

Discovering the Archaeologists of Europe: GREECE



Archaeology Labour Market Intelligence:
Profiling the Profession 2007-08

Pantos Pantos, Alcestis Papadimitriou and Angeliki Kossyva



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For the Management Council of the Association of Greek Archaeologists

Dr. Demetrios Athanasoulis, President

Dr. Alcestis Papadimitriou, General Secretary

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Aims and Summary of Findings

by A. Papadimitriou

Aims of the Project

The research program “Discovering the Archaeologists of Europe” which is held out in the frame of the European project “Leonardo da Vinci” of the United Kingdom, is concerned with the profession of the archaeologist in the European Union. This project which is held in Greece for the first time, was based upon relevant projects that the Institute of Field Archaeology carried out in the past (1997/98 and 2002/03). The responsibility of this program lies to the Association of Greek Archaeologists, the primacy Archaeologist Union of the Archaeological Service of the Ministry of Culture.

This project aimed to identify, collect and disseminate labour market information on the archaeology sector.

The results of this project expect to be prolific on professional schedule and the organisations function, and also on the improvement of working conditions and the archaeologists’ career progression.

The information includes:

- Number, gender, age and nationality of archaeologist.
- Disabled’s attitude to the archaeologist’s profession.
- Archaeologists’ scientific skills.
- Extend and development of the profession.
- Training needs and skills shortages.
- Archaeologists’ salary.

The survey analysed exclusively the archaeologist profession and collected data for the paid and unpaid archaeologists. The questionnaire approached organisations that occupy or are supposed to occupy, archaeologists, not the archaeologists as individuals. The questionnaires were mailed but they were also available online on the Association of Greek Archaeologists site (www.sea.org.gr). From the 328 mailed questionnaires the 81 were responded (percentage 25%).

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

Summary

The estimated number of archaeologists working in Greece

The survey recorded 1.856 individuals working as archaeologists in the Ministry of Culture, the research centers, the foreign archaeological schools, the private museums or offering their services as guides. Aside from these, archaeologists work in local self-government organisations, or in self-funded archaeological works. Graduate archaeologists work in the secondary education as well as in other organisations (in publishing companies, private lessons etc.) without practicing an archaeology task. Besides, there are graduate archaeologists, who during this survey were unemployed. For these categories it was not feasible to gather detailed information to estimate the total number of archaeologists working in Greece, at the time of the conducting research. The archaeology task is supported by other specialities, such as architects, civil engineers, conservators, designers, photographers, special scientists, excavation workers and antiquities guards.

Age, gender, ethnic background and disability status

The average age of professional archaeologists in Greece varies considerably per organisation. According to the questionnaire the average age of the youngest age profile archaeologists of the Ministry of Culture is 38.6 years. The average age profile in the foreign schools and the private museums is 40.8 and 41.7 respectively. The research centers have the oldest age profile. The average age is 56.1 years, followed by the universities 52.3 years. So, archaeology has a relatively young age profile as the average age is 46 years. 76% of professional archaeologists are female in Greece, much more than the male with a percentage of 24%.

The overwhelming majority (99.86%) of the archaeologists working in Greece are Europeans. Despite the fact that the Greek legislation allows the citizens of the European Union to work in Greece, the archaeologists working in Greece are mostly Greeks with the exception of those of the foreign schools. This is due to the fact that the Greek language, necessary for the work permit, is not widely spread, and the great demand of archaeologists by the Greeks. The number of the disabled, as recorded in the survey, is 5 individuals, a particularly low one.

The number also of the unpaid volunteer archaeologists is very low, 27 individuals all together. This is the reason why there is not clear information about the unpaid volunteer archaeologists in any questionnaire of the survey.

Growth of the sector

The absolute development pace of the sector is not possible to be identified since there haven't been any previous researches. Based exclusively upon the information of this research, we can record a slight increase in the number of the paid archaeologists compared with the years 2001 and 2003, which seems to have stopped in 2006. A probable explanation for these data is that a number of archaeologists employed to cover the need of the Olympic Games in 2004 remained in the organisation, continuing working at least till 2007.

The research recorded that many organisations expect to be employing more people of paid staff in the future. The anticipated growth, combinable with the reservation of the organisations responding they don't know it shows rather the preference and necessity of the archaeologists' growth than the certainty that this will happen.

As far as the volunteers are concerned, a slight decrease is recorded from 2001 up to 2007, while this number is anticipated to remain the same in the future. A great number of organisations respond they do not know. Taking into account the low number of the respondents, this figure tends to be fictitious.

Geographical differences

The highest proportion of the archaeologists was found to work in the big urban centers of Athens and Thessalonica. This fact is directly related to the lack of decentralization in Greece.

Salaries

The majority of archaeologists identified in the research work full-time. The average annual salary for all the archaeologists is € 28.925. This sum is compared with the sum of € 26.987, which is the average annual salary of full-time work for all the occupations in 2007 (National Statistics 2007). The average salary of the archaeologists is € 22.050. 50% of the archaeologists earn more than this sum and 50% earn less.

Staff qualifications

A high percentage of archaeologists (47%) are post-graduates of all levels. Over 52% of the archaeologists having a first degree, percentage 9% have a simple post-graduate degree and 20% have two-year post-graduate studies. 17% have a doctorate, while 1% has post-doctorate degree. These data identify the high level of academic qualification of the archaeologists in Greece.

Identification of training needs

The organisations employing archaeologists in Greece recognise in their majority (93%) the strong commitment to training for both the archaeologists and the organisations as a whole. High is also the percentage (77%) of the potential that the organisation offers for training needs or any other development.

A high percentage of organisations (84%) have neither a formal training schedule, nor training budget (70%) under the direct control of the organisation (66%).

Finally, a big proportion of the organisations does not record the amount of time that individuals spend on training (63%), does not formally evaluate neither the impact of training on individuals (66%) nor on the organisation itself (66%). The shortage of a formal training schedule to respond the needs of the organisation and the employees, creates non-condescend reactions, which reflect the high percentages of the non-evaluation of the impact of the offered training.

Potential skills shortages

The most commonly identified non-archaeological skills shortages is in information technology and project management (34% and 27% respectively), while fewer organisations identify skills shortage in issues on training needs (14%).

The most commonly identified skills shortages (25% and 14% respectively) are in the direct artefact evaluation and in the direct conducting (non-artefact) archaeological field investigation.

A relatively high percentage is reported on issues of working out archaeological sites (17%).

Employer's commitment to qualifications and training

The majority (93%) of the organisations occupying archaeologists recognise the strong commitment to qualifications and training for both the individuals and the organisations as a whole.

The organisations offer potential qualifications and training to the paid staff, in a percentage of 77%, while to the unpaid volunteers in a percentage of 35%.

A high percentage (65%) of the organisations encourages the individuals in the continuing professional training and development opportunities.

55% of the organisations demonstrate that they train considerably or very considerably the new entrants with entry seminars etc. Their judgement on how well supplied with skills are the new entrants in the profession is positive

(71%), while the percentage of the positive answers on to what extent the offered courses match the demands of the profession comes up to 59%.

Preferred methods of training

All the training methods of the paid archaeologists, that the organisations responded, have high percentages of preference. The formal off-job training is preferable (percentage 89%) to the informal in-job training (percentage 65%).

Nine out of ten organisations demonstrate a preference for the informal either in-job (percentage 90%), or off-job (percentage 89%) training.

The most popular form of training is that of post-training leaves, alongside with the yearly scientific leaves of the archaeologists (percentage 96%), a fact that reflects the experience of the archaeologists in the beneficial impact of these leaves on their scientific development.

As far as the volunteers are concerned the responses were overall fewer and their preference to any of the training methods is limited. There is no response to the formal off-job training, while the most popular form of training, that is the in-job training, aggregated the 27% of the organisations. Low is also the percentage for the informal off-job training of the unpaid volunteer archaeologists (29%), while for the informal in-job training the percentage increases up to 44%.

Chapter 1

Introduction

by P. Pantos

The project “Discovering the Archaeologists of Europe” is a European survey carried out in the context of the European project “Leonardo da Vinci” in the U.K., where relevant data of assessment of employment within professional archaeology.

Twelve countries, members of the European Union, and the European Association of Archaeologists participate in this project; this research is conducted in Greece for the first time. The Greek Archaeologists Union, the Trade Union of Archaeologists, who have a permanent working relation to the Ministry of Culture, which the Archaeology Service belongs to, was the organisation to conduct this project in Greece. This is clear since the archaeological research in Greece, where the antiquities remain the province of the Ministry of Culture, is conducted either by its services or it is under its direct control. “Commercial Archaeology” that is non-profitable archaeologists associations involved in the archaeological research do not exist in Greece.

Chapter 2

Methodology

by P. Pantos

Introduction

The principal aim of the project “Discovering the Archaeologists of Europe” was to identify, collect, quantify and disseminate labour market information on the archaeologist profession in Greece, to provide employers with up-to-date information to aid business planning and evaluate the performance and training needs of the organisations employing archaeologists, but also the needs of the archaeologists working for the organisations at present.

The basic issues chosen for research were:

- To identify the archaeologist’s profession in Greece.
- The number of employed archaeologists.
- The age and gender of the working staff.
- Disabled’s attitude towards the archaeologist’s profession.
- The ethnic origins of the archaeologists working in Greece.
- Full-time and part-time of the working archaeologists (quantity data).
- Career progression over the last five years.
- Career progression in the next three years.
- Archaeologists’ degrees and the countries required from.
- Information on occupation on training skills/skills gaps.
- Salaries of the employed archaeologists.

The Questionnaire

The questionnaire structure and contents were based on that used by the Institute of Field Archaeologists, U.K., in the research conducted by “Archaeology Labour Market Intelligence: Profiling in the Profession 2002/03” mainly for comparison reasons in a universal project, but with divergence, because the above research engaged the employment of different specialties

in the archaeological sector, while the present research engaged the archaeologist's employment exclusively, as the term "archaeologist" is in anticipation and use in Greece. The questionnaire was addressed to organisations employing archaeologists, not to individual archaeologists. The responses received make it clear that the completion of questionnaire shows how aware the responder is, and it astonishes the choice of "don't know".

The questionnaire is designed in two parts. The first part consisted of a range of questions about the organization employing archaeologists and the second enquired about quantity and quality data of the archaeological staff within the organisation. This archaeological staff consists of paid and unpaid staff, although the latter case is rather rare in Greece, with the exception of the training students of archaeology. The questionnaire also asked to complete this second questionnaire not individually but according to the rank scale of the organisation (e.g. in Universities: Professor, Deputy Professor, Assistant Professor, Lecturer; in the Archaeological Service: Supervisor Director, Department Supervisor, Archaeologist).

The questionnaire, with an attachment letter, was sent to all the organisations employing archaeologists in Greece, and to organisations with multiple services (e.g. Ministry of Culture) separately to each one. The required information concerned the spring 2007, but because of long due dates the time concerns 2007 overall.

The mailing list

The mailing list was based on our knowledge on the organisations employing archaeologists in Greece. The list of the services belonging to the General Management of Antiquities and Cultural Heritage of the Ministry of Culture – the main employer of archaeologists, is available in the website of the Ministry (www.culture.gr). In this website there are addresses of other organisations involved in archaeology in Greece, such as the Foreign Archaeological Schools. The addresses of the History and Archaeology Departments of the Greek universities are available in the universities websites. The letter and the questionnaire were also sent to the local Secondary Education Service, the local self-government via the Ministry of Culture and the Ministry of Internal

Affairs, respectively. Letters without the questionnaire were sent to different organisations, which would provide additional information on partial questions, such as the Workforce Organisation and the Greek National Statistics.

Data collection

The questionnaire and the attached letter were sent over the period of May-August 2007. An electronic version of the questionnaire was made available online on the Association of Greek Archaeologists (www.sea.org.gr), it was referred that the online completion and address of the questionnaire was preferable.

Because of the delayed dispatch of the questionnaire and the difficult conditions in summer in Greece (forest fires, national elections 16.9.2007) as well as problems in the Greek Ministry of Culture in autumn, the final dispatch date of the complete questionnaire prolonged up to the end of October 2007 and further on after the elections of Association of Greek Archaeologists at the end of January 2008. Since the summer 2007 till the first quarter of 2008, we have phoned and sent letters requesting the completion of the questionnaire. A total 328 questionnaires were sent and 81 responses received.

Data entry

The results were entered onto a Microsoft Access 2007 database. The entrance went on till the first quarter of 2008 when the last responses were received.

Level and completeness of response

The 81 responses represented the 25% of the 328 distributed questionnaires. The responses were sent either by mail or after the completion of the questionnaire online.

In order to create global estimates of numbers of archaeologists who work in the organisations we have ascribed these organisations to fourteen (14) categories. Responses from different types of organisations are shown in Table 1.

TABLE 1: QUESTIONNAIRE RETURNS

ORGANISATIONS	CONTACT	ANSWERS	%
Ministry of Culture	132	51	39%
Foreign Archaeological Schools	17	4	24%
Private Museums	3	2	67%
Universities	16	3	19%
Research Centers	6	0	0%
Commercial organisations	4	0	0%
Ministry of Education	129	17	13%
Ministry of Workforce	2	2	100%
Ministry of Internal Affairs	1	0	0%
Ministry of Touristic Development	1	1	100%
Ministry of Macedonia-Thrace	2	0	0%
Ministry of Aegean	1	0	0%
Other organisations	3	0	0%
Other Foundations – Institutes	11	1	9%
TOTAL	328	81	25%

While these responses (25%) may appear low, they are 39% in the Ministry of Culture, which employs the maximum number of archaeologists in Greece, and taking into account that this research is conducted for the first time in Greece, the overall response can be considered good.

Electronic Access to the Report and Data

This report will be made available for free on the Greek Archaeologist Union (www.sea.org.gr). A copy of the project database will be also made freely available electronically for subsequent analysis, but any commercially sensitive data will be removed, so data cannot be connected with the organisation which provided it.

Chapter 3

Organisations

by P. Pantos

The project “Discovering the Archaeologists of Europe” approached every organisation in Greece, received 81 responses from 328 organisations.

The full details of the way in which it was decided which organisations to contact, how responses were sought and the levels of response are given in Chapter 2: Methodology.

Types of organisations

The respondents were asked to select one out of the six categories:

1. Ministry of Culture and supervised organisations
2. Local self-government organisation
3. Highest Scientific Foundation
4. Research Center
5. Legal Entity of Private Law
6. Secondary Education organisation

The respondents were also asked to identify what was the organisation’s principal role: Field investigation and research services, museum and visitor services, educational and academic research services.

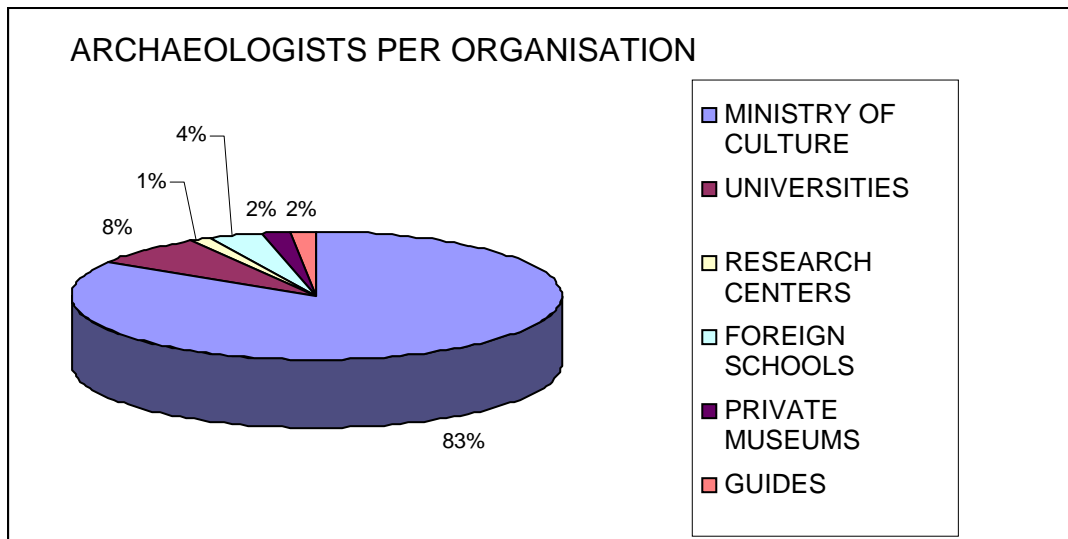
Overall the 81 organisations responded to this research can be categorized in the following six categories:

- Ministry of Culture
- Universities
- Research Centers
- Foreign Archaeological Schools or Institutes
- Private museums
- Guides

TABLE 2: NUMBER OF ARCHAEOLOGISTS PER ORGANISATION

ORGANISATION	NUMBER OF ARCHAEOLOGISTS	%
Ministry of Culture	1556	84%
Universities	140	7%
Research Centers	24	1%
Foreign Schools	67 (in 14 out of 17 schools)	4%
Private Museums	36 (in 3 private Museums)	2%
Guides	33	2%
TOTAL	1856	100%

FIGURE 1: ARCHAEOLOGISTS BY ORGANISATION



The basic employer of archaeology in Greece is the Ministry of Culture, with the central, peripheral and the specific peripheral services. In the total of 1.856 archaeologists included in the responses of the above organisation, 1.556 work for the Ministry of Culture, percentage 64%. 140 archaeologists work in universities, percentage 7% and 67 archaeologists in the 14 out of 17 foreign archaeological schools, percentage 4%.

Fewer are the archaeologists working in three private museums (36, percentage 2%), in research centers (23, percentage 1%) and as guides (33, percentage 2%).

Chapter 4

Archaeologists

A. Papadimitriou

Age range and gender balance

Reported data for the age range and gender balance of the archaeologists are available for 496 individuals out of 1.856 archaeologists (percentage 27%) working in Greece.

The results are based on the staff of the Ministry of Culture.

From the total number of individuals working in the Ministry of Culture **Table 3** includes 496 individuals (393 female and 103 male) percentage of the total 32%, working as permanent employees.

The percentage of the employees of the age-range under 20 is zero both of male and female archaeologists. This is directly related to the age obtaining the degree (usually 22 years old).

