Ausfüllung des Hauptteiles dauert etwa 20-30 Minuten, die jedes einzelnen Stellenprofils jeweils etwa 5 Minuten. Wir würden Sie / Dich bitten, uns möglichst viele Informationen, auch zu Stellenprofilen, zur Verfügung zu stellen, weil eine weit umfassendere und abgerundetere Darstellung des archäologischen Arbeitsmarktes möglich wird, wenn uns ausreichende Mengen detaillierter Daten vorliegen.

Alternativ steht auch ein MS-Word-Umfrageformular zur Verfügung, dass Sie / Du im Anhang an diese Email finden. Sollten Sie / solltest Du die Ausfüllung des Word-Fragebogens bevorzugen, bitten wir um Zusendung des ausgefüllten Formulars an katharina_moeller@yahoo.de oder r.karl@bangor.ac.uk.

Auf Wunsch besteht auch die Möglichkeit, einen Termin mit einer Projektmitarbeiterin oder einem Projektmitarbeiter zu vereinbaren, um den Fragebogen in Form eines persönlichen Interviews (ob telefonisch oder bei einem Treffen) zu beantworten. Zu diesem Zweck wenden Sie Sich / wende Dich bitte an r.karl@bangor.ac.uk.

Selbstverständlich stehen wir auch gerne für weitere Fragen zur Verfügung.

Hochachtungsvoll,

Katharina Möller MA und Prof. Raimund Karl

Link zur Umfrage-Startseite: http://archäologieforum.org/index.php/beitraege/11-das-ioeaf-informiert/5608-disco-at-2012-14

Link direkt zum Fragebogen: http://surveygoldplus.com/s/C96A09D7475F48C8/30.htm

Link zur DISCO-Webseite: http://www.discovering-archaeologists.eu

The questionnaire

Discovering the Archaeologists of Europe 2012-2014: Austria / Österreich

Ein Forschungsprojekt zur Charakterisierung des archäologischen Arbeitsmarkts in 20 Staaten, durchgeführt von York Archaeological Trust (http://www.yorkarchaeology.co.uk) in Zusammenarbeit (für Österreich) mit dem Internationalen Österreichischen Archäologie Forum (http://archäologieforum.org). Für die Ergebnisse der 2007-2008 durchgeführten ersten *Discovering the Archaeologists of Europe*-Studie sowie weitere Details zum aktuellen Projekt siehe http://www.discovering-archaeologists.eu.

Bitte füllen Sie einen Fragebogen für Ihre Organisation (samt aller relevanter Untereinheiten, Abteilungen oder Organisationseinheiten) aus oder lassen Sie den Fragebogen durch eine/n dazu kompetente/n MitarbeiterIn Ihrer Organisation zentral ausfüllen.

Auf Wunsch steht Ihnen auch die Möglichkeit offen, die Ausfüllung des Fragebogens in Form eines Interviews durch einen Mitarbeiter oder eine Mitarbeiterin des Discovering the Archaeologists of Europe 2012-2014-Projekts vorzunehmen. Sollten Sie diese Möglichkeit bevorzugen wenden Sie Sich bitte zur Vereinbarung eines Interviewtermins an den österreichischen Teilprojektleiter unter r.karl@bangor.ac.uk.

Teil 1: Ihre Organisation

1) Name der Organisation

Geben Sie den Namen der Organisation an, für die Sie diesen Fragebogen ausfüllen.

2) Name der Untereinheit

Falls Sie den Fragebogen für eine Abteilung oder sonstige Untereinheit einer größeren Organisation ausfüllen, geben Sie bitte hier den Namen dieser Untereinheit an.

3) Organisationsform

Zutreffendes bitte Ankreuzen (bei Mischform alle zutreffenden Felder ankreuzen)	
Bundeseinrichtung (Bundesverwaltung, -museum, etc.)	☐
Landeseinrichtung (Landesverwaltung, -museum, etc.)	☐
Bezirks- oder Gemeindeeinrichtung (Bezirks- oder Gemeindeverwaltung, -museum, etc.)	☐
Privatunternehmen (EG, KG, GmbH, AG, etc.)	☐
Private gemeinnützige Einrichtung (Verein, Gesellschaft, Verband, etc.)	☐
Selbstständig erwerbstätige Privatperson (Voll- oder Teilzeit)	☐