At the age-range of the 20-29 aged the male percentage is zero, due to the male military service. The female percentage in this group is 2%. The low proportion in this group of both male and female indicates that only a very small number of individuals are lively to work permanently and this number is exclusively limited to female. The low proportion is also due to a big number of archaeologists who continue their studies in post-graduate level just after obtaining their basic degree. In the following three age ranges (30-39, 40-49 and 50-59) a steady percentage (30%, 27% and 30% respectively) of male is indicated. In the female the first age-range (30-39) has a lower percentage than the other two (20% to 27% and 36% respectively). These three age ranges include, overall, the highest percentage of the employees.

While in the age-range 30-39 the male percentage is higher than the female (30% compared with 20%), this figure is reverted to the two following age-ranges where the female percentages are higher compared with the male (37% and 36% for the age-range 40-49 compared with the 27% and 30% for the age-range 50-59). In the last age-range (over 60) the percentage

decreases in both male and female. The female are under-represented compared with male and this means that the female get retired earlier than male, taking into account that they start their working career at a younger age than the male. Overall, the high number of employees of the age group 40-60 indicates the working population has not been renewed rapidly over the last years. Here has to be stressed that the figures for the archaeologists working in the Ministry of Culture come exclusively from the permanent ones.

From the **Table 4** it is concluded that the female archaeologists in Greece are more than the male overall, but also in each age-range. This figure is also confirmed in the Table 2, where out of the total number of 1.856 archaeologists working in all organisations there are recorded data for 1.144 individuals (percentage 62%). Of this number the 76% (872 individuals) are female and only the 24% (272 individuals) are male. On the basis of the recorded data it is indicated the long tradition of Greece and it directly related to the number of individuals who prefer the Philosophy Departments. Despite the fact that the percentage of male-female archaeologists has been altered, to some extent, over the last years, we can estimate the female proportion is higher. Finally, we should stress the fact that out of the low male percentage, who graduates the Philosophy Department as archaeologists, there are a lot who choose to work in the Secondary Education as teachers for direct professional settlement.

TABLE 3: AGE-RANGE BY GENDER

FEMALE AGE	NUMBER	%	MALE AGE	NUMBER	%
< 20	0	0%	< 20	0	0%
20-29	6	1%	20-29	0	0%
30-39	78	20%	30-39	31	30%
40-49	144	37%	40-49	28	27%
50-59	141	36%	50-59	31	30%
> 60	24	6%	> 60	13	13%
TOTAL	393	100%	TOTAL	103	100%

FIGURE 2: AGE-RANGE BY GENDER

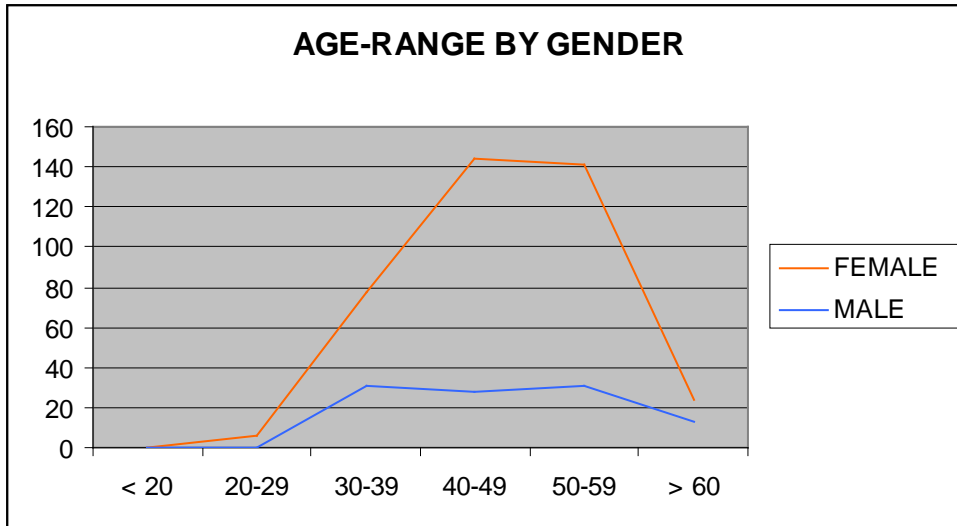
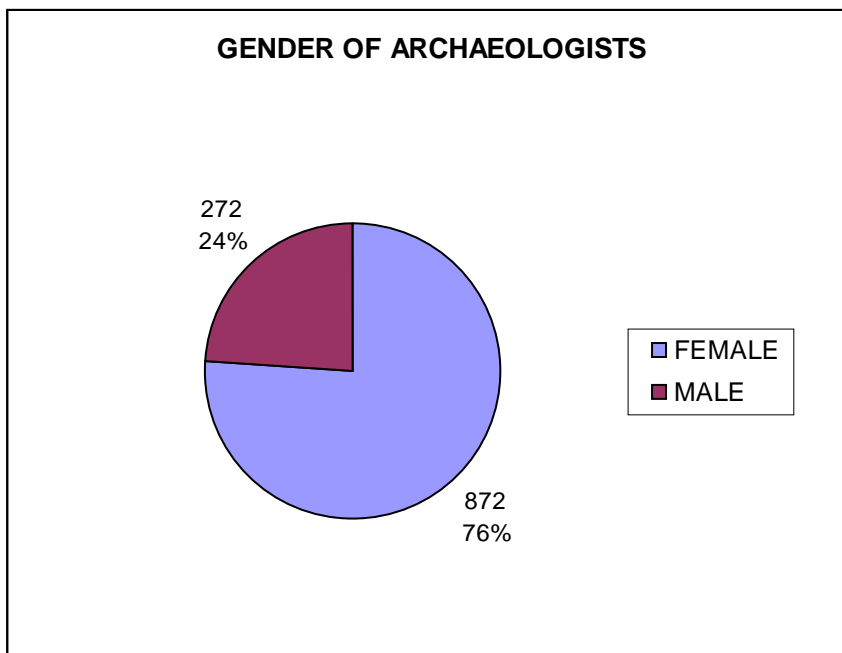


TABLE 4: GENDER OF ARCHAEOLOGISTS

FEMALE	%	MALE	%
872	76%	272	24%
TOTAL		1.144	100%

FIGURE 3: GENDER OF ARCHAEOLOGISTS



Age and gender of archaeologists related to organisational structure and role

Recorded data for the age groups by organisational principal role are available for 414 individuals out of 1.856 of the total number of archaeologists (percentage 22.3%).

On the basis of the questionnaires, from the total 414 individuals recorded in the **table 5**, most of the individuals work in the field investigation (186 individuals), in the museum/visitor services 83 individuals, while in the office/library research and the educational and academic services 75 and 70 individuals respectively are employed.

In the principal role of the field investigation the age group 20-29 (percentage 48%) dominates, and the age-group 30-29 (percentage 41%) follows. The age groups 40-49 and 50-59 have lower percentages (8% and 10% respectively), while the last age group there is only 1 individual recorded (percentage 0.5%).

In the principal role of office/library research the age group 30-39 (percentage 33%) dominates, the age group 20-29 (percentage 20%) follows. The age-groups 40-49 and 50-59 have a percentage 17%, while the age group over 60 the 12%. In the principal role museum/visitor services the age group 30-39 (percentage 52%) overdominates all the other age groups (16% and 23% in the age groups 40-49 and 50-59 respectively, 7% in the group 20-29 and 2% in the group over 60). In the principal role of the educational and academic services the age group 50-59 (percentage 44%) dominates followed by the group over 60 (percentage 24%). The younger age groups aggregate declining percentages (19%, 10% and 3% in the age groups 40-49, 30-39 and 20-29 respectively). Consequently, the age profile for education and academic research services organisations is older (51.5%), the oldest of all the categories and it has a minimum inclination of renewal. Museum and visitor services have old age profiles (41.02%) and a minimum inclination of renewal, in the total percentage 91% of the age groups 30-60.

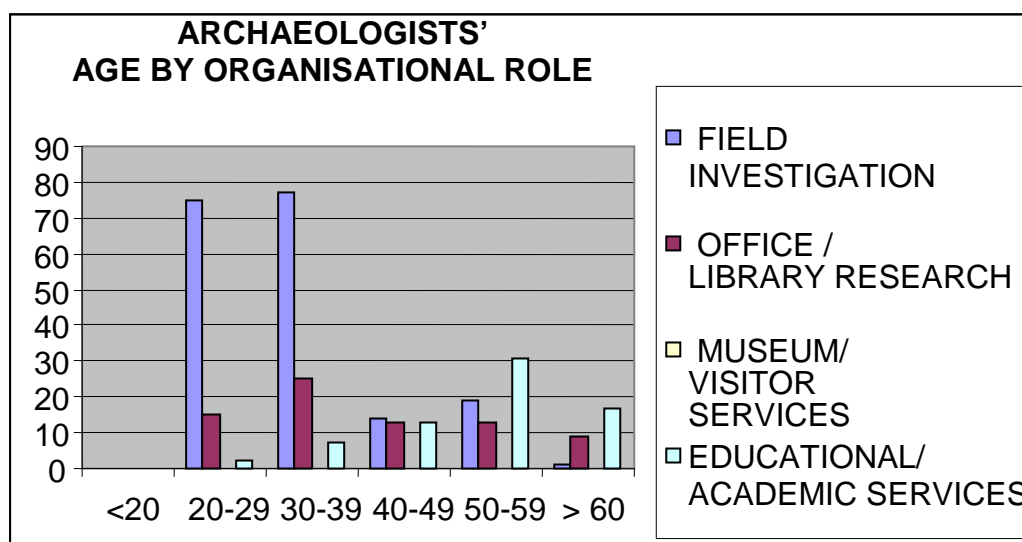
In the principal role office/library research there is a normal balance of the percentages of age-groups (17-20%) indicating a slight difference in the age group 30-39 with percentage 33%.

The average age profile of this group is about the same as the previous one (41.2%). The lowest average age profile (33.89%) is in the field investigation, in which the age profiles 20-39 have the overwhelmingly large majority of the total with the percentage 89%.

TABLE 5: ARCHAEOLOGISTS' AGE BY ORGANISATIONAL PRINCIPAL ROLE

PRINCIPAL ROLE	<20	%	20-29	%	30-39	%	40-49	%	50-59	%	> 60	%	TOTAL
Field investigation	0	0%	75	48%	77	41%	14	8%	19	10%	1	0.5%	186
Office/Library research	0	0%	15	20%	25	33%	13	17%	13	17%	9	12%	75
Museum/visitor services	0	0%	6	7%	43	52%	13	16%	19	23%	2	2%	83
Educational/academic services	0	0%	2	3%	7	10%	13	19%	31	44%	17	24%	70
TOTAL	0	0%	98	23%	152	37%	53	13%	82	20%	29	7%	414

FIGURE 4: ARCHAEOLOGISTS' AGE BY ORGANISATIONAL ROLE



From the total number of the 765 individuals that compose **Table 6**, the large majority is the archaeologists of the Ministry of Culture (643 individuals,

percentage 84%). The universities consist of 69 individuals, the private museums of 34 individuals, the research centers of 13 and the foreign schools of 6.

According to the questionnaires, the archaeologists of the Ministry of Culture have the youngest age profile half of which compose the age-group 30-39, while the 14% belongs to the age-group 20-29. So the 64% of the total is younger than 40 years old.

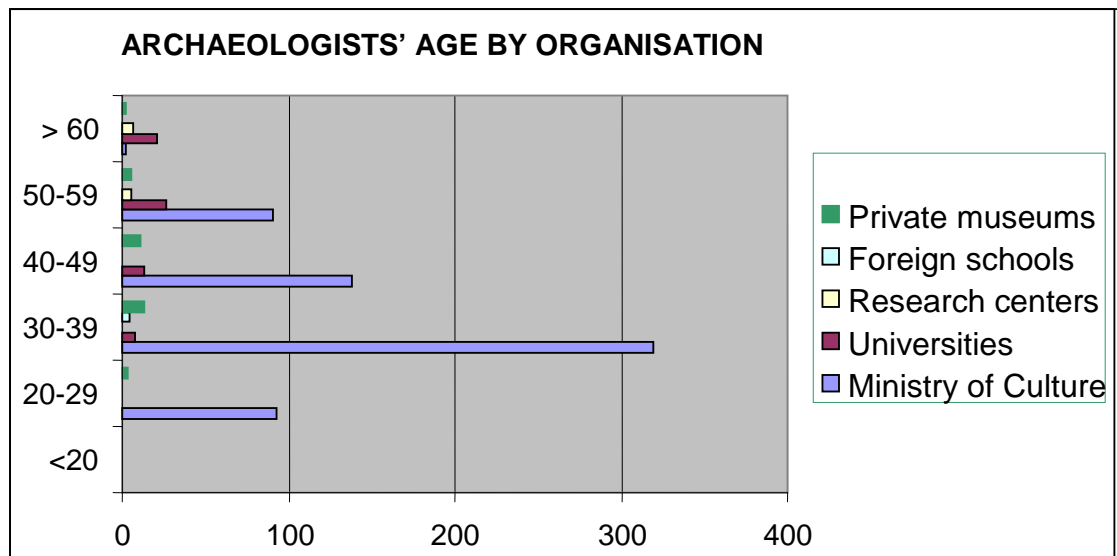
The average age profile of the archaeologists of the Ministry of Culture is estimated to 38.6 years. This is followed by the age groups 40-49 with percentage 21%, 50-59 with percentage 14% and finally the age-group of over 60 with percentage 0.3%. The age profile for the foreign schools and the private museums is 40.8 and 41.7 years respectively. In the foreign schools the most crowded age-group is that of 30-39, percentage 67% and in the private museums is the same with percentage 38%. In the private museums the age-group 40-49 has the large proportion (32%), so the 70% of the total is between 30 and 50 years old.

The research centers have the highest age profile, with average age-group 56.1 years and they are followed by the universities, 52.3 years. The research centers the age-group over 60 aggregates the percentage of 54%, while the largest majority (82%) are over 50 years old. There is a zero percentage in the age group 20-29 and only the 8% in the age-group 30-39, the tendency for renewal does not really exist. The figure is slightly different in universities where the 69% are over 50 years old, while the 31% is between 30 and 50 years old. The percentage for the youngest age-group 20-29 in both roles is zero.

TABLE 6: AGE BY ORGANISATIONAL STRUCTURAL BASIS

PRINCIPAL ROLE	<20	%	20-29	%	30-39	%	40-49	%	50-59	%	> 60	%	TOTAL
Ministry of Culture	0	0%	93	14%	319	50%	138	21%	91	14%	2	0.3%	643
Universities	0	0%	0	0%	8	12%	13	19%	27	39%	21	30%	69
Research centers	0	0%	0	0%	1	8%	0	0%	5	38%	7	54%	13
Foreign schools	0	0%	0	0%	4	67%	1	17%	0	0%	1	17%	6
Private museums	0	0%	3	9%	13	38%	11	32%	5	15%	2	6%	34
Guides	-		-		-		-		-		-		-
TOTAL	0	0%	96	13%	345	45%	163	21%	128	17%	33	4%	765

FIGURE 5: ARCHAEOLOGISTS' AGE BY ORGANISATION



From the 402 recorded individuals in **Table 7** the largest group is that occupied with field investigation (185), followed with similar percentages (60 to 76 individuals) by other categories.

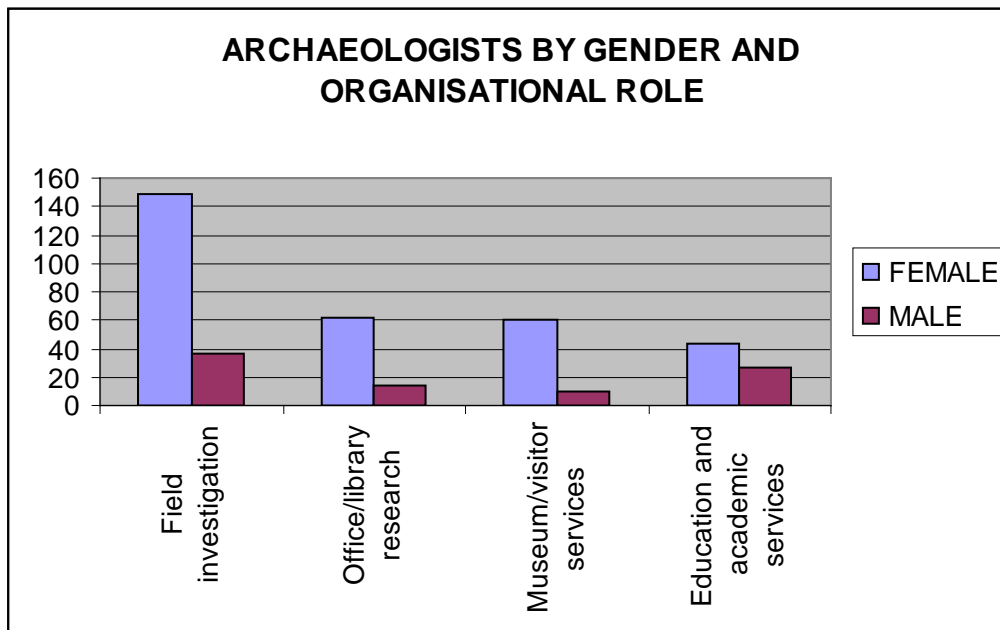
Based on the questionnaires in all the principal roles the female vary more with the higher percentages than those of the total number in Table 8 (female 76%, male 24%). Specifically the percentage in the field investigation is 81% compared with 19%, in the office/library research 82% compared with 18%, in the museum/visitor services 86% compared with 14%.

The percentages are slightly different in the education and academic services, 61% for female and 39% for male. The museum/visitor services aggregate the highest female percentage (86%) and the education/academic services the lowest (61%).

TABLE 7: EMPLOYMENT IN ARCHAEOLOGY BY GENDER AND ORGANISATIONAL PRINCIPAL ROLE

PRINCIPAL ROLE	FEMALE		MALE		TOTAL
	No	%	No	%	
Field investigation	149	81%	36	19%	185
Office/library research	62	82%	14	18%	76
Museum/visitor services	61	86%	10	14%	71
Education and academic services	43	61%	27	39%	70
TOTAL	315	78%	87	22%	402

FIGURE 6: ARCHAEOLOGISTS BY GENDER AND ORGANISATIONAL ROLE



From the 1.144 individuals recorded in **Table 8** the largest group is composed by the archaeologists of the Ministry of Culture (940 individuals) followed by the universities (141 individuals), the private museums (36 individuals) the research centers (20 individuals) and the foreign schools (7 individuals).

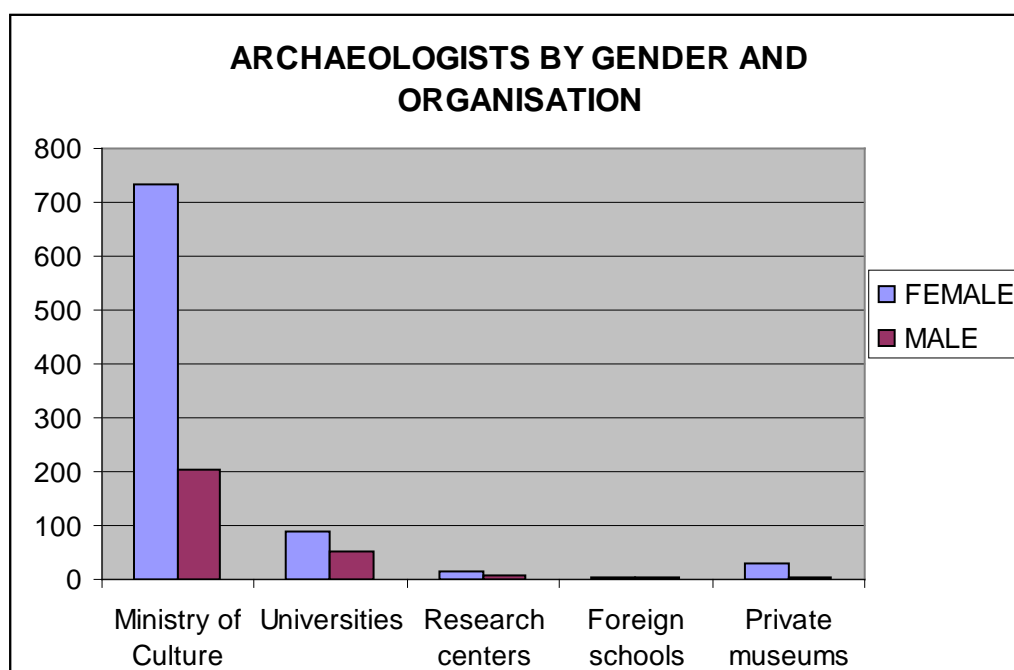
The female overnumber in the organisations, with the exception of the foreign schools, where the male overnumber the female with percentages (71% compared with 29%). Despite the slight differences the proportion indicates the figure of Table 18. Specifically, the private museums aggregate the highest percentage (86%), followed by the Ministry of Culture (78%), the research centers (70%), the universities (64%) and finally the foreign schools (29%).

Respectively, the male percentages vary in 14% for the private museums, 22% for the Ministry of Culture, 30% for the research centers, 36% for universities and 71% for the foreign schools.

TABLE 8: EMPLOYMENT IN ARCHAEOLOGY BY GENDER AND ORGANISATIONAL STRUCTURAL BASIS

PRINCIPAL ROLE	FEMALE		MALE		TOTAL
	No	%	No	%	
Ministry of Culture	735	78%	205	22%	940
Universities	90	64%	51	36%	141
Research centers	14	70%	6	30%	20
Foreign schools	2	29%	5	71%	7
Private museums	31	86%	5	14%	36
Guides	-		-		-
TOTAL	872	76%	272	24%	1.144

FIGURE 7: ARCHAEOLOGISTS BY GENDER AND ORGANISATION



For the **Table 9** there are data available for 402 individuals out of 1.856 Greek archaeologists (percentage 22%).

The proportion of male and female in almost all the principal roles and ages are in favour of the female. There is an exception of the age group over 60, in

which the male slightly overnumber in the principal roles in the field investigation (male 1, female 0) and in the office/library research (male 5, female 4). The male also slightly surpass the female of the age group 40-49 in the principal role in the education and academic services (male 7, female 6). Overwhelming to complete is the female majority of the age group 30-39 in all the principal roles.

Age groups 30-39 and all the principal roles are also dominated by women but the proportion declines slightly and remains in the same age-group levels 40-49 and 50-59. In the principal role in the education and academic services although the women surpass in all age groups, apart from that of 40-49 where the male percentage is slightly higher, the difference between male and female is very slight with the exception of the age group 50-59 (21 female, 20 male).

TABLE 9: AGE AND GENDER BY ORGANISATIONAL PRINCIPAL ROLE

PRINCIPAL ROLE	<20		20-29		30-39		40-49		50-59		> 60		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	
Field investigation	0	0	64	11	60	17	11	3	14	4	0	1	185
Office/Library research	0	0	15	0	21	4	10	3	12	2	4	5	76
Museum/visitor services	0	0	3	0	33	5	8	4	16	1	1	0	71
Educational/ academic services	0	0	2	0	4	3	6	7	21	10	10	7	70
TOTAL	0	0	84	11	118	29	35	17	63	17	15	13	402

Data for the **Table 10** are available for 402 individuals out of the 1.856 archaeologists (percentage 22%) working in Greece.

In the survey of the age and gender by organisational structure basis, the proportions of male and female follows the same figures as in Table 23. The female surpass in large majority in almost every role and the age-groups.

The Ministry of Culture and the research centers are exempted concerning the age group over 60, where the male number is slightly higher than the

female (male 1, female 0 in the Ministry of Culture and male 4, female 3 in the research centers). The proportion of male and female varies in the foreign schools, where the male of the age-group 40-49 and over 60 surpass the female, while the proportion of the age-group 30-39 is the same.

TABLE 10: AGE AND GENDER BY ORGANISATIONAL STRUCTURAL BASIS

PRINCIPAL ROLE	<20		20-29		30-39		40-49		50-59		> 60		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	
Ministry of Culture	0	0	82	11	97	23	16	8	33	4	0	1	275
Universities	0	0	0	0	6	3	9	6	22	11	10	7	74
Research centers	0	0	0	0	1	0	0	0	4	1	3	4	13
Foreign schools	0	0	0	0	2	2	0	1	0	0	0	1	6
Private museums	0	0	2	0	12	1	10	2	4	1	2	0	34
Guides	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	0	0	84	11	118	29	35	17	63	17	15	13	402

Ethnic Diversity

Records for the **Table 11** are available for 1.570 individuals out of the 1.856 archaeologists (percentage 84.5%).

The overwhelming majority (99.8%) of the archaeologists working in Greece are Europeans. Despite the fact that the questionnaire does not anticipate recording data for the diversity between the Greeks and the Europeans, we can ensure that almost the total number of the archaeologists working in Greece, with the exception of those working for the foreign schools, are Greek (1560 out of 1568 archaeologists under the heading 'Europeans' in table 11 are Greek).

TABLE 11: ETHNIC DIVERSITY

EUROPEANS		AMERICANS		FROM OCEANIA	
No.	%	No.	%	No.	%
1568	99.86%	1	0.06%	1	0.06%

Disability

The questionnaire asked how many disabled work as paid staff. 79 organisations responded, in which are working 735 archaeologists in total. 71 organisations responded that they do not employ any disabled, 4 responded that they employ 5 individuals and 4 chose not to answer this question. In the same question for the unpaid volunteer staff 79 organisations responded, from these the 60 declared that they do not employ any disabled and the 19 did not answer the question. Thus, the total number of the disabled recorded in the survey is 5 individuals, proportion which is very low.

Unpaid Volunteer Archaeologists

The recorded data indicate that there is a very low number (27 individuals) of volunteer staff or rather eliminated participation in the organisations and the principal roles. This is because in the questionnaire was asked the number of the volunteer archaeologist over April 2007. In Greece the volunteers, who are mostly university students offer work to the organisations during the summer months after the end of the academic year. Another explanation for the volunteer low number is that they are not recorded by the organisations. Consequently, the figure in the Table 26 does not represent the number of volunteers in every organisation and principal role in Greece. However, from the recorded data it is indicated that the volunteers prefer the field investigation and the museum/visitor services.

TABLE 12: UNPAID VOLUNTEER ARCHAEOLOGISTS

	FIELD INVESTIGATION		OFFICE/LIBRARY RESEARCH		MUSEUM/VISIT OR SERVICES		EDUCATIONAL/ ACADEMIC SERVICES	
	No.	%	No.	%	No.	%	No.	%
Ministry of Culture	2	25%	0	0%	6	75%	0	0%
Universities	0	0%	0	0%	0	0%	0	0%
Research centers	0	0%	0	0%	0	0%	0	0%
Foreign schools	18	100%	0	0%	0	0%	0	0%
Private museums	0	0%	0	0%	1	100%	0	0%
Guides	0	0%	0	0%	0	0%	0	0%

Growth of the Profession

Paid Staff

In the questionnaire about the number of archaeologists over the past years 56 organisations responded for the year 2001, 57 organisations for the year 2003 and 59 organisations for the year 2006. For the year 2001, the majority of the organisations (percentage 36%, 20 organisations) indicated that the number was less than in 2007, 27%, 15 organisations, it was greater and 20%, 11 organisations, it was unchanged.

For the year 2003 the 32%, 18 organisations indicated that the number was less than in 2007, the 30%, 17 organisations that is was greater and 25%, 15 organisations that it was unchanged. For the year 2006 the majority, percentage 41%, 24 organisations indicated that the number of the archaeologists was the same as in 2007. However, 20 organisations, percentage 34%, indicated that the number was greater and 14 organisations, percentage 24% that it was less.

The survey indicates that there is a slight increase in the number of archaeologists compared with the years 2001 and 2003, which seems to have stopped in 2006. The probable explanation for these data is that a number of archaeologists employed to cover the needs of the Olympic Games in 2004 remained in the organisation, continuing working at least till 2007.

In the questionnaire about what it is anticipated for the following years 60 organisations responded for the year 2008 and 58 organisations for the year 2010. For the year 2008 the majority (33%, 20 organisations) indicated the same number as 2007, while the 18% (11 organisations) anticipated a greater number and 17% (10 organisations) anticipated a less number. For the year 2010 the majority anticipates a greater number (22%, 13 organisations) than in 2007, 10% (6 organisations) anticipates the same number and 7% (4 organisations) a less number. A great number of organisations (19 for the year 2008 and 35 for the year 2010) responded they do not know. The anticipated growth combinable with the reservation of the organisations responding that they do not know rather shows the preference and necessity of the growth of archaeologists than the certainty that this will happen.

TABLE 13: PAST AND FUTURE PAID STAFF NUMBERS

	LESS THAN IN 2007		SAME AS IN 2007		GREATER THAN 2007		NOT TRADING	DON'T KNOW	TOTAL RESPONSE
	No.	%	No.	%	No.	%	No.	No.	
2006	14	24%	24	41%	20	34%	1	0	59
2003	18	32%	14	25%	17	30%	5	3	57
2001	20	36%	11	20%	15	27%	5	5	56
	EXPECT FEWER IN FUTURE THAN IN 2007		EXPECT SAME IN FUTURE AS 2007		EXPECT MORE IN FUTURE THAN 2007		NOT TRADING	DON'T KNOW	TOTAL RESPONSE
	No.	%	No.	%	No.	%	No.	No.	
2008	10	17%	20	33%	11	18%	0	19	60
2010	4	7%	6	10%	13	22%	0	35	58

Unpaid Staff

The questionnaire asked how many members of unpaid volunteer staff were working over the past years. 24 organisations responded for the year 2001, 23 organisations for the year 2003 and 28 organisations for the year 2006. From these for the year 2001 the same number of organizations (4 organisations, percentage 17%) indicated that they employed fewer and the same volunteers as in 2007, while 3 organisations (percentage 13%) indicate that they employed more than in 2007. For the years 2003 the 17%, 4 organisations, indicated that the volunteers were the same as in 2007, the 13% (3 organisations) that they were fewer and the same number of organizations that they were more. For the year 2006 3 organisations (percentage 11%) indicated that the volunteers were more than in 2007, while 2 organisations (percentage 7%) indicated that they employed fewer and the same as in 2007. These data indicate a slight decline in the occupation of the volunteers from 2001 to 2007.

The great number of organizations that they did not employ any volunteers within the three years must also be considered.

According to the survey, 53% up to 75% of the organizations seems not to have employed any volunteers over these years. This information may be fictitious and it is due to the fact that the organisations do not record systematically the number of the employed volunteers (Table 26) so they are unable to give information for them. This is also indicated by the totally low number of organisations responding to this question.

The questionnaire asked what it is anticipated for the future years. 28 organisations responded for the year 2008 and 28 organisations for the year 2010. From these for the year 2008 the majority (percentage 18%, 5 organisations) indicates that it expects the same number as in 2007, while 7% (2 organisations) expects to be fewer. No organization (percentage 0%) expects a greater number of volunteers.

For the year 2010 the same percentage of organisations (7%, 2 organisations) expects the same or greater number of volunteers, while 1 organisation (percentage 4%) expects fewer volunteers than in 2007.

A great number of organisations indicate that they do not know how many volunteers will employ (18 for the 2008 and 22 for the 2010). These data are similar to the equivalent anticipation for the archaeologists and they can also be interpreted rather as the preference and necessity of the employed volunteers than as certainty.

TABLE 14: PAST AND FUTURE UNPAID VOLUNTEER STAFF NUMBERS

	LESS THAN IN 2007		SAME AS IN 2007		GREATER THAN 2007		NOT TRADING	DON'T KNOW	TOTAL RESPONSE
	No.	%	No.	%	No.	%	No.	No.	
2006	2	7%	2	7%	3	11%	21	0	28
2003	3	13%	4	17%	3	13%	10	3	23
2001	4	17%	4	17%	3	13%	9	4	24
	EXPECT FEWER IN FUTURE THAN IN 2007		EXPECT SAME IN FUTURE AS 2007		EXPECT MORE IN FUTURE THAN 2007		NOT TRADING	DON'T KNOW	TOTAL RESPONSE
	No.	%	No.	%	No.	%	No.	No.	
2008	2	7%	5	18%	0	0%	3	18	28
2010	1	4%	2	7%	2	7%	1	22	28

Geographical distribution of archaeologists

Information for the geographical distribution of archaeologists per organization is available for 1.249 individuals out of the 1.856 total number of archaeologists (percentage 67.2%).

The survey has established the geographical distribution of archaeologists working in 13 Government Office Regions. The main feature of **Table 15** is the aggregation of the archaeologists in Attica Region where the capital of the country, Athens, lies. This is followed by a large proportion, the Central Macedonia Region, where the second populated city of the country, Thessalonica, lies. Detailed information is recorded: the majority of the archaeologists of the Ministry of Culture is occupied in Attica area and aggregates percentage 46% (434 individuals). This is followed by the Central Macedonia area with percentage 14% (137 individuals).

The other archaeologists are distributed in different areas of the country apart from the two big centers, Athens and Thessalonica, with percentages from 1 up to 6%. The highest percentages of these areas are aggregated in Peloponnesus and Crete (6%, 59 individuals). The majority of the archaeologists working in universities is aggregated in Central Macedonia

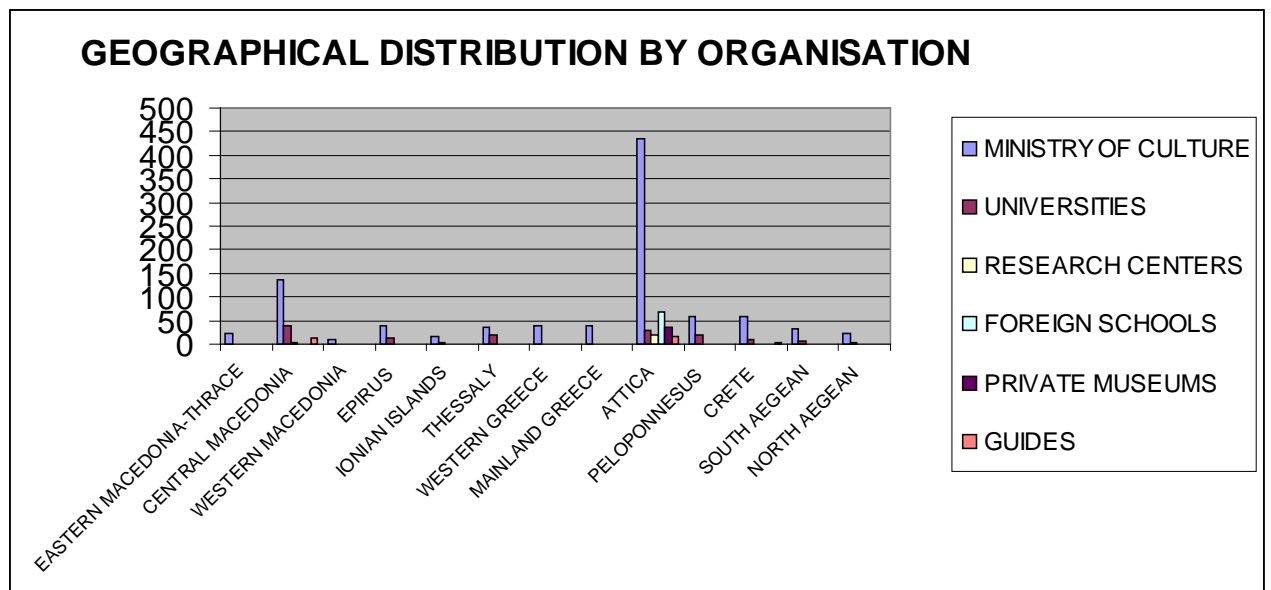
area (29%, 40 individuals) and in Attica (21%, 29 individuals). The Thessaly area follows with percentage 14% (18 individuals). Overall, the archaeologists working in universities aggregate the university posts. The archaeologists of the research centers work exclusively in the two big areas, where the organisations are based, with percentage 84% (20 individuals) in Attica and 17% (4 individuals) in Central Macedonia. The total number of the archaeologists working in foreign schools and private museums is based in Attica area. The guides, finally, are aggregated in the school posts, in Attica (percentage 45%, 15 individuals), in Central Macedonia (percentage 42%, 14 individuals) and on Crete (percentage 12%, 4 individuals).