4) Organisationstyp

Zutreffendes bitte Ankreuzen (bei Mischform alle zutreffenen Felder ankreuzen)	
Verwaltungseinrichtung (z.B. Amt, Magistratsabteilung, etc.)	☐
Museum / Sammlung / Galerie	☐
Schule / primäre oder sekundäre Ausbildungsanstalt (z.B. Volkschule, AHS, Polytechnikum, etc.)	☐
Universität / Fachhochschule / Erwachsenenbildung (z.B. Volkshochschule, BFI, etc.)	☐
Außeruniversitäre Forschungseinrichtung	☐
Dienstleistungseinrichtung (z.B. Grabung, Surveys)	☐
Konsulent / Beratungseinrichtung	☐

5) Tätigkeiten Ihrer Organisation

Bitte ungefähren Anteil an der Gesamttätigkeit Ihrer Organisation angeben (geschätzt in 10%-Stufen)	
Öffentliche Verwaltung	
Denkmalpflege im Feld (z.B. Konservierungs- und Restaurierungsmaßnahmen, Interpretation, etc.)	
Prospektion und andere nicht in den Boden eingreifende Feldforschung	
Grabung oder andere in den Boden eingreifende Feldforschung (z.B. Bodenbeprobung)	
Laborarbeit (z.B. naturwissenschaftliche Primärdatengenerierung, Restaurierung von Fundmaterial, etc.)	
Museale Tätigkeit (inklusive temporäre Ausstellung und Ausstellungsdesign für Dritte)	
Lehre und Ausbildung (exklusive Fortbildung eigener MitarbeiterInnen)	
Wissenschaftliche Forschung im Innendienst (Interpretation, Primärdatenaufbereitung, etc.)	
Beratung dritter Parteien (z.B. von Bauträgern, Eigentümern archäologischer Objekte, etc.)	

6) Finanzierung Ihrer Organisation

Bitte geben Sie an, wie viel Prozent des Einkommens Ihrer Organisation aus den folgenden Quellen stammt (geschätzt in 10%-Stufen)	
Private Mäzene (z.B. Einzelpersonen, Privatstiftungen etc.)	
Private Wirtschaftsbetriebe (Firmen aller Art, z.B. Baufirmen)	
Staatsnahe Wirtschaftsbetriebe (z.B. ÖBB, ASFINAG, EVN, etc.)	
Öffentliche Museen (z.B. Gemeinde-, Landes- oder Bundesmuseen)	
Öffentliche Fördereinrichtungen (z.B. Kulturabteilungen von Ländern, BDA, FWF, etc.)	
Direkt aus dem Budget von Gebietskörperschaften (Gemeinden, Länder, Bund)	
Andere:	

7) Ort Ihrer Organisation

Ort	
Bundesland	
Staat (falls nicht in Österreich angesiedelt)	

8) Reichweite der Tätigkeit Ihrer Organisation

Bitte ungefähren Anteil an der Gesamttätigkeit Ihrer Organisation angeben (geschätzt in 10%-Stufen)	
Regional (innerhalb des Bundeslands, in dem Ihre Organisation ihren Sitz hat)	
Österreichweit	
International	

9) Gesamtgröße Ihrer Organisation

Bitte geben Sie die (geschätze) Anzahl der Mitarbeiter Ihrer Organisation zum Stichtag 1. Juni 2013 an.

Bitte führen Sie die (geschätzte) Gesamtzahl der MitarbeiterInnen an, die Ihre Organisation beschäftigt. Sollten Sie diesen Fragebogen für eine archäologische Abteilung ausfüllen, geben Sie bitte hier MitarbeiterInnenzahl für die Dachorganisation an, nicht (nur) die für Ihre Abteilung.	
Anzahl der MitarbeiterInnen insgesamt (geschätzt)	
Wie viele (geschätzt) davon arbeiten direkt mit archäologischen Funden und Befunden (z.B. bei Grabungen, in Labors, Depots) oder an der Interpretation von Archäologie?	
Wie viele davon haben ein Archäologiestudium abgeschlossen?	

10) Qualitätsstandards

Geben Sie bitte an, welche Qualitätsstandards von Ihrer Organisation eingehalten werden. Die folgende Liste entspricht den Antworten auf die Umfrage des *Discovering the Archaeologists of Europe 2007-2008: Österreich*-Projekts .

Zutreffendes bitte Ankreuzen	
Corporate Governance	☐
EAA Codes of Practice	☐
Empfehlungen der Salzburger Sicherheitstagung 2006	☐
Grabungsstandards des Bundesdenkmalamts	☐
Grabungsstandards des Verbands deutscher Landesarchäologen	☐
Grundsätze guter wissenschaftlicher Praxis der Österreichischen Rektorenkonferenz	☐
ICOM Code of Ethics	☐
IFA Codes of Practice	☐
Internationale Standard Organisation (ISO 9000)	☐
Leistungsvereinbarungen mit dem BMWF	☐
Vereinbarungen der Standesvertretung der österreichischen Museumsarchäologen	☐
Wissensbilanz der Österreichischen Akademie der Wissenschaften	☐
Wissenschaftliche Exzellenz	☐
	☐
	☐
	☐

Teil 2: Die MitarbeiterInnen Ihrer Organisation

11) Archäologische MitarbeiterInnen

Als archäologische MitarbeiterInnen gelten im Rahmen dieser Studie alle jene MitarbeiterInnen, die regelmäßig im Rahmen ihrer Arbeit mit archäologischen Objekten arbeiten oder archäologische bzw. archäologisch-hilfswissenschaftliche Tätigkeiten durchführen. Dies inkludiert also zum Schaufeln auf einer Grabung angestellte Hilfsarbeiter ebenso wie Restauratoren und Wissenschafter aus Nachbardisziplinen.

Stichtag: 1. Juni 2013

a) Anzahl archäologischer MitarbeiterInnen in Voll- und Teilzeitbeschäftigung

Als Teilzeit betrachten Sie bitte Beschäftigungen im Ausmaß von weniger als 36 Wochenstunden. Als geringfügig betrachten Sie bitte Beschäftigungen im Ausmaß von weniger als 19,5 Wochenstunden.

Wenn möglich, geben Sie hier bitte exakte Zahlen an. Wenn nicht möglich, bitte eine Schätzung.	Vollzeit	Teilzeit	Geringfügig
MitarbeiterInnen, die aus dem Grundbudget Ihrer Einrichtung bezahlt werden			
Projekt- oder sonstige drittmittelfinanzierte MitarbeiterInnen (z.B. für durch Dritte finanzierte Grabungen beschäftigte MitarbeiterInnen; FWF-finanzierte MitarbeiterInnen; etc.)			
MitarbeiterInnen in AMS-Maßnahmen oder vergleichbaren Reintegrationsprojekten			
Selbstständig beschäftigte Personen, deren Dienstleistungen von Ihrer Abteilung fallweise zugekauft werden			
Ehrenamtliche MitarbeiterInnen (d.h. unbezahlte MitarbeiterInnen)			
Angaben sind ganz oder teilweise Schätzwerte	☐	☐	☐

b) Vertragslaufzeit bezahlter archäologischer MitarbeiterInnen

Beantworten Sie die folgende Frage bitte nur für bezahlt beschäftigte MitarbeiterInnen, die einen befristeten oder unbefristeten Arbeitsvertrag mit Ihrer Organisation haben. Die genaue Form dieses Vertrages ist unwichtig, ebenso ist gleichgültig ob der Vertrag schriftlich oder nur mündlich geschlossen wurde.

Wenn nicht anders möglich, Anzahl bitte schätzen.	Unter 3 Monate	3-6 Monate	6-12 Monate	1-3 Jahre	Über 3 Jahre	Unbefristet
MitarbeiterInnen (Grundbudget)						
Drittmittelfinanzierte MitarbeiterInnen						
MitarbeiterInnen in AMS-Maßnahmen						
Fallweise zugekaufte Selbstständige						

c) Archäologisches Qualifikationsniveau archäologischer MitarbeiterInnen

Bitte geben Sie die jeweils höchste Qualifikation an, die archäologische MitarbeiterInnen Ihrer Organisation erreicht haben. Dabei steht in der folgenden Tabelle Pflichtschulabschluss/Lehre für jede Qualifikation, die nicht einen höheren Schulabschluss, FH-Abschluss oder Universitätsabschluss darstellt. AHS/BHS steht für jeden höheren Schulabschluss. BA steht für jeden Universitäts- oder Fachhochschulabschluss eines Bachelor- oder äquivalenten Studiengangs, MA für den Studienabschluss zwischen BA und Doktorats (also auch für „alte“ Magisterabschlüsse), PhD für jede Art von Doktorat, und Habil für Habilitation oder sonstige post-doktorale Qualifikationen; jeweils in einem archäologischen Fach.