The aggregation of the archaeologists in the big urban cities of Athens and Thessalonica can be explained by the lack of decentralization in Greece. Taking into allowance that Greece has considerable remnants of cultural heritage all over the country, this distribution creates deficiency in the cultural reserve, mainly by the main organisation, the Ministry of Culture. However, there has been a decentralization trend in the universities, due to the fact that many university departments have been founded in areas outside Attica and Central Macedonia, over the last years.

TABLE 15: GEOGRAPHICAL DISTRIBUTION OF ARCHAEOLOGISTS BY ORGANISATIONAL STRUCTURAL BASIS

AREAS	MINISTRY OF CULTURE		UNIVERSITIES		RESEARCH CENTERS		FOREIGN SCHOOLS		PRIVATE MUSEUMS		GUIDES		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
EASTERN MACEDONIA-THRACE	24	3%	1	1%	0	0%	0	0%	0	0%	0	0%	25	2%
CENTRAL MACEDONIA	137	14%	40	29%	4	17%	0	0%	0	0%	14	42%	195	16%
WESTERN MACEDONIA	9	1%	0	0%	0	0%	0	0%	0	0%	0	0%	9	1%
EPIRUS	40	4%	12	9%	0	0%	0	0%	0	0%	0	0%	52	4%
IONIAN ISLANDS	15	2%	2	1%	0	0%	0	0%	0	0%	0	0%	17	1%
THESSALY	36	4%	19	14%	0	0%	0	0%	0	0%	0	0%	55	4%
WESTERN GREECE	39	4%	0	0%	0	0%	0	0%	0	0%	0	0%	39	3%
MAINLAND GREECE	39	4%	0	0%	0	0%	0	0%	0	0%	0	0%	39	3%
ATTICA	434	46%	29	21%	20	83%	67	100%	36	100%	15	45%	601	48%
PELOPONNESUS	59	6%	18	13%	0	0%	0	0%	0	0%	0	0%	77	6%
CRETE	59	6%	10	7%	0	0%	0	0%	0	0%	4	12%	73	6%
SOUTH AEGEAN	34	4%	7	5%	0	0%	0	0%	0	0%	0	0%	41	3%
NORTH AEGEAN	24	3%	2	1%	0	0%	0	0%	0	0%	0	0%	26	2%
TOTAL	949	76%	140	11%	24	2%	67	5%	36	3%	33	3%	1249	99%

FIGURE 8: GEOGRAPHICAL DISTRIBUTION OF ARCHAEOLOGISTS BY ORGANISATION



Information about the geographical distribution of the archaeologists, per principal role, is available for 965 individuals out of the total number of the archaeologists (percentage 52%).

Based upon the questionnaires, from the total number of 956 individuals recorded in the **Table 16**, the most are occupied in the field investigation (585 individuals), followed by the museum/visitor services with 216 individuals, the educational and academic services with 131 individuals and the office/library research with 33 individuals. In this Table the same information as the previous one is indicated. The greatest number of the archaeologists in all the principal roles is aggregated in the two biggest areas of the country, in Attica and Central Macedonia.

The following data are analytically recorded. Exclusive aggregation in the two big areas that is in Athens and Thessalonica is presented in the principal role of office/library research, percentage 73% (24 individuals) for Attica and 27% (9 individuals) for the Central Macedonia. The principal role of museum/visitor services follows, where despite the great aggregation in Attica (percentage 50%, 122 individuals) and Central Macedonia (percentage 20%, 43 individuals), the archaeologists offer their services to other areas as well, like Epirus with percentage 21% (46 individuals) and Central Macedonia and Crete with lower percentages. This slight decline in decentralization is related to the new museums founded over the last years in the region by the Ministry of Culture as well as to the development of considerable archaeological sites and in general to the upgrading of the offered services.

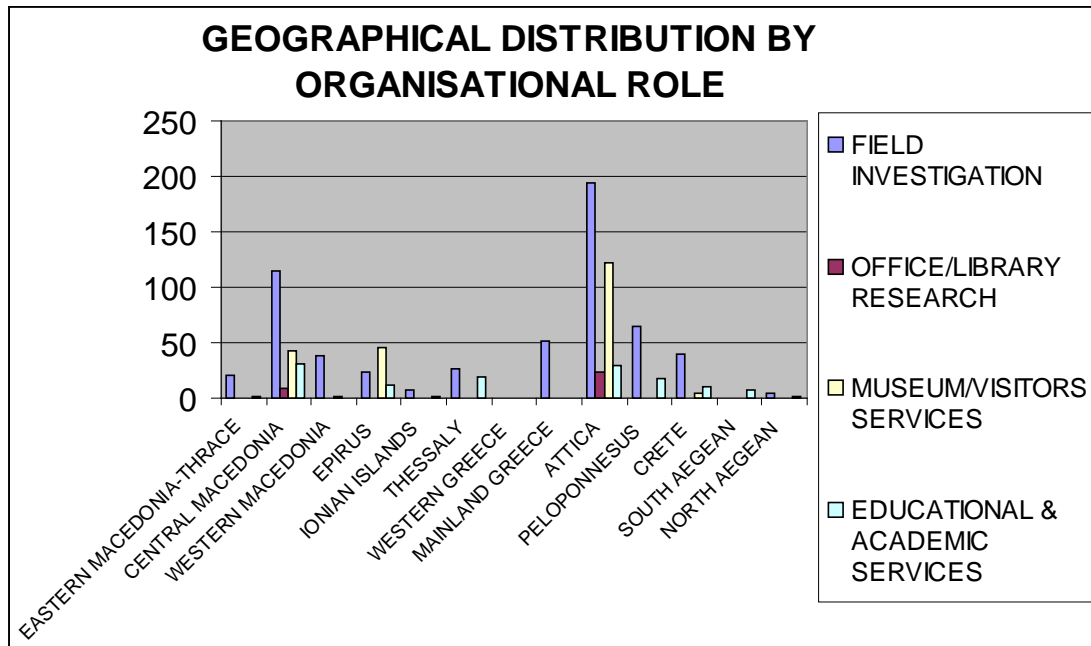
In the educational and academic services except the high percentages in the two big areas (Central Macedonia 24% and Attica 22%) it is indicated a distribution of archaeologists, despite the low percentages in almost every area of the country, this fact is related, as mentioned before, to the foundation of new university departments. Finally, in the principal role of field investigation, despite the great aggregation in Attica area (percentage 33%, 194 individuals) and in Central Macedonia (percentage 20%, 115 individuals), there is archaeologists' distribution to all the other areas, despite the low percentages ranging from 1 to 11%.

This contribution of course compared with the number of monuments and museums in these areas cannot be considered that it covers the needs of the organisations and particularly of the Ministry of Culture.

TABLE 16: GEOGRAPHICAL DISTRIBUTION OF ARCHAEOLOGISTS BY ORGANISATIONAL PRINCIPAL ROLE

AREAS	FIELD INVESTIGATION		OFFICE/LIBRARY RESEARCH		MUSEUM/VISITORS SERVICES		EDUCATIONAL & ACADEMIC SERVICES		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%
EASTERN MACEDONIA-THRACE	20	3%	0	0%	0	0%	1	1%	21	2%
CENTRAL MACEDONIA	115	20%	9	27%	43	20%	31	24%	198	20%
WESTERN MACEDONIA	38	6%	0	0%	1	1%	0	0%	39	4%
EPIRUS	24	4%	0	0%	46	21%	12	9%	82	8%
IONIAN ISLANDS	7	1%	0	0%	0	0%	2	2%	9	1%
THESSALY	26	4%	0	0%	0	0%	19	15%	45	5%
WESTERN GREECE	0	0%	0	0%	0	0%	0	0%	0	0%
MAINLAND GREECE	51	9%	0	0%	0	0%	0	0%	51	5%
ATTICA	194	33%	24	73%	122	56%	29	22%	369	38%
PELOPONNESUS	65	11%	0	0%	0	0%	18	14%	83	9%
CRETE	40	7%	0	0%	4	2%	10	8%	54	6%
SOUTH AEGEAN	0	0%	0	0%	0	0%	7	5%	7	1%
NORTH AEGEAN	5	1%	0	0%	0	0%	2	2%	7	1%
TOTAL	585	61%	33	3%	216	22%	131	14%	965	100%

FIGURE 9: GEOGRAPHICAL DISTRIBUTION OF ARCHAEOLOGISTS BY ORGANISATIONAL ROLE



Staff qualifications

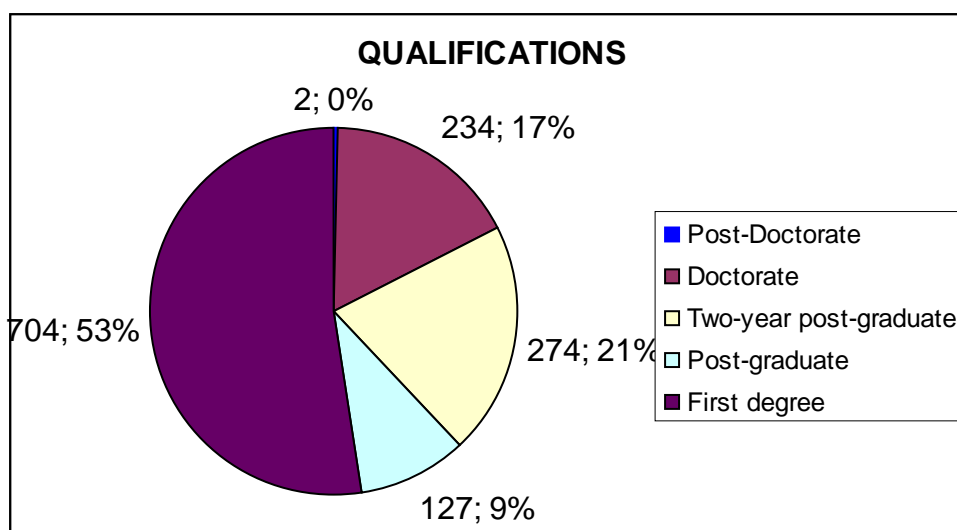
Information about the highest qualifications of the paid archaeologists is available for 1.341 individuals out of the 1.856 total number of archaeologists (percentage 72%).

As it is indicated in **Table 17**, a high proportion of archaeologists (47%) were found to have post-graduate studies of all the levels. Specifically, over the 52% (704 individuals) of the archaeologists obtaining a first degree, 127 individuals (percentage 9%) obtain a simple post-graduate degree and 274 individuals (percentage 20%) have a two-year post-graduate studies 234 individuals (percentage 17%) have a doctorate, while 2 individuals (percentage 1%) have a post-doctorate degree. From this survey it is indicated the highly qualified level of the archaeologists in Greece.

TABLE 17: HIGHEST QUALIFICATIONS OF PAID ARCHAEOLOGISTS

QUALIFICATIONS	NUMBER OF ARCHAEOLOGISTS	%
Post-Doctorate	2	1%
Doctorate	234	17%
Two-year post-graduate	274	20%
Post-graduate	127	9%
First degree	704	53%
Total	1.141	100%

FIGURE 10: QUALIFICATIONS OF ARCHAEOLOGISTS



Information about the highest qualifications of the paid archaeologists per organisation is available for 1.341 individuals out of the 1.856 total number of archaeologists (percentage 72%).

From the recorded data per organisation it is analytically indicated the following: the archaeologists of the Ministry of Culture have to a percentage 55% (699 individuals) first degree, while the total percentage of the post-graduate studies of all the levels comes up to a percentage 45% (573

individuals). The highest proportion (21%) aggregate the two-year post-graduates, followed by the doctorate (percentage 14%), and the simple post-graduates (percentage 10%). The archaeologists of the university foundations have, in their overwhelming majority (percentage 82%, 40 individuals), a doctorate. A low proportion of the teaching staff of the universities have a two-year post-graduate or a post-doctorate (percentage 4%, 2 individuals), while a relatively high proportion (15%, 5 individuals) have no any kind of post-graduate studies. On the contrary, in the research centers the total number of the archaeologists has a doctorate. The archaeologists of the foreign schools have in their overwhelming majority (percentage 83%, 5 individuals) a doctorate, while a percentage of 17% has a two-year post-graduate. The archaeologists of the private museums have in their total number post – graduate degrees, percentage 50% doctorate and 25% a two-year or simple post-graduates. Information about the archaeologists working as guides has not been recorded.

It is clear from these date that the archaeologists working in Greece obtain a highly qualified level of studies not only in the organisations, where the post-graduate studies are considered to be a presupposition for their employment and development, such as in the universities, the research centers and the Ministry of Culture as well, where a simple degree is required for their employment. The high number of the archaeologists of this organisation who have post-graduate studies indicates the increasing trend of the archaeologists of the Ministry of Culture to upgrade their scientific level.

TABLE 18: HIGHEST QUALIFICATIONS OF PAID ARCHAEOLOGISTS BY ORGANISATIONAL STRUCTURAL BASIS

QUALIFICATIONS	MINISTRY OF CULTURE		UNIVERSITIES		RESEARCH CENTERS		FOREIGN SCHOOLS		PRIVATE MUSEUMS		GUIDES	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Post-Doctorate	0	0%	2	4%	0	0%	0	0%	0	0%	-	-
Doctorate	177	14%	40	82%	10	100%	5	83%	2	50%	-	-
Two-year post-graduate	270	21%	2	4%	-	-	1	17%	1	25%	-	-
Post-graduate	126	10%	0	0%	-	-	-	-	1	25%	-	-
First degree	699	55%	5	10%	-	-	-	-	-	-	-	-
TOTAL	1.272	100%	49	100%	10	100%	6	100	4	100%	-	-

Chapter 5

Jobs

by A. Kossyva

Range of jobs

Details relating to 1.603 archaeologists in 27 main working posts were received after the dataset was received.

The above numbers represent one post for every 59 persons. However, because in the research it was asked only the main role that each person in each post accomplishes, the real situation of the different roles that the persons accomplish in different places is not depicted clearly.

The main problem lies in the working post entitled archaeologists, where the majority of the staff (1.078), who work for the Ministry of Culture seems to work in the field investigation, whereas at the same time, they work for the office/library research, the organisations that provide museum and visitors services, and also the organisations providing educational and academic programs for children and adults.

The teaching staff (129 persons) of the Archaeology Department of the University, although their main role is the academic services, they also participate in the field investigation and research (via excavations) and in the office/library research for the release of the excavation and the surface results.

In the table it is summarized the main role of the individuals in the different posts based on the questionnaires and also on the data provided by the Ministry of Culture and the Greek Universities, that is the main sectors who employ archaeologists.

TABLE 19: ESTIMATED NUMBERS WORKING IN EACH JOB TYPE

	TOTAL	FIELD INVESTIGATION	OFFICE/ LIBRARY RESEARCH	MUSEUM & VISITOR RESEARCH	EDUCATIONAL & ACADEMIC RESEARCH SERVICES
General Administrator	1	0	1	0	0
Secretary of the Central Archaeological Council	1	0	1	0	0
Director of Management	3	0	3	0	0
Director of Regional Service	77	17	60	0	0
Curator	8	0	0	8	0
Assistant Curator	1	0	0	1	0
Archaeologist in charge of Educational Programs	6	0	0	0	6
Archaeologist library surveyor	1	0	1	0	0
Archaeologist publication surveyor	1	0	1	0	0
Archaeologist game surveyor	1	0	0	1	0
Archaeologist computer surveyor	5	0	0	5	0
Archaeologist surveyor historic files	4	0	4	0	0
Surveyor	2	0	0	2	0

Archaeologist Photography files					
Archaeologists	1228	1078	36	114	0
Vice President of Archaeological Department	1	0	1	0	0
General Secretary of Archaeological Department	1	0	1	0	0
Researchers	22	0	22	0	0
University teaching staff	129	0	0	0	129
University research staff	10	2	8	0	0
University administrative staff	1	0	1	0	0
Director of Foreign Department	4	1	3	0	0
Assistant director of Foreign Department	1	0	0	0	1
Administrative staff of Foreign Department	2	0	2	0	0
Academic staff of Foreign Department	1	0	0	0	1
Archaeologists of Foreign Department	59	59	0	0	0
Archaeologists- Guides	33	0	0	33	0
TOTAL	1603	1157	145	164	137

Salaries

After the survey, we received information on the salaries of 1.753 archaeologists (94% of all archaeologists in the survey). Of these, we know that 1.428 work full time and 28 work part-time. We have no information on the working hours of the remainder.

The average salary for all the archaeologists is € 28.925. This compares to a national average full-time salary for all occupations of € 26.987 in 2007 (National Statistic 2007).

The median archaeological salary is € 22.050, 50% of archaeologists earn more than this amount, and 50% earn less.

The majority of the archaeologists, identified in the survey, work full-time, so all the salary data have been estimated on these working hours.

The questionnaire asked for the gross salary scale of each post. Responders were invited to provide minimum, maximum and average salaries. The figures published are all average salaries. Responders were asked to include permanent and temporary staff, in the survey, in the public and private sector. The present survey, therefore, is not considered to have statistics on the archaeologists' salary scale who work in private museums and the foreign archaeological departments, as we are not provided with relevant information.

Salaries by organisational structure

The average salary of the archaeologists who work as academic staff in the Greek Universities is higher than the medium salary of the archaeologists who work in the Ministry of Culture and of those occupied as research staff in the Greek research centers.

However, it is impressive to see that the average salary of the guides (included here because a percentage of them who work as guides are archaeologists with special studies as guides) is higher than the average salary of archaeologists who work in the Ministry of Culture and the research centers. And this, despite the fact that previous structures are public, whereas the guides work privately.

It is identified in the survey that there are no salary differences between the archaeologists concerning their gender.

**TABLE 20: SALARY DISTRIBUTION IN ARCHAEOLOGY
BY ORGANISATIONAL STRUCTURAL BASIS**

	LOWEST SALARY	MEDIUM SALARY	MAXIMUM SALARY
Ministry of Culture	14.000€	22.050€	30.100€
Universities	31.136€	49.357€	67.578€
Research Centers	15.483€	19.810€	22.750€
Foreign Departments	Individual contract	Individual contract	Individual contract
Private Museums	Individual contract	Individual contract	Individual contract
Guides	15.092€	24.486€	33.880€

Salaries scales

The archaeologists who work in the Ministry of Culture as permanent employees are paid with a basic salary which is classified in 18 salary scales according to their working time. The archaeologist who works for the first time receives a basic salary which is included in the 18^o salary scale. For the following salary scale it is necessary to have worked for one year in the first (18^o) salary scale. To receive all the following salary scales a two-year working time in each salary scale is demanded.