Wenn nicht anders möglich, Anzahl bitte schätzen.	Pflichtsch./ Lehre	AHS	BA	MA	PhD	Habil.
Anzahl der MitarbeiterInnen mit						

d) Allgemeines Qualifikationsniveau archäologischer MitarbeiterInnen

Bitte geben Sie die jeweils höchste Qualifikation an, die archäologische MitarbeiterInnen Ihrer Organisation erreicht haben, unabhängig vom Fach der Qualifikation.

Wenn nicht anders möglich, Anzahl bitte schätzen.	Pflichtsch./ Lehre	AHS	BA	MA	PhD	Habil.
Anzahl der MitarbeiterInnen mit						

e) Herkunft der höchsten Qualifikation archäologischer MitarbeiterInnen

Wenn nicht anders möglich, Anzahl bitte schätzen.	Österreich	Deutschland	Schweiz	Italien	EU-Ausland	Andere Länder
Anzahl der MitarbeiterInnen mit höchster Qualifikation aus						

f) Staatsangehörigkeit archäologischer MitarbeiterInnen

Wenn nicht anders möglich, Anzahl bitte schätzen.	Österreich	EU-Staat	Andere Staaten
Staatsangehörigkeit			

Wenn möglich, nennen Sie bitte die Staatsangehörigkeit (Länderliste mit Anzahl).

g) Alter und Geschlecht archäologischer MitarbeiterInnen

Inkludieren Sie bitte alle archäologischen MitarbeiterInnen, unabhängig davon, in welcher Beschäftigungsform diese von Ihrer Organisation beschäftigt werden, inklusive ehrenamtliche.

Alter (wenn nicht anders möglich, Anzahl bitte schätzen)	männlich	weiblich
unter 21 Jahre		
21-25 Jahre		
26-30 Jahre		
31-35 Jahre		
36-40 Jahre		
41-45 Jahre		
46-50 Jahre		
51-55 Jahre		
56-60 Jahre		
61-65 Jahre		
65-70 Jahre		
über 70 Jahre		

h) Behinderte archäologische MitarbeiterInnen

Geben Sie hier bitte die Anzahl archäologischer MitarbeiterInnen an, die als Schwerbehinderte gelten.

Wenn möglich, geben Sie hier bitte exakte Zahlen an. Wenn nicht möglich, bitte eine Schätzung.	
Schwerbehinderte MitarbeiterInnen	

12) Anzahl sonstiger MitarbeiterInnen in arch. Abteilungen

Als sonstige MitarbeiterInnen gelten im Rahmen dieser Studie alle jene MitarbeiterInnen , die im Rahmen ihrer Arbeit für Ihre Organisation normalerweise nicht mit archäologischen Objekten arbeiten oder archäologische bzw. archäologisch-hilfswissenschaftliche Tätigkeiten jedweder Art durchführen. Dies wären z.B. Sekretariats- und anderes allgemeines Verwaltungspersonal, Haustechniker, Portiere etc. zum Stichtag 1. Juni 2013.

a) Anzahl sonstiger MitarbeiterInnen in Voll- und Teilzeitbeschäftigung

Vollzeit = mehr als 36 Wochenstunden; Teilzeit ist zwischen 19,5 und 36 Wochenstunden; Geringfüging ist weniger als 19,5 Wochenstunden.

Wenn möglich, geben Sie hier bitte exakte Zahlen an. Wenn nicht möglich, bitte eine Schätzung.	Vollzeit	Teilzeit	Geringfügig
Sonstige MitarbeiterInnen			

b) Vertragslaufzeit bezahlter sonstiger MitarbeiterInnen

Wenn nicht anders möglich, Anzahl bitte schätzen.	Unter 3 Monate	3-6 Monate	6-12 Monate	1-3 Jahre	Über 3 Jahre	Unbefristet
Sonstige MitarbeiterInnen						

c) Qualifikationsniveau sonstiger MitarbeiterInnen

Bitte geben Sie die jeweils höchste Qualifikation an, die sonstige MitarbeiterInnen Ihrer Organisation erreicht haben, unabhängig vom Fach in dem diese erreicht wurden.

Wenn nicht anders möglich, Anzahl bitte schätzen.	Pflichtsch./ Lehre	AHS	BA	MA	PhD	Habil.
Sonstige MitarbeiterInnen						

Wenn möglich, geben Sie bitte an wie viele dieser MitarbeiterInnen Ihren höchsten Abschluss in einem einschlägigen archäologischen Fach erreicht haben.

d) Herkunft der höchsten Qualifikation sonstiger MitarbeiterInnen

Wenn nicht anders möglich, Anzahl bitte schätzen.	Österreich	Deutschland	Schweiz	Italien	EU-Ausland	Andere Länder
Sonstige MitarbeiterInnen						

e) Staatsangehörigkeit sonstiger MitarbeiterInnen

Wenn nicht anders möglich, Anzahl bitte schätzen.	Österreich	EU-Staat	Andere Staaten
Sonstige MitarbeiterInnen			

Wenn möglich, nennen Sie bitte die Staatsangehörigkeit (Länderliste mit Anzahl).

f) Alter und Geschlecht sonstiger MitarbeiterInnen

Inkludieren Sie bitte alle sonstigen MitarbeiterInnen, unabhängig davon, in welcher Beschäftigungsform diese von Ihrer Organisation beschäftigt werden, inklusive ehrenamtliche.

Alter	männlich	weiblich
unter 21 Jahre		
21-25 Jahre		
26-30 Jahre		
31-35 Jahre		
36-40 Jahre		
41-45 Jahre		
46-50 Jahre		
51-55 Jahre		
56-60 Jahre		
61-65 Jahre		
65-70 Jahre		
über 70 Jahre		
Angaben sind ganz oder teilweise Schätzwerte	☐	☐

g) Behinderte sonstige MitarbeiterInnen

Wenn möglich, geben Sie hier bitte exakte Zahlen an. Wenn nicht möglich, bitte eine Schätzung.	
Sonstige MitarbeiterInnen	

13) Gehälter und Tarifsysteme

a) Gehaltsrahmen und Durchschnittsgehalt von MitarbeiterInnen

Mindestgehalt (brutto pro Jahr, inklusive aller Sonderzahlungen)	
Archäologische MitarbeiterInnen	€
Sonstige MitarbeiterInnen	€
Maximalgehalt (brutto pro Jahr, inklusive aller Sonderzahlungen)	
Archäologische MitarbeiterInnen	€
Sonstige MitarbeiterInnen	€
Durchschnittsgehalt (brutto pro Jahr, inklusive aller Sonderzahlungen)	
Archäologische MitarbeiterInnen	€
Sonstige MitarbeiterInnen	€
Zuverlässigkeit der Gehaltsangaben	
Angaben sind ganz oder teilweise Schätzwerte	☐

b) Tarifsysteme

Bitte geben Sie an, ob die Gehälter der MitarbeiterInnen Ihrer Organisation an ein allgemeines Tarifsystem gebunden sind.

Zutreffendes bitte Ankreuzen	
Angestelltenkollektivvertrag	☐
Arbeiterkollektivvertrag	☐
Beamtenbesoldungsschema (Bund, Land und Gemeinden)	☐
FWF-Sätze	☐
Gehaltsschema für Akademie-Angestellte	☐
	☐
	☐
	☐

14) Arbeitnehmervertretungen

Bitte geben Sie an, ob MitarbeiterInnen in Ihrer Organisation gewerkschaftlich organisiert sind; wenn ja, geben Sie bitte die in Ihrer Organisation vertretenen Arbeitnehmervertretungsorganisationen an.

	ja	nein	k.A.
Gibt es in Ihrer Organisation ArbeitnehmerInnen-Interessensvertretungen?	☐	☐	☐
Arbeiterkammer	☐		
Gewerkschaft der Gemeindebediensteten	☐		
Gewerkschaft Kunst, Medien, Sport und freie Berufe	☐		
Gewerkschaft öffentlicher Dienst	☐		
Universitätslehrerverband	☐		
	☐		
	☐		
	☐		

Teil 3: MitarbeiterInnenaus- und -fortbildung

15) BerufseinsteigerInnen

	ja	nein	k.A.
Stellen Sie **ArchäologInnen** ohne Berufserfahrung ein?	☐	☐	☐

	Sehr wenig	Wenig	Mittel	Stark	Sehr stark
Wie stark werden Berufsanfänger durch einführende Fortbildungsmaßnahmen gefördert (im Durchschnitt)?	☐	☐	☐	☐	☐

16) Einschätzung externer MitarbeiterInnenbildungsangebote

	Sehr schlecht	Schlecht	Mittel	Gut	Sehr gut
Wie gut sind Ihrer Meinung nach HochschulabsolventInnen auf einen archäologischen Beruf vorbereitet?	☐	☐	☐	☐	☐
Wie gut sind Ihrer Meinung nach die derzeit möglichen Fortbildungsmaßnahmen (nach dem Studienabschluss) an die Notwendigkeiten des Berufes angepasst?	☐	☐	☐	☐	☐