On the contrary the basic salary of the archaeologists who work for the Ministry of Culture in relation to indefinite or definite working time is classified according to the time they have received their archaeology degree.

The archaeologists under temporary contract changes salary scale every two years after they have received their archaeology degree.

The archaeologists who work as academic staff in the Greek Universities are paid according the scale. The highest salary is that of the professor followed by the deputy professor, the assistant professor and the lecturer. Archaeologists who are employed under private law contract of definite time from six months to one academic year having the possibility to renew this

contract up to three academic years, can also be employed as academic staff. The basic salary of the archaeologists under temporary contract in the Universities is balanced according to their qualifications, the salary scales (Professor, Deputy Professor, Assistant Professor, Lecturer) of the permanent academic staff. Finally, the salary of the archaeologists who work in the Universities as Specific and Laboratory Teaching Staff (E.E.DI.P.) is classified in four scales. The highest scale is A and follow the B, C and D ones.

The archaeologists who work in Research Centers have also salary scales according to their rank.

The survey received information indicates that only indirectly we can relate the salary of the archaeologists to age groups, since the salary scales of the archaeologists who work in the Greek public sector (Ministry of Culture, Universities, Research Centers) are not related to the age but to the working time.

**TABLE 21: SALARY SCALES OF PERMANENT ARCHAEOLOGICAL
STAFF IN THE MINISTRY OF CULTURE**

YEARS	SALARY SCALE	ANNUAL BASIC SALARY
0	18	12.488€
1	17	13.020€
3	16	13.566€
5	15	14.098€
7	14	14.630€
9	13	15.176€
11	12	15.708€
13	11	16.240€
15	10	16.786€
17	9	17.318€
19	8	17.850€
21	7	18.396€
23	6	18.928€
25	5	19.474€
27	4	20.006€
29	3	20.538€
31	2	21.084€
33	1	21.616€

**TABLE 22: SALARY SCALES OF CONTRACT ARCHAEOLOGISTS IN
THE MINISTRY OF CULTURE**

YEARS OF FORMER WORKING EXPERIENCE	ANNUAL BASIC SALARY
0-1	12.838€
1-3	13.356€
3-5	13.860€
5-7	14.378€
7-9	14.896€
9-11	15.400€
11-13	15.918€
13-15	16.436€
15-17	16.940€
17-19	17.458€
19-21	17.962€
21-23	18.480€
23-25	18.998€
25-27	19.516€
27-29	20.020€
29-31	20.552€

**TABLE 23: SALARY SCALES OF ACADEMIC STAFF AND
SPECIFIC - LABORATORY TEACHING STAFF IN UNIVERSITY**

RANK	ANNUAL BASIC SALARY
Professor	23.772€
Deputy Professor	20.608€
Assistant Professor	17.430€
Lecturer	15.848€
Teacher under temporary contract	15.848€ up to 23.772€
E.E.DI.P. Scale A	15.050€
E.E.DI.P. Scale B	14.266€
E.E.DI.P. Scale C	13.468€
E.E.DI.P. Scale D	12.684€

**TABLE 24: SALARY SCALES OF RESEARCHERS
IN THE RESEARCH CENTERS**

RANK	ANNUAL BASIC SALARY
Researcher scale A	22.750€
Researcher scale B	19.712€
Researcher scale C	16.674€
Researcher scale D	15.162€

We must also indicate that the archaeologists who work in the public sector receive apart from the basic salary according to their salary scale, some monthly allowances.

So **the permanent archaeologists of the Ministry of Culture** receive:

- a) Allowance for post-graduate studies, which is related to their post-graduate degree or doctorate. The allowance of post-graduate is received only in the case that their studies relate to the profession of the archaeologist.
- b) Archaeological Research allowance.
- c) Marital allowance.

- d) Children allowance since they are under age (up to 18 years old) or children who attend university (up to 24 years old).
- e) Performance allowance: Allowance for the progressive performance of the employees, the adaptation of the services and the staff to the new technological demands and the improvement of the user service.
- f) Post Responsibility allowance: To the supervisors of organic units of any level (Administration Supervisor, Supervisors of Administrative Departments) for the time of their service, the post responsibility allowance is subsidised.

On the other hand, **the archaeologists who work under temporary contract for definite or indefinite working time** for the Ministry of Culture receive allowances according to their monthly basic salary:

- a) Post-graduate studies allowance which is related to their post-graduate degree or doctorate.
- b) Archaeological Research allowance.
- c) Library allowance.
- d) Foreign Languages allowance.
- e) Marital allowance.
- f) Children allowance.
- g) Worksite/Risky and Insanitary Work allowance. It is subsidised to the archaeologists who work in excavations in worksites, tunnels, caves, undersea and underlake researches.

The archaeologists who consist the permanent **academic staff in Universities** receive:

- a) Working-time allowance (12% rise in the basic salary after 5 years of work, 32% rise in the basic salary after 15 years of work, 48% rise in the basic salary after 23 years of work and 60% rise in the basic salary after 29 years of work).
- b) Teaching Preparation allowance.
- c) Library allowance.
- d) Research allowance.

The archaeologists who work as **researchers in the Research Centers** receive:

- a) Working-time allowance (12% rise in the basic salary after 5 years of work, 32% rise in the basic salary after 15 years of work, 48% rise in the basic salary after 23 years of work and 60% rise in the basic salary after 29 years of work).
- b) Library allowance.
- c) Research allowance.

The **guides** who work in the private sector receive according to the work contract which is signed every year between the employees in the private sector and the employers the following allowances:

- a) Occupation rise for the Easter period (period 01/01-30/04) – 15% rise in the basic salary.
- b) Rise for occupation for the Christmas period (period 01/05-31/12) – 12.5% rise in the basic salary.
- c) Leave allowance (8% rise in the basic salary).
- d) Leave compensation (8% % rise in the basic salary).
- e) Sunday/Holiday allowance (75% % rise in the basic salary).
- f) Overtime per hour.
- g) Additional payment for bilingual guided tour.
- h) Lunch remuneration.
- i) Additional payment per individual for guided tour group of more than 50 people.

**TABLE 25: ANNUAL ALLOWANCES
FOR PERMANENT ARCHAEOLOGISTS OF THE MINISTRY OF CULTURE**

POST-GRADUATE STUDIES		ARCHAEOLOGICAL RESEARCHES	MARITAL	CHILDREN				PERFORMANCE	POST OF RESPONSIBILITY	
DOCTO-RATE	POST-GRAD.			1-2	3	4	5		ADMIN. SUPERV.	DEPT. SUPERV
900€	540€	2760€	420€	216€	420 €	564 €	876 €	1800€	1560€	780€

**TABLE 26: ANNUAL ALLOWANCES FOR CONTRACT
ARCHAEOLOGISTS OF THE MINISTRY OF CULTURE**

POST-GRADUATE STUDIES		ARCHAEOLOGICAL RESEARCHES	LIBRARY	MARITAL	CHILDREN		FOREIGN LANGUAGE		RISKY WORK WORKSITE
DOCTO-RATE	POST-GRAD.				1-3	4 & over	A	B	
12%	10%	8%	8%	10%	8%	10%	10%	5%	10%

**TABLE 27: ANNUAL ALLOWANCES FOR ARCHAEOLOGISTS AS
ACADEMIC STAFF IN UNIVERSITIES**

RANK	WORKING TIME ALLOWANCE		TEACHING PREPARATION ALLOWANCE	LIBRARY ALLOWANCE	RESEARCH ALLOWANCE
	Years	%			
Professor	0	0	7.044€	4.932€	5.112€
	5	12			
	15	32			
	23	48			
	29	60			
Deputy Professor	0	0	6.336€	3.168€	4.632€
	5	12			
	15	32			
	23	48			
	29	60			
Assistant Professor	0	0	5.640€	2.112€	4.212€
	5	12			
	15	32			
	23	48			
	29	60			
Lecturer	0	0	4.932€	2.112€	3.792€
	5	12			
	15	32			
	23	48			
	29	60			

**TABLE 28: ANNUAL ALLOWANCES FOR ARCHAEOLOGISTS
AS RESEARCH STAFF AT RESEARCH CENTERS**

SCALE	WORKING TIME ALLOWANCE		LIBRARY ALLOWANCE	RESEARCH ALLOWANCE
	YEARS	%		
Researcher Scale A	0	0%	4.552 €	4.732 €
	5	12%		
	15	32%		
	23	48%		
	29	60%		
Researcher Scale B	0	0%	2.788 €	4.252 €
	5	12%		
	15	32%		
	23	48%		
	29	60%		
Researcher Scale C	0	0%	1.732 €	3.832 €
	5	12%		
	15	32%		
	23	48%		
	29	60%		
Researcher Scale D	0	0%	1.732 €	3.412 €
	5	12%		
	15	32%		
	23	48%		
	29	60%		

Salaries scales and post profiles

To estimate the highest payment of post profiles of the Greek archaeologists we must, according to the above, take into account some other parameters. First of all we must know if they work in the public sector (92% of the archaeologists in Greece), as in this sector the years of a former working experience change the salaries scales, whereas the other kinds of allowances (mainly family granting: marital and children allowances) differentiate the basic salary irrespective of the post profiles.

Always the best-paid post profile for archaeologists is that of a university professor's with 29 years of working service who receives as annual salary about 58.000€. The worst-paid post profile is that of the unmarried archaeologists who work under temporary contract of definite time for the Ministry of Culture and they do not have neither any former working experience nor post-graduate studies, and they receive an annual salary of about 14.000 €.

To indicate the importance of the archaeological research we must refer the average salary the archaeologists receive while working in the Greek research foundations. They receive the lowest average salary of all archaeologists who work in the public sector and even of all the guides of the private sector.

Salaries in other occupations

The average salary of some occupations except those of the archaeologists is shown in the following table. They are occupations the archaeologists collaborate in the context of their work.

The average salary of an archaeologist is 28.925 € per year. The average salary of other occupations of the table is 23.683 € per year.

**TABLE 29: SALARY COMPARISONS
WITH OTHER OCCUPATIONS IN GREECE**

OCCUPATIONS	AVERAGE SALARY
Architects	32.200€
Civil Engineers	21.996€
Chemists	19.894€
Preservers	15.400€
Archaeologists	28.925€
All the occupations	23.683€
National salary	26.987€

Employee Rights/Benefits

As far as the archaeologists' right and benefits are concerned, according to their post profiles, there is a significant discrimination between those who work in the public sector (92%) and those of the private sector (8%).

The archaeologists who work in the public sector either as permanent employees (38%) or as employees under temporary contract of definite or indefinite time (62%) are entitled to:

- A twenty days paid leave.
- Paid sick leave for as many months as their working years (for example, an archaeologist, who works for 19 years, is entitled to a paid sick leave of 19 months).
- Paid maternity leave of 2 months before childbirth and 3 months after childbirth (for the archaeologists who bear a third child or more the after birth leave rises up to 2 months).
- Part-time work: the working time of the archaeologists parents (woman or man) decreases in 2 hours per day when the children are up two years old and in 1 hour when the children are two to four years old. In case of a fourth childbirth the part time prolongs to 2 more years.
- The archaeologist parent (woman or man) is entitled to a 9 month paid leave for the child's upbringing as long as they have not used the part-time work.
- The archaeologist is entitled to be absent for 5 working days paid leave in case of getting married, or 3 working days in case of the death of the spouse or a relative up to 2nd degree.
- The archaeologist who suffers or whose spouse or child suffers from a disease that requires regular blood transfusion or periodical medical care, or has got a child suffering from a mental disease or the Down syndrome, is entitled to 22 days paid leave per annum.
- The archaeologist who responds to blood donation services for an emergency or participates in a group blood donation is entitled of a special 2 days paid leave.

The permanent archaeologists in the Ministry of Culture are offered a 2 months leave for research and article writing. The archaeologists who work out of the Attica region are offered subsidised accommodation of € 800 in Athens so as to enable themselves to use the specialised libraries for either scientific informing. Finally, the permanent archaeologists in the Ministry of Culture can be offered, after their request, for once in their whole career, an educational paid leave from 6 months up to 2 years to accomplish post-graduate studies or the writing of a scientific monograph.

The archaeologists also who work as academic or research staff in universities or research centers is offered educational paid leave for 6 months or 1 academic year every 3 years.

On the other hand, the archaeologists who work in the private sector are entitled to a 2 days leave per month as sick leave or maternity leave.

Finally, the employers either of the public sector or the private sector are likely to contribute to the archaeologist's pension insurance funds. (The permanent archaeologists of the public sector belong to the public employee's insurance fund, whereas the remainders of the archaeologists who work on temporary contract in the public or private sector belong to the Foundation of Social Funds).

Job security – Length of contract

The questionnaire asked for information on the length of employment on every salary scales. We received details for 1.303 employed archaeologists concerning their salary scaled for whom we received post profiles data.

This suggests that the role of each archaeologist of the post profiles is not differentiated according to the length of employment.

Comparisons on the length of time in post by working roles are presented in **Table 31**.

TABLE 30: NUMBER OF ARCHAEOLOGISTS ON THE LENGTH OF EMPLOYMENT

LENGTH OF EMPLOYMENT	NUMBER OF PERSONS	%
Up to 3 months	2	0.15%
3-6 months	45	3%
6-12 months	126	10%
12-24 months	25	2%
> 24 months	26	2%
Permanent/indefinite time	1.079	83%

FIGURE 11: NUMBER OF ARCHAEOLOGISTS AND LENGTH OF EMPLOYMENT

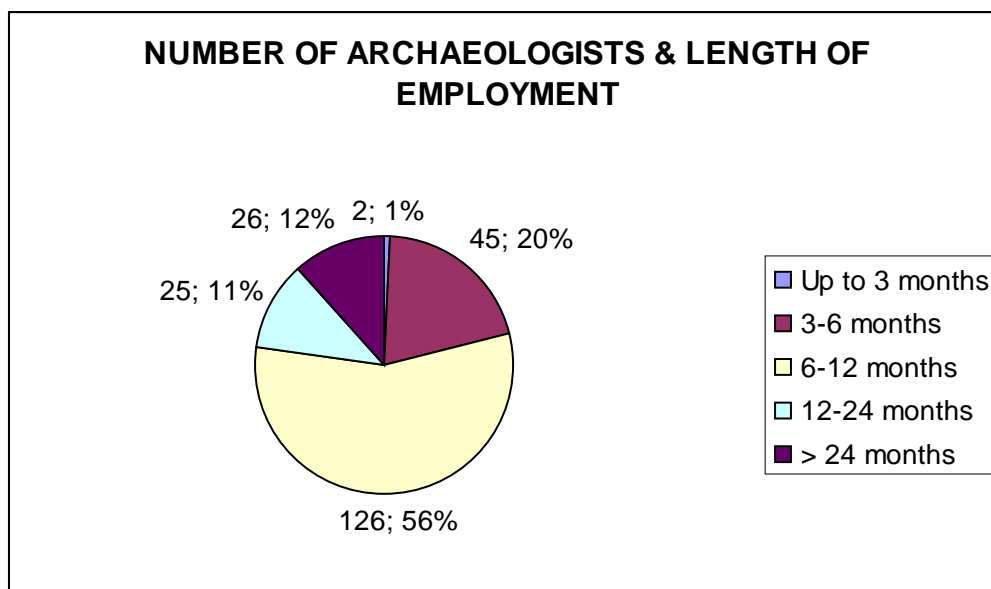
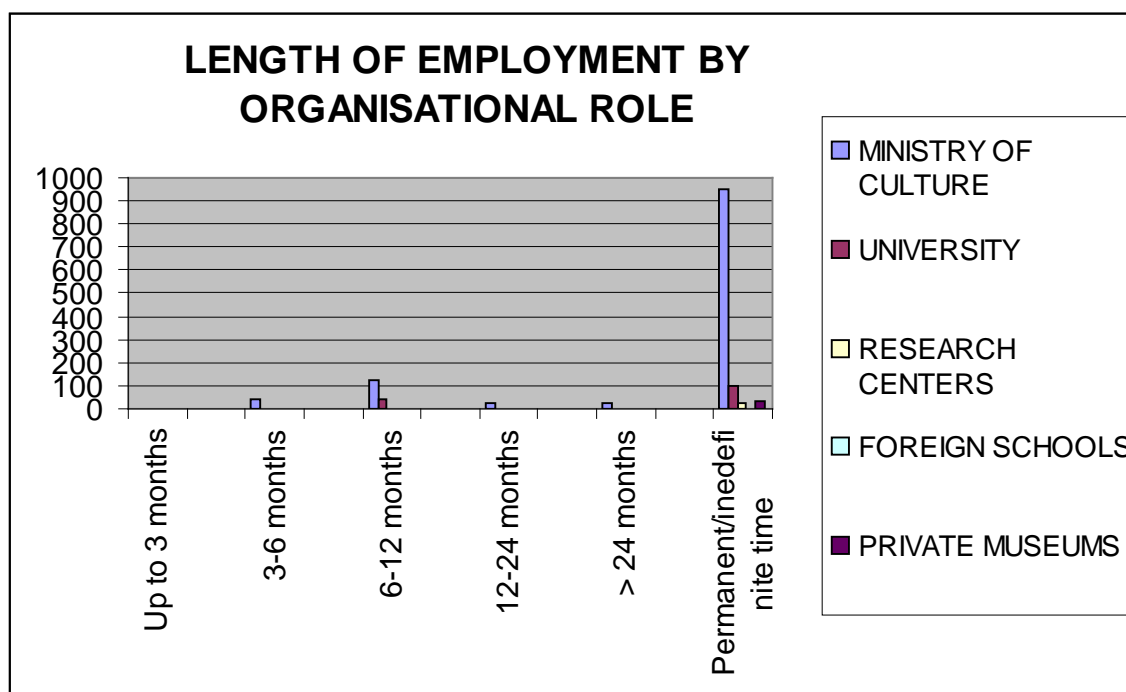


TABLE 31: NUMBER OF ARCHAEOLOGISTS CONTRACT LENGTH BY WORKING ROLE

LENGTH OF EMPLOYMENT	MINISTRY OF CULTURE		UNIVERSITY		RESEARCH CENTERS		FOREIGN SCHOOLS		PRIVATE MUSEUMS		GUIDES	
	No	%	No	%	No	%	No	%	No	%	No	%
Up to 3 months	0	0%	0	0%	0	0%	2	40%	0	0%	-	-
3-6 months	45	4%	0	0%	0	0%	-	-	0	0%	-	-
6-12 months	126	11%	39	28%	0	0%	-	-	0	0%	-	-
12-24 months	25	2%	0	0%	0	0%	-	-	0	0%	-	-
> 24 months	22	2%	4	3%	0	0%	-	-	0	0%	-	-
Permanent/ indefinite time	949	81%	97	69%	24	100%	3	60%	36	100%	-	-

FIGURE 12: LENGTH OF EMPLOYMENT BY ORGANISATIONAL ROLE



Full-time and part-time work

Data was received about the number of archaeologists working full-time (30 hours or more per week) and the number of archaeologists working part-time (less than 30 hours per week). We received information about the working hours of 1.456 individuals.