17) Bedarf für MitarbeiterInnenfortbildung

	ja	nein	k.A.
Sehen Sie in Ihrer Organisation Bedarf für MitarbeiterInnenfortbildung?	☐	☐	☐

	Sehr niedrig	Niedrig	Mittel	Hoch	Sehr hoch
Wie hoch ist die Bedeutung, die Sie beruflichen Fortbildungsmaßnahmen zumessen?	☐	☐	☐	☐	☐

18) Fortbildungsmöglichkeiten in Ihrer Organisation

MitarbeiterInnen erhalten	Grundbudget	Drittmittelf.	AMS-Maßn.	Selbstständige	Ehrenamtl.
Externe formelle Fortbildung	☐	☐	☐	☐	☐
Interne formelle Fortbildung	☐	☐	☐	☐	☐
Externe individuelle Fortbildung	☐	☐	☐	☐	☐
Interne individuelle Fortbildung	☐	☐	☐	☐	☐

19) Fortbildungsmaßnahmen in Ihrer Organisation

	ja	nein	k.A.
Hat Ihre Organisation einen offiziellen MitarbeiterInnenfortbildungsplan?	☐	☐	☐
Hat Ihre Organisation ein Budget für MitarbeiterInnenfortbildung?	☐	☐	☐
Ist dieses Fortbildungsbudget unter Ihrer direkten Kontrolle?	☐	☐	☐
Werden Fortbildungszeiten von MitarbeiterInnen dokumentiert?	☐	☐	☐
Werden Fortschritte von MitarbeiterInnen durch Fortbildung dokumentiert?	☐	☐	☐
Werden Fortschritte der Organisation durch Fortbildung dokumentiert?	☐	☐	☐
Gibt es ein Belohnungssystem für gute Fortbildungsergebnisse?	☐	☐	☐
Werden MitarbeiterInnen zur andauernden Weiterbildung angeregt?	☐	☐	☐

20) Kenntnisslücken Ihrer MitarbeiterInnen

a) Nicht-archäologische Kenntnisse

	Meine Organisation hat im vergangenen Jahr externe Spezialisten für diese Aufgabe hinzugezogen	Meine Organisation plant in den nächsten zwei Jahren MitarbeiterInnen für diese Aufgabe fortbilden zu lassen
Ausstellungsgestaltung	☐	☐
Betriebsführung	☐	☐
Betriebswirtschaft	☐	☐
Fortbildung zur Fortbildung	☐	☐
Informationstechnologie	☐	☐
Kundenbetreuung	☐	☐
Marketing	☐	☐
Personalmanagement	☐	☐
Planungsberatung	☐	☐
Projektmanagement	☐	☐
Redaktion / Texteditierung	☐	☐
Sprachen (Übersetzungen etc.)	☐	☐
	☐	☐
	☐	☐

b) Archäologische Kenntnisse

	Organisation hat im vergangenen Jahr externe Spezialisten für diese Aufgabe hinzugezogen vollständig	zum Teil	**Meine Organisation plant in den nächsten zwei Jahren MitarbeiterInnen für diese Aufgabe fortbilden zu lassen**
Ägyptologie	☐	☐	☐
Archäologische Auswertungen	☐	☐	☐
Archäobotanik	☐	☐	☐
Archäometrie	☐	☐	☐
Archäozoologie	☐	☐	☐
Dendrochronologie	☐	☐	☐
Geodäsie	☐	☐	☐
Geologie	☐	☐	☐
Grabungen	☐	☐	☐
Konservierung/Restaurierung	☐	☐	☐
Lehrbeauftragte (Spezialthemen)	☐	☐	☐
Metallurgie	☐	☐	☐
Mineralogie	☐	☐	☐
Numismatik	☐	☐	☐
Papyrologie	☐	☐	☐
Physische Anthropologie	☐	☐	☐
Prospektionen	☐	☐	☐
Radiocarbondatierung	☐	☐	☐
Sedimentologie	☐	☐	☐
SR-Isotopenanalyse	☐	☐	☐
Virtuelle Rekonstruktion	☐	☐	☐
	☐	☐	☐

21) Qualifikationsanforderungen an GrabungsleiterInnen

Welche Qualifikationsanforderungen stellt Ihre Organisation an MitarbeiterInnen, die als GrabungsleiterInnen eingesetzt werden sollen?

Zutreffendes bitte Ankreuzen	
Ausbildung zum Baustellenkoordinator	☐
AUVA-Kurs Sicherheit auf archäologischen Baustellen	☐
BA in einem archäologischen Fach	☐
Fachliche Eignung	☐
Führungsqualität	☐
Habilitation in archäologischem Fach für Auslandsgrabungen	☐
Keine formalen Qualifikationen erforderlich	☐
Kenntnis digitaler Dokumentationsmethoden	☐
Kenntnis stratigraphischer Grabungstechnik	☐
MA in einem archäologischen Fach	☐
Persönliche Bekanntschaft	☐
PhD in einem archäologischen Fach	☐
Referenzen von KollegInnen mit entsprechender Qualifikation	☐
	☐

Teil 4: Die Entwicklung des archäologischen Arbeitsmarktes

22) Im Vergleich zu vor 5 Jahren

Ist der Personalstand in Ihrer Organisation zurückgegangen oder angestiegen?

Angestiegen ☐ Gleich geblieben ☐ Zurückgegangen ☐

Rückgang um	**Grundbudget**	**Drittmittelf.**	**AMS-Maßn.**	**Selbstständige**	**Ehrenamtliche**
Archäologisches					
Sonst. Personal					
Anstieg um	Grundbudget	Drittmittelf.	AMS-Maßn.	Selbstständige	Ehrenamtliche
Archäologisches					
Sonst. Personal					

23) Im Vergleich zu vor 3 Jahren

Angestiegen ☐ Gleich geblieben ☐ Zurückgegangen ☐

Rückgang um	**Grundbudget**	**Drittmittelf.**	**AMS-Maßn.**	**Selbstständige**	**Ehrenamtliche**
Archäologisches					
Sonst. Personal					
Anstieg um	Grundbudget	Drittmittelf.	AMS-Maßn.	Selbstständige	Ehrenamtliche
Archäologisches					
Sonst. Personal					

24) Im Vergleich zum Vorjahr

Angestiegen ☐ Gleich geblieben ☐ Zurückgegangen ☐

Rückgang um	**Grundbudget**	**Drittmittelf.**	**AMS-Maßn.**	**Selbstständige**	**Ehrenamtliche**
Archäologisches					
Sonst. Personal					
Anstieg um	Grundbudget	Drittmittelf.	AMS-Maßn.	Selbstständige	Ehrenamtliche
Archäologisches					
Sonst. Personal					

25) Erwartung der Personalentwicklung bis ins nächste Jahr

Erwarten Sie, dass der Personalstand Ihrer Organisation bis nächstes Jahr zurückgehen oder ansteigen wird?

Angesteigen ☐ Gleich bleiben ☐ Zurückgehen ☐

Rückgang um	Grundbudget	Drittmittelf.	AMS-Maßn.	Selbstständige	Ehrenamtliche
Archäologisches					
Sonst. Personal					
Anstieg um	Grundbudget	Drittmittelf.	AMS-Maßn.	Selbstständige	Ehrenamtliche
Archäologisches					
Sonst. Personal					

26) Erwartung der Personalentwicklung bis in 3 Jahren

Angesteigen ☐ Gleich bleiben ☐ Zurückgehen ☐

Rückgang um	Grundbudget	Drittmittelf.	AMS-Maßn.	Selbstständige	Ehrenamtliche
Archäologisches					
Sonst. Personal					
Anstieg um	Grundbudget	Drittmittelf.	AMS-Maßn.	Selbstständige	Ehrenamtliche
Archäologisches					
Sonst. Personal					

Ihre Kommentare zum Fragebogen

Anhang: Stellenprofile

Die folgenden Stellenprofile entsprechen (mit geringfügigen Erweiterungen) jenen, die in den Antworten auf die Fragebögen der *Discovering the Archaeologists oF Europe 2007-2008: Österreich*-Studie als unterschiedliche Arten der Beschäftigung in der österreichischen Archäologie entnommen werden konnten.

Sollte eine der folgenden Stellenarten (erwartungsgemäß sogar viele davon) in Ihrer Organisation bzw. archäologischen Abteilung nicht vorhanden sein, gehen Sie bitte einfach zum nächsten Stellenprofil weiter, das es in Ihrer Organisation gibt.

Sollten in Ihrer Organisation Stellenarten existieren, die nicht in diesem Fragebogen enthalten sind, ersuchen wir Sie, die Informationen zu diesen Stellenarten dem hier vorgegebenen Muster entsprechend per Email an den Leiter des österreichischen Teilprojekts (r.karl@bangor.ac.uk) zu senden.