Overall, we found that 77% (1.428 out of 1.856 individuals) of people working as archaeologists, worked full-time.

TABLE 32: FULL-TIME AND PART-TIME WORK

	NUMBER OF INDIVIDUALS	%
Full-time	1.428	98%
Part-time	28	2%
TOTAL	1.456	100%

Full-time and part-time work by organisations

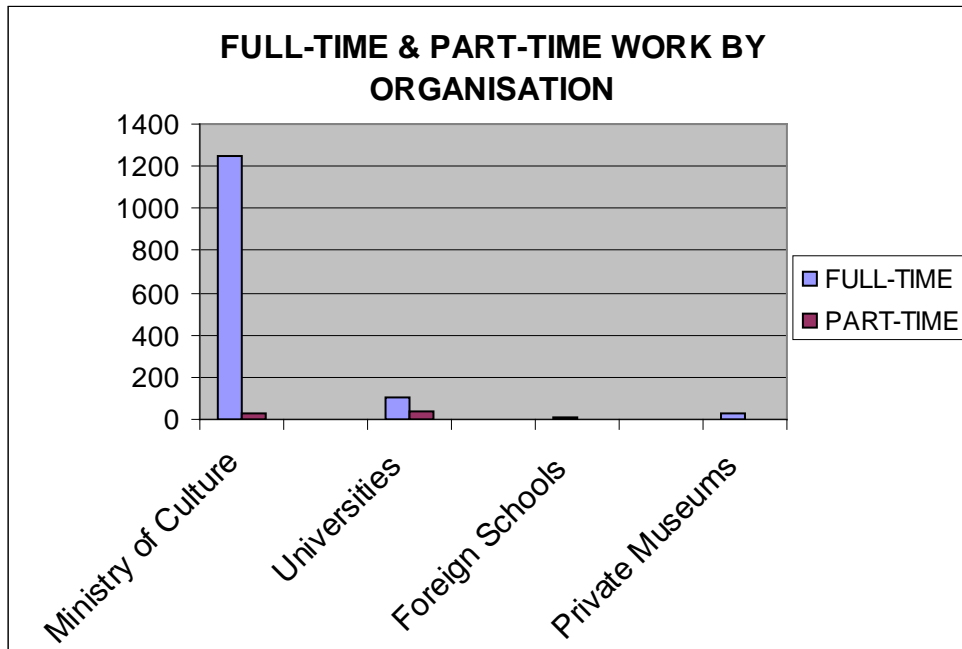
It is clear that part-time working is much more widespread 28% of archaeologists working in Universities and 29% of those working in Foreign Archaeological Schools.

By contrast, 98% of archaeologists working in the Ministry of Culture and 97% of those working in private museums work full-time. The above data concern 1.460 archaeologists working in different roles.

TABLE 33: FULL-TIME AND PART-TIME WORK BY ORGANISATION

	FULL-TIME		PART-TIME	
	No	%	No	%
Ministry of Culture	1249	98%	25	2%
Universities	101	72%	39	28%
Research Centers	-		-	
Foreign Schools	10	71%	4	29%
Private Museums	31	97%	1	3%
Guides	-		-	

FIGURE 13: FULL-TIME AND PART-TIME WORK BY ORGANISATION



Sources of Funding

The working posts of the public sector are funded by the state grants. However, there are posts of the Ministry of Culture (20 archaeologists, 1% of the total number of archaeologists working in the Ministry of Culture) which are funded by the European Union.

The posts funded by the European Union 35% are permanent posts and 65% are posts on temporary contract of indefinite time.

The posts of the private museums are funded by individuals, whereas the ones of the Foreign Archaeological Schools are funded by established income and private donations of the respective countries.

Vacancies

We asked whether organisations had any post vacancies. There were 94 responses from which 21 were positive (22% of the responses).

The average salary for these posts is € 18.200.

A vacancy that is difficult to fill lies to the fact that it is a vacancy in the public sector (Ministry of Culture and Universities) and state grants are difficult to find.

TABLE 34: VACANCIES IN POST PROFILE

POST PROFILE	VACANCIES	AVERAGE PROFILE SALARY
Field investigation	16	18.200€
Office/Library research	16	18.200€
Museum services/Visitors	16	18.200€
Educational & Academic services	5	16.800€

Trade Unions

The survey indicates how many and which are the recognised trade unions in the organisation's workplace.

The data we received concern archaeologists working only in the Ministry of Culture, the Universities, the Research Centers and the Guides (1.701 individuals, 91% of the total number of archaeologists), whereas there are no data for unions in the Foreign Archaeological Schools and the private museums.

Union recognition is universal within the Ministry of Culture and the Universities belonging to the public sector but also to the Guides working in the private sector.

In total, 16 different unions are recognised in archaeologists' workplace. Table 37 gives the full list of unions recognised, with the number of the archaeological organisations recognising them and the number of archaeologists employed by those organisations. We see that some organisations recognise more than one union, so some archaeologists can be members in more than one union. For example, members of the Association of Greek Archaeologists can be also members of the United Employee Union of the Ministry of Culture in North Greece.

The most recognised unions belong to the Ministry of Culture.

**TABLE 35: TRADE UNION RECOGNITION
BY EMPLOYING ORGANISATION'S STRUCTURAL BASIS**

ORGANISATIONS	YES		NO	
	EMPLOYEES	%	EMPLOYEES	%
Ministry of Culture	1.556	100%	0	0%
Universities	88	63%	-	
Research Centers	-		-	
Foreign Schools	-		-	
Private Museums	-		-	
Guides	33	100%	0	0%

**TABLE 36: FULL LIST OF UNIONS RECOGNISED BY
ARCHAEOLOGICAL EMPLOYEES**

UNIONS	ORGANISATIONS	MEMBERS
Association of Greek Archaeologists	Ministry of Culture	949
Association of Support Staff Ministry of Culture	Ministry of Culture	607
United Employee Union of North Greece	Ministry of Culture	32
Association of Support Staff NW Greece	Ministry of Culture	29
Association of Support Staff of Kozani-Grevena	Ministry of Culture	21
Association of Employees in Archaeological Receipts and Expropriations Fund (T.A.P.)	Ministry of Culture	12
United Selfdivers Union	Ministry of Culture	22
United Teaching Staff of University of Thessaly	University	19
Association Members of Academic Staff in the University of Thessaloniki (D.E.P. A.P.TH.)	University	36
Association Laboratory Staff (E.T.E.P.)	University	3
Association of Teaching and Research Staff of University of Athens	University	29
Association of Greek Researchers	Research Center	18
Union of Employees in the National Research Center	Research Center	3
Association of Graduate Guides of Athens	Guides	15
Association of Guides of Thessalonica	Guides	14
Association of Guides of Crete & Thira	Guides	4

Chapter 6

Training

by P. Pantos

Identification of training needs

Archaeological organisations have a strong commitment to training. The majority of them in Greece responded that they identify training needs for individuals and the organisation as a whole. In 61 responses 93% identify this need and only 5% responded negatively, while 2% responded don't know:

Despite the strong commitment to training and any other development as a principle (77%) the organisations provide for the paid staff (in 60 organisations responded 77% provide the training plan, 22% responded no and 2% don't know), the percentages reverse in the responses on some specific areas of these needs, which identify at what length that commitment translate into action.

So in 52 organisations responded only 10% have a formal training project, while 85% responded no and 6% don't know.

In 53 organisations responded only 17% have a training budget, while 70% responded no and 13% don't know.

But even in the cases that there is a budget, only 11% (in 47 responses) is under the direct control of the organisation employing the staff, while 66% responded no and 23% don't know. This suggests that because of a lack of a formal training plan, the organisations spend money on training on an ad hoc basis and only one out of ten organisations can guide this budget.

Equally reversed are the percentages on issues of attendance and evaluation of the training in the organisations and the archaeologists working for them.

In the response if the organisations record the available time of the employees on training in 52 responses 25% are positive, 63% negative and 12% do not know. In the response if there is formal evaluation on the impact of training on each employed archaeologist, in 51 responses 20% responded yes, 67% responded no and 14% don't know.

Finally, in the response if there is formal evaluation on the impact of the organisations on training as a whole, in 50 responses 22% responded yes, 66% no and 12% do not know.

This suggests that in only 1/5 of the organisations this evaluation takes place, whatever that means for the employment of the trained staff, either the impact of training on the organisations or the training planning requirements.

TABLE 37: IDENTIFICATION OF TRAINING NEEDS

TRAINING NEEDS	YES %	NO %	DON'T KNOW %	RESPONSES
Do you identify training needs for individuals and the organisation as a whole?	93%	5%	2%	61
Does your organisation provide training or other development opportunities for paid employees?	77%	22%	1%	60
Does your organisation have a formal training plan?	10%	84%	6%	52
Does your organisation have a training budget?	17%	70%	13%	53
Is your training budget under your organisation's direct control?	11%	66%	23%	47
Do you record how much time employees spend training?	25%	63%	12%	52
Do you formally evaluate the impact of training on individuals?	20%	66%	14%	51
Do you formally evaluate the impact of training on the organisation?	22%	66%	12%	50

Non-archaeological skills shortages

The organisations were asked to identify the skills shortages of the archaeological staff they employ. The responded organisations could select one or more areas from a list of eight non-archaeological skills shortages in the working archaeologists. About two out of three organisations identify shortages of archaeologists on issues of technology and project management

(34% and 27% respectively), while fewer organisations identify shortages on issues of training (14%), management (9%), foreign languages (6%), working skills (5%), people management (4%) and customer care (1%).

TABLE 38: NON-ARCHAEOLOGICAL SKILLS SHORTAGES

SKILLS SHORTAGES IDENTIFIED	RESPONSES	%
Management	14	9%
Technology	53	34%
People Management	7	4%
Project Management	42	27%
Business Skills	8	5%
Foreign Languages	9	6%
Customer Care	2	1%
Education/Training	22	14%

Archaeological skills shortages

The organisations were asked to identify any skills shortages of the archaeological staff they employ. For this purpose there is a list showing the potential skills and acts of an archaeologist.

In contrast to the non-archaeological skills, the percentages of positive identifications in shortages in the area are relatively limited.

The highest incidence of skills shortages (25% and 14% respectively) identified in the conducting (direct) intrusive investigations (evaluation/excavation) and in the conducting (direct) other non-intrusive field investigations, while in archaeologists contributing to these areas the shortages are up to 9% and 5% respectively.

A high percentage is indicated in archaeological landscape characterisation (17%), a lower percentage in desk-based research, and artefacts research (9%), as well as the conservation of artifacts (6%), while the identified percentages in conducting or contributing archaeological investigations are inconsiderable.

The same percentages apply for the archaeological landscape characterisation, in setting museum exhibitions, in publishing training (e.g. in organisations employing archaeologists for this purpose) and in the recording/study of portable icons (e.g. of Byzantine archeology).

TABLE 39: ARCHAEOLOGICAL SKILLS SHORTAGES

SKILLS SHORTAGE IDENTIFIED	RESPONSES	%
Conducting (direct) intrusive investigations (e.g. in Paleolithic layers)	1	1%
Contributing to intrusive investigations (e.g. in Paleolithic layers)	4	3%
Conducting (direct) other non-intrusive field investigations (geophysical survey)	18	14%
Contributing to other non-intrusive field investigations (geophysical survey)	6	5%
Conducting (direct) intrusive investigations (evaluation, excavation)	31	25%
Contributing to intrusive investigations (evaluation, excavation)	11	9%
Archaeological landscape characterisation	21	17%
Desk-based research	11	9%
Conservation of artefacts	7	6%
Artefacts research	11	9%
Conducting archaeological research	1	1%
Archaeological landscape examination	1	1%
Setting museum exhibitions	1	1%
Publishing training	1	1%
Recording/Study of portable icons	1	1%

Training Supply and Demand

The majority (84%) of organisations (61) employ new entrants to the profession. Only 13% of the organisations responded no and 3% responded don't know.

On the basis of the data received on archaeologists' qualifications and age, it is reasonable to assume that this generally means following graduation or contracts of definite time in the archaeological works. The organisations indicated that the new entrants' training supply and education is positive. 55% of the organisations responded that the new entrants receive considerable or very considerable amounts of training with entry seminars. Positive was also the response on how well-equipped with skills the new-entrants to the profession are (71% very considerable, 35% little to very little) and on how well currently available courses match the requirements of the profession (59% considerable-very considerable, 33% little-very little). Whether these responses were based on judgment within the workplace or the university study cannot be identified.

TABLE 40: TRAINING SUPPLY AND DEMAND

	YES %	NO %	DON'T KNOW %	RESPONSES
Does the organisation employ new entrants to the profession?	84%	13%	3%	61
Is so, how much training does it give new entrants? (entry seminars)	<i>Very little</i> % 31%	<i>Little</i> % 20%	<i>Considerable</i> % 53%	<i>Very much</i> % 2%
How well-equipped with skills are new entrants to the profession?	<i>Very little</i> % 6%	<i>Little</i> % 29%	<i>Well</i> % 69%	<i>Very well</i> % 2%
How well do currently available courses match the requirements of the profession?	<i>Very little</i> % 8%	<i>Little</i> % 25%	<i>Considerable</i> % 55%	<i>Very much</i> % 4%

Employers' Commitment to Qualifications and Training

The majority (93%) in 61 responses, the organisations employing archaeologists recognize the training requirements of the individuals and the organisation as a whole, while only 5% do not consider the requirement necessary and 2% do not know. These percentages diminish when the organisations are asked whether they offer training or other development opportunities to paid employees. 77% of the organisations in 60 responses provide training opportunities for paid employees (22% no and 2% don't know). These percentages diminish further (35%, 54% and 11% respectively) when the same response concerns the unpaid archaeologists.

TABLE 41: TRAINING OR DEVELOPMENT OPPORTUNITIES

	YES %	NO %	DON'T KNOW %	RESPONSES
Do you recognize the training/development needs for individuals and organisation as a whole?	93%	5%	2%	61
Does your organisation provide training or other development for paid employees?	77%	22%	2%	60
Does your organisation provide training or other development for unpaid employees?	35%	54%	11%	46

Continuing Professional Development is recognized by two out of three organisations (65%) as the proper technique to maintain and update their skills, as it is suggested from the 55 responses to encourage individuals in Continuing Professional Development (18% no and 16% don't know).

TABLE 42: CONTINUING PROFESSIONAL DEVELOPMENT

	YES %	NO %	RESPONSES
Does your organisation encourage individuals in Continuing Professional Development?	65%	18%	55

These percentages should have been compared with the number of archaeologists, e.g. of the Ministry of Culture, who participate in seminars of the National Center Development Institute of Public Management or in the funded educational leaves per year.

Preferred methods of training

Preferred methods of training for paid archaeologists

The research based on the organisations' responses show the training and development methods of the organisations employing archaeologists. Overall, all categories of training/development methods were popular with organisations. The formal off-job training is more popular (in 38 responses 34 are positive, percentage 89%) than the formal in-job training/development (in 26 responses 17 are positive, percentage 65%). Nine out of ten organisations are popular with the informal training/development either in-job (in 31 responses the 28, percentage 90%) or off-job services (in 37 responses the 33, percentage 89%). There is an overall preference for the training or post training leaves, as well as for the scientific annual leaves of archaeologists (in 48 responses 46 are positive, percentage 96%).

This is attributed to the extensive experience of the educational leaves regulations for the employees in the public sector, as well as the archaeologists under the Public Staff Code, and to periodical sabbatical of the university archaeologists, and to two-month (up to four months) scientific leaves of the Archaeology Service to study and record the relevant work in the archaeological libraries of Athens.

TABLE 43: PREFERRED METHODS OF TRAINING FOR PAID STAFF

TRAINING METHODS	NUMBER	%	RESPONSES
Formal off-job training (outside training courses)	34	89%	38
Formal in-job training (e.g. in-house training courses)	17	65%	26
Informal off-job training (e.g. supported individual research and learning)	28	90%	31
Informal in-job training (e.g. mentoring)	33	89%	37
Educational leaves, post-graduate leaves	46	96%	48

Preferred methods of training for unpaid volunteers archaeologists

As there is no relevant care for the unpaid staff working for some organisations, the responses are fewer as a whole, and the preferred methods of training/development are limited. So in 15 responses the 15 organisations answered negatively concerning the formal off-job training/development and only 4 answered positively (27%) about the formal in-job training/development. The percentage is also the same for those who supported the informal off-job training of the unpaid staff (in 27 responses the 5, percentage 29%), while about the informal in-job training the percentage rises up to 44% (in 18 responses the 8 are positive), The last case seems normal as it has to do with mentoring and specific funds are not necessary. The above findings should be taken into account seriously, as the number of the organisations employing unpaid archaeologists, is very low.