BibliothekarIn

Anzahl der MitarbeiterInnen in diesem Stellenprofil				
Grundbudget	Drittmittelfin.	AMS-Maßnahmen	Selbstständig Beschäftigte	Ehrenamtliche
Vollzeit (> 36 Wochenstunden)	Teilzeit (19,5-36 Stunden)	Geringfügig (< 19,5 Stunden)	Befristet	Durchsch. Dauer befrist. Besch.

Gehaltsinformationen					
Mindestgehalt (brutto pro Jahr, inklusive aller Sonderzahlungen)	€	Höchstgehalt (brutto pro Jahr, inklusive aller Sonderzahlungen)	€	Durchschnittsgehalt (brutto pro Jahr, inklusive aller Sonderzahlungen)	€

Alter und Geschlecht					
	männlich	weiblich		männlich	weiblich
unter 21 Jahre			46-50 Jahre		
21-25 Jahre			51-55 Jahre		
26-30 Jahre			56-60 Jahre		
31-35 Jahre			61-65 Jahre		
36-40 Jahre			65-70 Jahre		
41-45 Jahre			über 70 Jahre		

Aufgaben	
Verwaltungstätigkeit	
Denkmalpflege im Feld (z.B. Konservierungs- und Restaurierungsmaßnahmen, Interpretation, etc.)	
Prospektion und andere nicht in den Boden eingreifende Feldforschung	
Grabung oder andere in den Boden eingreifende Feldforschung (z.B. Bodenbeprobung)	
Laborarbeit (z.B. naturwissenschaftliche Primärdatengenerierung, Restaurierung von Fundmaterial, etc.)	
Museale Tätigkeit (inklusive temporäre Ausstellung und Ausstellungsdesign für Dritte)	
Lehre und Ausbildung (exklusive Fortbildung eigener MitarbeiterInnen)	
Wissenschaftliche Forschung im Innendienst (Interpretation, exklusive Primärdatenaufbereitung)	
Beratung dritter Parteien (z.B. von Bauträgern, Eigentümern archäologischer Objekte, etc.)	

Höchste Qualifikation					
Pflichtsch./Lehre	AHS	BA	MA	PhD	Habil.

Die Fragen zu allen weiteren in Folge genannten Stellenprofilen entsprachen identisch dem hier für die BibliothekarIn beispielhaft wiedergegebenen Fragebogenausschnitt.

EDV-SpezialistIn

EpigraphikerIn

FotografIn

GrabungsleiterIn / FeldforschungsmanagerIn

Erfahrene/r GrabungsmitarbeiterIn / FeldforschungstechnikerIn

GrabungsmitarbeiterIn / FeldforscherIn

GrabungsmitarbeiterIn in Ausbildung / FeldforscherIn in Ausbildung

GrafikerIn / ZeichnerIn

Landesarchäologe / Landesarchäologin

ManagerIn

MuseumsmitarbeiterIn

NaturwissenschafterIn

ÖffentlichkeitsarbeiterIn

ProjektkoordinatorIn

RestauratorIn / KonservatorIn

SammlungsleiterIn

Verwaltungspersonal

WissenschaftlerIn

WissenschaftlerIn in Ausbildung

Sonstige Angestellte

Appendix 2: Comments to the questionnaire

The questionnaire contained a field for comments, and some respondents chose to comment on the questionnaire or general aspects related to the project. For sake of completeness, they are provided in translation here:

- No archaeological employees, only person as museum watchman
- Since the museum does not conduct, plan or organise excavations, only the relevant parts of the questionnaire were completed. The museum is owned by the town council, which covers all building costs. The association of the friends of the museum takes on the tasks to present the exhibited objects, manage opening hours and guided tours and of designing the advertising. It is mainly financed by membership fees, all staff work as volunteers.
- The question "Für welche der folgenden nicht archäologischen Aufgaben hat Ihre Organisation im vergangenen Jahr externe Spezialisten hinzugezogen?" (and the following question), only one box can be ticked, but it should be possible to tick multiple ones
- We are not at liberty to pass on personal and salary-related data.
- Lack of suitable opportunities for staff training
- Consciousness of Culture is generally waning, and with it also funding provided by decision makers, partially caused by the guidelines of the BDA
- Questionnaire to superficial for capturing the complexity of cultural networks and structures of the region – we work with 20 different councils, with different contact partners and different structures, e.g. in how museums are organised