TABLE 44: PREFERRED METHODS OF TRAINING FOR UNPAID VOLUNTEER STAFF

TRAINING METHODS	NUMBER	%	RESPONSES
Formal off-job training (e.g. outside training courses)	0	0%	15
Formal in-job training (e.g. in-house training courses)	4	27%	15
Informal off-job training (e.g. supported individual research and learning)	5	29%	17
Informal in-job training (e.g. mentoring)	8	44%	18

Vocational Qualifications

The organisations were asked whether they are aware of vocational qualifications, and how much support they would be prepared to give staff in working towards these qualifications. Approximately two-thirds of respondents (58 as a whole) or percentage 67% are aware of such qualifications, while 7% are not and 26% (one out of four) do not know.

But about half of them indicate they would give much (percentage 48%) or very much (percentage 41%) support to their staff to obtain such qualifications, while little support would be given by the 11% and none would give very little support (percentage 0%).

TABLE 45: VOCATIONAL QUALIFICATIONS

	YES	NO	DON'T KNOW	RESPONSES
Are you aware of any vocational qualifications in archaeological practice?	67%	7%	26%	58
How much support would you give staff to work towards such qualifications?	<i>Very little</i> 0%	<i>Little</i> 11%	<i>Considerable</i> 48%	<i>Very considerable</i> 41%

Appendix I: Further Comments

by A. Papadimitriou

The final question on the questionnaire asked “if you have any further comments about any aspect of archaeological employment in Greece, please make them here”. The response to this question was relatively low. From the 81 total questionnaires responded only 18 included comments all deriving from organisations employing staff under private contract of indefinite time.

The comments are the following:

- Production of social task.
- Citizens' sensitization by informing and serving them.
- Pleasant cooperation with other organisations (public and private).
- Limited opportunities for training skills (modern technology, new excavation methods).
- Cooperation-contact shortage with relevant sectors in other countries of the European Union.
- Informing shortage on issues of cultural management.
- No correct and sufficient representation of the Union (too many unions).
- Unfortunately future unemployed.
- The archaeologist task would be more effective if it was covered by specialised staff, conservator, craftsman etc. per archaeology department.
- The publication department (T.A.P.) occupies archaeologists for the publication care of archaeological monographies, and for archaeological museum guides. It should occupy archaeologists for the reports publication of the photographic files of T.A.P. and the electronic photography filing.
- Shortage of specialised employed staff for every relevant subject.
- No supply of motives and evaluation of the staff.
- Few opportunities for continuing training.
- Difficulty in being employed.
- Low salary.

- Creation of an organisation for studies and publications funding.
- Strict frame for volunteer work so as not to exploit the not insured and unpaid staff.
- Archaeology contact with the primary and secondary education (educational programs, entry of cultural subjects in education).

Despite the fact that the comments are limited, we consider them representative for the total range of the problems the archaeologists face in Greece today and show the high awareness and the strong sense of responsibility for the mission they have undertaken.

The need to inform the citizens widely, but also the students of the primary and secondary education, through educational programs, indicates that the archaeologists in Greece particularly evaluate the need of socialization of the cultural wealth. This attitude is characteristic to exit from the science microcosm and to access to the social happening. This extrovert attitude is also ensured by the desire for cooperation with other organisations, as much to national as to European standard.

Furthermore, via the comments the shortages in the knowledge field, become clear and it is necessary to be encountered by training.

The archaeologists show a great interest in modern scientific methods and technological development, so they attribute a significant role to trans-scientific cooperation and to the need of their task assistance by specialised staff.

The comments also indicate the cautiousness of the right evaluation of the offered work, the disappointment for the current state of the sector (funding shortage, low salary) and the concern for the prospects of the scientific recognition along with the archaeologists' livelihood to find a job.

Finally, the issue of the trade union representation is commented negatively, so is the exploitation of the volunteer work.

Appendix II: The Archaeological Profession in Greece

Definition: Archaeologist is the scientist who discovers, researches, records, studies and publishes past material cultures, with the purpose of understanding and interpreting the history and the social-cultural structures of societies from which originate the discoveries. Additionally the archaeologist deals with the protection and presentation of cultural heritage of the country from the most ancient times up to today.

Job Description: Archaeologist deals with the study of historical sources, the research and the excavation of various areas, for which we know (or there are reliable evidence) that they include archaeological material. Archaeologist also deals with the chronological and cultural classification of the archaeological finds, as well as with the preservation, conservation, restoration and presentation of the historical monuments.

Final aim of the archaeologist, is to be led but also to lead to the knowledge and the interpretation of the past cultures, contributing thus in the safeguarding and promotion of the archaeological and cultural heritage of each place.

The archaeological research and the excavation constitute particularly time-consuming and hard procedures that however give satisfaction of high degree to the archaeologist.

During the discovery, excavation, transport and conservation of the immovable or movable monuments, are required particularly careful and precise handlings by the archaeologist, in order to be avoided the danger of damage or the loss of evidence.

Archaeologist needs to have organisational and coordinative abilities, to collaborate in harmony with his/her colleagues and the members of the interdisciplinary team who take part in the excavations and the rest of the archaeological works.

An idea of the duties, that an archaeologist-employee of the Archaeological Service has to exercise, mainly in its regional services, is given by the responsibilities of an Ephorate of Antiquities (Presidential Degree 191/2003):

- maintenance and management of the archaeological sites and monuments
- protection of the natural landscape that surrounds the archaeological sites and monuments
- organizing of an archive of photographs, drawings, maps, lists of Archaeological Sites and Monuments, and its protection zones
- examination of applications concerning the carrying out of works that affect directly or indirectly the Archaeological Sites and the Monuments
- planning and conduct of excavations and any other kind of archaeological research
 - keeping of an archive of all the excavations or any other kind of archaeological research in the region
- recording and electronic registration of movable and immovable archaeological finds
- archaeological study and evaluation of the technical works on or near monuments, and of the conservation work in monuments, ancient objects and works of art, and scientific study of every relative with the aforementioned subjects
- planning and conduct of works for the protection, conservation, restoration of the Archaeological Sites and Monuments
- research and recording of the required archaeological documentation and evaluation needed for the study and implementation of technical works, of mapping and topographical documentation, of consolidation, conservation and restoration of monuments, of presentation of archaeological sites and monuments
 - monitoring of research conducted by the scientific, research and educational institutions of the country, as well as by Foreign Archaeological Institutes or Schools, that are based in Greece
- compiling a record of antiquities possessors and dealers
- prosecution of the illicit trade in antiquities and of illegal trade

- development and application of museological and museographical studies
- exhibition of the archaeological objects in the Museums and the Collections managed by the Ephorate of Antiquities
- management and order in general of the Ephorates` museums and scientific study of the relevant subjects
- permissioning the study of ancient objects in the Museums and the Collections of the Ephorate
- issuing of free admission permits in the Archaeological Sites and the Museums to the eligible persons
- issuing of export licence to cultural goods not protected from the legislation
- planning, organisation and presentation of archaeological, temporary or permanent, exhibitions in collaboration with the Central Service of Ministry of Culture
- planning, organisation and presentation of archaeological temporary exhibitions, programs, activities and events in special places, in museums, archaeological sites and schools, with the purpose of strengthening the social or educational role of the Museums managed by the Ephorate of Antiquities and of informing the public on the cultural heritage issues, in conformity with the relative circulars and directives sent by the Ministry
- collaboration with the conservators of antiquities in Ephorate of Antiquities relating to the conservation of every kind of antiquities, as well as relating to the conservation, restoration and aesthetic presentation of the monuments and cultural goods.
- organisation and operation of the Ephorate of Antiquities library

Education: Archaeologists study in the Departments of History-Archaeology of Greek Universities (and the equivalent ones abroad), which after a four-year study grant a Degree in History-Archaeology with direction in Archaeology.

Archaeologists acquire a specialisation in a certain area and/or a historical period that cover their researches. This specialisation can be acquired by an

archaeologist with research activity during his basic studies, as well as after the possession of his degree, or also with a study in postgraduate level (one-year or biennial postgraduate diploma of specialisation in Greece or corresponding Master etc. of foreign Universities, doctoral diploma).

Professional Characteristics: The more basic elements that characterize the Archaeologist are the respect for the historical and cultural heritage of each people and his interest for the search of the history.

Archaeology is connected directly with other humanistic sciences, such as History, History of Art, Sociology, Ethnology, Social Anthropology, but also with natural sciences, such as Archaeometry, Paleozoology etc. It is therefore useful for the Archaeologist to know and to be informed for subjects that concern these sectors, but also to collaborate with the respective scientists, so that he acquires a complete view for the subject of his own scientific research.

Finally, the Archaeologist owes to show responsibility and consistency in the question of supervision of the archaeological sites, restoration and conservation of the historical monuments, so that he promotes the respect and love for the historical and cultural heritage of each people.

Professional Possibilities and Perspectives in Greece:

Archaeologists work for the public or private sector

- in cultural institutes, institutions and organisms
- in museums
- in archaeological excavations¹

¹ In order to be assigned an archaeologist as **director of an excavation** is required the existence of additional terms:

1. *In order to be assigned an archaeologist as **director of a systematic archaeological excavation** it is required to have a five-year excavation experience after the possession of his/her degree and two synthetic publications which are reported in excavations or excavation discoveries (Law 3028/2002, article 36 paragraph 4)*

2. *In order to be assigned an archaeologist as **director of a rescue archaeological excavation** it is required to have at least a three-year excavation experience and not*

- in the supervision of the archaeological sites and the presentation of the historical monuments of Greece.

Graduates of the Departments of Archaeology can select and claim employment in public service, such as

- in the Ministry of Culture
- in the Prefectures
- in the Municipalities and Communities

or

in the private sector, such as

- in private museums and organizations dealing with the cultural heritage
- in antique shops
- in publishing houses and newspapers as editors

Still, archaeologists can be work as professors

- in equivalent departments of Universities
- in the Secondary Education

or even they can acquire

- guide's licence for historical sites, monuments and museums.

Conditions of exercising the profession:

A) Ministry of Culture:

1. The Field of **Archaeologists** includes 1106 positions.

Qualifications of nomination: the Degree of Department of History and Archaeology with specialisation in Archaeology of a Greek University or equivalent speciality of abroad and excellent knowledge of a foreign language (English or French or German or Italian). Archaeologists of the field are

have suspense as for the annual scientific reports that the archaeologists owe to present until the end of April of the next year (Law 3028/2002, article 37 paragraph 2)

distinguished in the specialities (a) of Prehistoric and Classical Antiquities and (b) of Byzantine and Post Byzantine Antiquities.

2. The Field of **Archaeologists - Museologists** includes 12 positions. Qualifications of nomination: those of the Archaeologists plus a postgraduate title in Museum Studies in Greece or abroad.

3. The Field of **Historians of Art** includes 20 positions. In this field are become acceptable and those having a degree of Department of Archaeology and History of Art of Greek Universities or equivalent abroad.

The engagement in above fields (1) to (3) becomes after written examinations that are organised by the Higher Council of Personnel Choice (ASEP, independent authority).

4. Archaeologists of private contract law for indefinite time.

In the Ministry of Culture (450) positions of archaeologists of private contract law for indefinite time were created recently, emanating from the alteration of the contracts of private law for certain time (Presidential Degree 164/2004).

5. For the employment of **archaeologists of private contract law for certain time** (up to 1390 hours per year) is required a Degree of Department of History and Archaeology, with specialisation in Archaeology, of Greek University or equivalent degree of corresponding speciality abroad. The employment takes place after

- a call of the Service that executes the archaeological work
- submission of applications of candidates
- evaluation and proposal of Service that executes the archaeological work to the General Directorate of Antiquities and Cultural Heritage of Ministry of Culture
- choice of successful candidatures from the General Directorate of Antiquities and Cultural Heritage of Ministry of Culture and

- employment of the selected archaeologists from the head of the Service that executes the archaeological work.

The archaeologists who are employed in the Archaeological Service of Ministry of Culture should be Greek citizens or citizens of the States-Members of EU. The last ones however cannot hold positions of responsibility involving the exercise of public authority (Director Generals, Directors, Heads of Sections etc).

B) Universities:

Archaeologists can

- be elected as Instructive Researching Personnel (D.E.P.) in the level of Lecturer, Assistant Professor, Deputy Professor and Professor
- or
- be employed as Special Scientists with private contract law of certain time

in the Departments of History-Archaeology, Ethnography and Departments of relevant cognitive subjects in Greek Universities.

For the election or the employment respectively the candidates should

- be Greek citizens or citizens of another State-Member of EU,
- be holders of doctoral diploma of corresponding specialisation,
- have recognized scientific work and original scientific publications.

For the citizens of EU member-states is still required the possession of a degree or postgraduate title from a Greek Higher Education Institute or a Greek Lyceum certificate or a six-years High School certificate or a certificate of level D' of Knowledge of Greek from the Centre of Greek Language, by which will be proved the complete knowledge of and fluency in the Greek language.

C) Secondary Education:

In the field of the secondary education are employed, apart from other specialists, those having a Degree of the Department of History-Archaeology from the Greek Universities or an equivalent degree from abroad.

In the case of equivalent degree from abroad, the candidate should have also a certificate of studies of Greek six-year High School or Lyceum. If he/she does not have a certificate of studies of Greek six-year High school or Lyceum, it is required a certification that is granted after an examination, of the complete knowledge of and fluency in the Greek language, as well as the knowledge of the Greek history.

D) Guides: Licence for the exercise of profession of guide in Greece can be granted to Greek citizens who are graduates of School of Guides of Greek Organism of Tourism as well as to citizens of States-Members of European Union². The holders of a degree in History-Archaeology are registered in the School of Guides, they are examined in fewer courses in relation to the rest candidates and they can be exempted from the attendance of certain courses³.

Incompatibilities with the archaeological profession (Law 3028/2002):

1. *"A natural person, whose profession is related or was related to the protection of monuments or is an antique dealer or merchant of recent monuments or an employee or partner of natural or legal persons with a similar business, cannot be recognized as a collector of antiquities"*

2. *The permit to exercise the profession of an antique dealer shall be granted to natural or legal persons:...c) ... not exercising a profession which is related or was related to the protection of monuments.*

3. *"The personnel of the Ministry of Culture and of museums ..., which belong to the State, legal persons of public law, or legal persons of private law of the*

² Under certain additional conditions: Law 710/1977 as it was amended and it is in force.

³ Regulation of the Operation of the Guides' School (Official Journal of the Hellenic Republic 1375/B'/2002), article 11

wider public sector shall not be allowed to participate directly or indirectly in the trade of monuments or other cultural objects. They shall not be allowed to issue authenticity certificates or proceed to an assessment of the pecuniary value of such objects, unless it has been assigned to them by their supervisory authority or they have been requested to do so from another public authority”

Appendix III: Specialities of archaeologists and cooperative scientists - personnel

by A. Kossyva

General specialities of archaeologists

- Archaeologist of Prehistoric Archaeology
- Archaeologist of Classical Archaeology
- Archaeologist of Byzantine Archaeology
- Archaeologist of Underwater Archaeology
- Archaeologist of Paleoanthropology-Speleology
- Archaeologist – Museologist
- Archaeologist – Art Historian
- Archaeologist – (Human) Osteologist
- Archaeozoologist
- Archaeoentomologist
- Archaeobotanist

Archaeological Posts in the Ministry of Culture

- General Director of Antiquities and Cultural Heritage
- Director, Heads of Departments and Archaeologists of Directorate of Prehistoric and Classical Antiquities
- Director, Heads of Departments and Archaeologists of Directorate of Byzantine and Post- Byzantine Antiquities
- Director, Heads of Departments and Archaeologists of Directorate of Museums, Exhibitions and Educational Programs
- Director, Heads of Departments and Archaeologists of Directorate of National Record of Monuments
- Director, Heads of Departments and Archaeologists of Ephorates of Prehistoric and Classical Antiquities

- Director, Heads of Departments and Archaeologists of Ephorates of Byzantine Antiquities
- Director, Heads of Departments and Archaeologists of Archaeological Institute of Aegean Studies
- Director, Heads of Departments and Archaeologists of Archaeological Institute of Epirus Studies
- Director, Heads of Departments and Archaeologists of Archaeological Institute of Thessalian Studies
- Director, Heads of Departments and Archaeologists of Archaeological Institute of Cretological Studies
- Director, Heads of Departments and Archaeologists of Archaeological Institute of Macedonian and Thracian Studies
- Director, Heads of Departments and Archaeologists of Archaeological Institute of Peloponnesian Studies
- Director, Heads of Departments and Archaeologists of Ephorate of Antiquity Dealers and Private Archaeological Collections
- Director, Heads of Departments and Archaeologists of Ephorate of Underwater Antiquities
- Director, Heads of Department and Archaeologists of Ephorate of Paleoanthropology-Speleology of Northern Greece
- Director, Heads of Departments and Archaeologists of Ephorate of Paleoanthropology-Speleology of Southern Greece
- Director, Heads of Departments and Archaeologists of Thessaloniki Archaeological Museum
- Director, Heads of Departments and Archaeologists of Heraklion Archaeological Museum
- Director, Heads of Departments and Archaeologists of Athens Byzantine and Christian Museum
- Director, Heads of Departments and Archaeologists of Museum of Byzantine Culture in Thessaloniki
- Director, Heads of Departments and Archaeologists of Museum of Asiatic Art

- Director, Heads of Departments and Archaeologists of Monetary Museum
- Director, Heads of Departments and Archaeologists of National Archaeological Museum in Athens
- Director, Heads of Departments and Archaeologists of Epigraphic Museum

Posts of archaeologists as academic personnel in Higher Education Institutions

- Professor of Prehistoric Archaeology
 - Deputy Professor of Prehistoric Archaeology
 - Assistant Professor of Prehistoric Archaeology
 - Lecturer of Prehistoric Archaeology
 - Special Scientist of Prehistoric Archaeology
 - Researcher of Prehistoric Archaeology
-
- Professor of Classical Archaeology
 - Deputy Professor of Classical Archaeology
 - Assistant Professor of Classical Archaeology
 - Lecturer of Classical Archaeology
 - Special Scientist of Classical Archaeology
 - Researcher of Classical Archaeology
-
- Professor of Byzantine Archaeology
 - Deputy Professor of Byzantine Archaeology
 - Assistant Professor of Byzantine Archaeology
 - Lecturer of Byzantine Archaeology
 - Special Scientist of Byzantine Archaeology
 - Researcher of Byzantine Archaeology

Collaborating specialities of scientists-personnel

- Conservator of Antiquities
- Technician of Conservation of Antiquities
- Architect
- Civil Engineer
- Topographer Engineer
- Electrician Engineer
- Mechanical Engineer
- Chemical Engineer
- Geologist
- Paleoanthropologist
- Palaeontologist
- Chemist
- Physicist
- Speleologist
- Folklorist-Ethnologist
- Sculptor
- Painter
- Draftsman
- Photographer
- Marble carver
- Technician of excavation
- Diver
- Guard of archaeological site
- Guard of museum
- Accountant
- Secretary
- Driver
- Workman
- Messenger
- Cleaner

Appendix IV: The Foreign Archaeological Schools in Greece

by A. Kossyva

In Greece, they are operating seventeen (17) Foreign Archaeological Schools that carry out teaching and research work or Institutes that have exclusively research activity. All have their head offices in Athens and they are under the supervision of Ministry of Culture.

The older School in Greece is the French Archaeological School that was founded in the 1846 while the most recent, Georgian Institute, was formed in the 1997.

Analytically the Foreign Archaeological Schools which are operating in Greece are:

- American School of Classical Studies at Athens (established in 1881)
<http://www.ascsa.edu.gr>
- Australian Archaeological Institute at Athens (established in 1981)
<http://www.aaia.chass.usyd.edu.au>
- Austrian Archaeological Institute at Athens (established in 1898)
<http://www.oeai.at>
- Belgian Archaeological School in Greece (established in 1985)
<http://www.kmkg-mrah.be>
- British School of Archaeology (established in 1886)
<http://www.bsa.gla.ac.uk>
- French Archaeological School (established in 1846)
<http://www.efa.gr>
- German Archaeological Institute (established in 1874)
<http://www.dainst.org>

- Georgian Institute at Athens (established in 1997)
- Swiss Archaeological School (established in 1975)
<http://www.unil.ch/esag>
- Danish Institute at Athens (established in 1992)
<http://www.diatathens.com>
- Irish Institute of Hellenic Studies (established in 1995)
<http://www.ucc.ie/ihsa>
- Italian Archaeological School of Athens (established in 1909)
<http://www.scuoladiatene.it>
- Canadian Archaeological Institute (established in 1980)
<http://www.caia-icaa.gr>
- Norwegian Institute of Athens (established in 1989)
<http://www.norwinst.gr>
- Dutch Institute of Athens (established in 1984)
<http://www.nia.gr>
- Swedish Archaeological Institute (established in 1948)
<http://www.sia.gr>
- Finnish Institute of Athens (established in 1984)
<http://www.finninstitute.gr>

Appendix V: The Questionnaire



ASSOCIATION OF GREEK ARCHAEOLOGISTS

Hermou 134-136, 105 53 Athens- Tel. 210 32 52 214

www.sea.org.gr

archaeol@otenet.gr

Athens, 13 March 2007

Subject: 'Discovering the Archaeologists of Europe'

Dear Sir/Madam

'Discovering the Archaeologists of Europe' is a European research project in the frame of Leonardo da Vinci program, which aims at collecting and working out information related to the archaeologists employment⁴ in the countries-members of the European Union, providing, at the same time, substantiated strategies to the promotion of the profession. This international project comes after analogous national projects undertaken in the United Kingdom and Ireland over the past years.

The **Institute of Field Archaeologists** (IFA), UK, is in charge of this research venture, whereas from the Greek side the partner is the **Association of**

⁴ Under the term 'archaeologist' in this research for Greece it is meant the graduate of the History-Archaeology Department of a Greek University (with direction, where it is anticipated, in Archaeology) or the graduate of a foreign University with equivalent speciality, as well as the graduate of any department, since legally he/she is entitled to work as an archaeologist in Greece.

Greek Archaeologists (S.E.A.), with Mr Pantos Pantos, honorary Antiquities Ephor and honorary member of S.E.A., in charge. Partners also from Belgium, Cyprus, Czech, Ireland, the Netherlands, Slovenia and Germany participate in the project.

All the organisations either public or private, which employ archaeologists in Greece, are requested to contribute to this research project. The basic target of this project is the identification, the collection, the quantification and the distribution of workforce information in the archaeological sector, the provision to the organisations either public or private, which employ archaeological staff, valid and reliable information, which will help them in their future projecting and their organisational improvements and adjustment.

The project includes:

- A general view of the total number of employees or the potential employees of archaeologists in Greece stressing any differentiations.
- Information for training needs, and shortage or absence skills.
- Details for the character and extension of the archaeological sector in Greece, which will include numerical data of employment in this sector.
- Information for the present working posts, including employment methods and the difficulties in the career promotion.
- Issues and potential of the work market, investments in training, possibilities of further education, etc. economic, business and executive issues.

The research project addresses the total archaeological profession and concerns not only the paid work but also the unpaid, volunteer one.

Detailed information for the project, as well as the reports of the results of similar previous projects of the IFA and the Irish Archaeological Institute is available on the web site of the project: www.discovering-archaeologists.eu

The project will be conducted with the completion of a questionnaire which has been formed for the quest of the above mentioned data in Greece. This questionnaire is also available in electronic form on the website of S.E.A: www.sea.org.gr

which can be completed and sent by email. The electronic completion of the questionnaire will facilitate the data entry and it is preferable if possible.

Complete records of the received information will be filed in the Association of Greek Archaeologists and will be either accessible or available to the cooperative organisations. Since this project aims at the sector research, the presentation of the data will not be presented per specific organisation, but per type organisation (national service, Organisations of Local Government of 1st or 2nd degree, Universities or High Degree Technological Institutes, secondary education, Legal Entities of Private Law, and other) of the whole country or per region.

Electronic and conventional publishing of the results of this research project is anticipated, whereas summaries will be offered to other similar publications. The complete publication of the results will be sent to all the organisations which will have completed and sent the questionnaire.

If you need further help or advice for the completion of the questionnaire, do not hesitate to contact the persons recorded in this.

Since the deadline for the data collection is August 2007 you are requested to return the completed questionnaire as soon as possible.

With thanks for your

The President

The General Secretary

Demetrios Athanasoulis

Angeliki Kottaridou



Education and Culture

Leonardo da Vinci

Transnational networks

ARCHAEOLOGY LABOUR MARKET INTELLIGENCE: PROFILING THE PROFESSION 2007

This questionnaire is designed to obtain information relating to people working in archaeology in Greece at present. Please complete the questionnaire using information that applied to your organisation in April 2007.

PART ONE: THE ORGANISATION

Email

01. Organisational Structure and Role

Please tick the box that best describes your organisation's structural basis and principal role

STRUCTURAL BASIS

PRINCIPAL ROLE

	FIELD INVESTIGATION	MUSEUM AND VISITOR SERVICES	EDUCATIONAL AND ACADEMIC RESEARCH SERVICES
1. MINISTRY OF CULTURE & ORGANISATIONS UNDER ITS SUPERVISION (T.A.P., T.D.P.E.A.E., O.P.E.P.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. LOCAL GOVERNMENT ORGANISATION	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. UNIVERSITIES	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. RESEARCH CENTERS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. LEGAL ENTITY OF PRIVATE LAW	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. SECONDARY LEVEL EDUCATION	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

02. Geographical location

Please tick the box to describe where your organisation is based

- | | |
|------------------------------|-----------------------|
| EASTERN MACEDONIA AND THRACE | <input type="radio"/> |
| CENTRAL MACEDONIA | <input type="radio"/> |
| WESTERN MACEDONIA | <input type="radio"/> |
| EPIRUS | <input type="radio"/> |
| THESSALY | <input type="radio"/> |
| IONIAN ISLANDS | <input type="radio"/> |
| WESTERN GREECE | <input type="radio"/> |
| MAINLAND GREECE | <input type="radio"/> |
| ATTICA | <input type="radio"/> |
| PELOPONNESUS | <input type="radio"/> |
| NORTH AEGEAN | <input type="radio"/> |
| SOUTH AEGEAN | <input type="radio"/> |
| CRETE | <input type="radio"/> |

03. Number of staff

1. Please indicate how many members of staff, paid and unpaid, are working for your organisation

A. PAID	<input type="text"/>	B. UNPAID	<input type="text"/>	C. TOTAL STAFF	<input type="text"/>
----------------	----------------------	------------------	----------------------	-----------------------	----------------------

5. Were these members different the previous year?

A. PAID	<input type="text"/>	B. UNPAID	<input type="text"/>
----------------	----------------------	------------------	----------------------

6. If so, please indicate the maximum and minimum number of archaeologists, paid and unpaid, were working for your organisation the previous year

A. PAID max min

B. UNPAID max min

Please indicate how these numbers varied in the course of the past years and how they are likely to vary in the near future.

Please ensure that all staff including those of permanent, short-term, temporary contracts, unpaid is included.

7. How can the member of staff in your organisation be characterised a year ago (2006) compared to the present. (Circle the more if there were more a year ago).

A. PAID	more <input type="radio"/>	the same <input type="radio"/>	fewer <input type="radio"/>	noone <input type="radio"/>	don't know <input type="radio"/>
B. UNPAID	more <input type="radio"/>	the same <input type="radio"/>	fewer <input type="radio"/>	noone <input type="radio"/>	don't know <input type="radio"/>

8. How can the number of staff in your organisation be anticipated three years ago (2003) compared to the present?

A. PAID	more <input type="radio"/>	the same <input type="radio"/>	fewer <input type="radio"/>	noone <input type="radio"/>	don't know <input type="radio"/>
B. UNPAID	more <input type="radio"/>	the same <input type="radio"/>	fewer <input type="radio"/>	noone <input type="radio"/>	don't know <input type="radio"/>

9. How can the number of staff in your organisation be anticipated five years ago (2001) compared to the present?

A. PAID more the same fewer noone don't know

B. UNPAID more the same fewer noone don't know

10. How can the number of staff in your organisation be anticipated a year later (2008) compared to the present?

A. PAID more the same fewer noone don't know

B. UNPAID more the same fewer noone don't know

11. How can the number of staff in your organisation be anticipated three years later (2010) compared to the present?

A. PAID more the same fewer noone don't know

B. UNPAID more the same fewer noone don't know

04. Employee rights/benefits

As they arise from the employment	YES	NO	DON'T KNOW
1. Civil servant (public employment)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Employee in the public sector of indefinite time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Employee in the public sector of definite time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Dependable work hourly wage worker	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Employee in the organisation (not public) of indefinite time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. Employee in the organisation (not public) of definite time
7. Employee in the organisation (not public) hourly wage worker
8. Employment contract in the public
9. Employment contract in an organisation

05. Salary scales

1. Are salaries within the organisation tied to any scale system? **YES** **NO** **DON'T KNOW**

2. If yes, then please indicate the type of scale system in use

Civil service

University

Private organisation

Other (please specify)

06. Trade Unions

1. Are there any recognized unions in the organisation's workplace? **YES** **NO** **DON'T KNOW**

2. If yes, which unions are these?

Union of Greek Archaeologists

Union of Employees on temporary contract

Other (please specify)

07. Staff training and development

- YES** **NO** **DON'T KNOW**
1. Do you identify training needs for individuals and the organisation as a whole?

2. Are training or other development opportunities provided for paid employees?
3. Are training or other development opportunities provided for unpaid staff?

If yes, to either of two questions above, how do you develop your staff-till all that apply

- | | PAID STAFF | UNPAID STAFF |
|--|-----------------------|-----------------------|
| 4. Formal off-job training (e.g. outside training courses-seminars) | <input type="radio"/> | <input type="radio"/> |
| 5. Formal in-job training (e.g. in-house training courses) | <input type="radio"/> | <input type="radio"/> |
| 6. Informal off-job training (e.g. supported individual research and learning) | <input type="radio"/> | <input type="radio"/> |
| 7. Informal in-job training (e.g. mentoring) | <input type="radio"/> | <input type="radio"/> |
| 8. Training leave-further training leave | <input type="radio"/> | <input type="radio"/> |

- | | YES | NO | DON'T KNOW |
|--|-----------------------|-----------------------|-----------------------|
| 12. Does your organisation have a formal training plan? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 13. Does your organisation have a training budget? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 14. Is your training budget under your organisation's direct control? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 15. Do you record how much time employees spend training? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 16. Do you formally evaluate the impact of training on individuals? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 17. Do you formally evaluate the impact of training on the organisation? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 18. Does your organisation operate a performance appraisal scheme? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

19. Does your organisation encourage individuals to engage in continuing professional development?

08. Training supply and demand

1. Does your organisation employ new entrants to the profession? **YES** **NO** **DON'T KNOW**

If, so

	VERY LITTLE	LITTLE	CONSIDERABLE	VERY CONSIDERABLE
2. How much does your organisation train new entrants? (<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. How well equipped with skills are new entrants to the profession?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. How well do currently available courses match the requirements of the profession?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

09. Skills gaps

1. Has your organisation brought in outside specialists or consultants in the last year?

For specific non-archaeological purposes?

If so, please indicate in which areas they contributed to the work of your organisation?

Management	<input type="radio"/>
Project management	<input type="radio"/>
Information/Technology	<input type="radio"/>
Business skills	<input type="radio"/>
People management	<input type="radio"/>
Foreign languages	<input type="radio"/>

- Education/Training
- Customer care
- Sales/marketing
- Advisory role
- Other (please specify)

2. Has your organisation brought in outside specialists or consultants in the last year for technical, archaeological purposes?

If so, please indicate in which areas they contributed to the work of your organisation.

- 1. Conducting (direct) intrusive excavation (e.g. paleolithic layers)
- 2. Contributing to intrusive excavation (e.g. paleolithic layers)
- 3. Conducting (direct) non-intrusive field investigations (geophysical survey)
- 4. Contributing to non- intrusive field investigations (geophysical survey)
- 5. Conducting (direct) excavation finding evaluation
- 6. Contributing to excavation finding evaluation
- 7. Conducting (other) field investigations (except excavation and geophysical survey) specify
- 8. Contributing to other non-intrusive field investigations (except excavation and geophysical survey) specify
- 9. Bounding of archaeological sites
- 10. Desk-based research
- 11. Conservation of artefacts
- 12. Artefact research
- 13. Other (please specify)

3. What non-archaeological specific skills is a priority for training your organisation's staff over the next two years (please select up to three).

- Management
- Project management
- Information/Technology
- Business skills
- People management
- Foreign languages
- Education/Training
- Customer care
- Marketing/sales
- Other (please specify)

4. What technical, archaeological skills is a priority for training your organisation's staff over the next two years (please select up to three).

- 1. Conducting (direct) intrusive investigations (e.g. in paleolithic layers)
- 2. Contributing to intrusive investigations (e.g. excavation in paleolithic layers)
- 3. Conducting (direct) other non-intrusive field investigation (e.g. geophysical underground research)
- 4. Contributing to non-intrusive field investigation (e.g. geophysical underground research)
- 5. Conducting (direct) intrusive investigations (evaluation, excavation)
- 6. Contributing to intrusive investigations (evaluation, excavation)
- 7. Conducting (direct) other non-intrusive field investigations (geophysical survey). Please

specify

8. Contributing to other non-intrusive field investigations (geophysical survey). Please specify

9. Bounding of archaeological sites

10. Desk-based research

11. Conservation of artefacts

12. Artefact research

13. Other (please specify)

10. Vocational qualifications

1. Are you aware of any vocational qualifications in archaeological practice?

YES

NO

DON'T KNOW

2. How much support would you give staff towards such qualifications?

VERY LITTLE

LITTLE

CONSIDERABLE

VERY CONSIDERABLE

11. Further comments

If you have any further comments about any aspect of archaeological employment in Greece, please make them here.

Association of Greek Archaeologists

<http://www.sea.org.gr>

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ARCHAEOLOGY LABOUR MARKET INTELLIGENCE: PROFILING THE PROFESSION 2007

Please complete this sheet for each post title (e.g. in University, Professor, Deputy Professor, Assistant Professor, Lecturer, specialist scientists, in the Ministry of Culture, Supervisor Manager, Department Supervisor, Archaeologist) of your organisation, for archaeological staff. Note that while each entry relates to a particular post, this may well relate to a number of individuals.

PART TWO: POST PROFILES

Email

01. Post Title

02. Number of paid individuals employed in this post

Archaeologist: field investigation and research services

Archaeologist: desk/library research

Archaeologist: museum and visitor/user services

Archaeologist: educational and academic research services

03. Number of unpaid individuals employed in this post

04. Please indicate the principal role of the individuals working in this post (tick one box only)

05. Number of individuals working in this post by age and gender

Paid staff	A. Female	B. Male
1. Aged under 20	<input type="radio"/>	<input type="radio"/>
2. Aged 20-29	<input type="radio"/>	<input type="radio"/>
3. Aged 30-39	<input type="radio"/>	<input type="radio"/>
4. Aged 40-49	<input type="radio"/>	<input type="radio"/>
5. Aged 50-59	<input type="radio"/>	<input type="radio"/>
6. Aged 60 and over	<input type="radio"/>	<input type="radio"/>

Unpaid staff	A. Female	B. Male
2. Aged under 20	<input type="radio"/>	<input type="radio"/>
2. Aged 20-29	<input type="radio"/>	<input type="radio"/>
3. Aged 30-39	<input type="radio"/>	<input type="radio"/>
4. Aged 40-49	<input type="radio"/>	<input type="radio"/>
5. Aged 50-59	<input type="radio"/>	<input type="radio"/>
6. Aged 60 and over	<input type="radio"/>	<input type="radio"/>

06. Gross salary

1. Minimum 2. Maximum 3. Average

07. Does this include any weighting allowances?

Yes No

08. How much?

1. Minimum

2. Maximum

3. Average

09. Working hours per week (please complete in terms of numbers of individuals)

Paid staff

1. Part-time (<30 h pw)

2. Full-time (>30 h pw)

Unpaid staff

1. Part-time (<30 h pw)

2. Full-time (>30 h pw)

10. Length of contract for paid staff (please complete in terms of numbers of individuals)

• up to 3 months

• 3-6 months

• 6-12 months

• 12-24 months

• >24 months

- Permanent/open ended

**11. Length of time working with organisation – unpaid staff
(please complete in terms of numbers of individuals)**

- up to 3 months

- 3-6 months

- 6-12 months

- 12-24 months

- >24 months

**12. How many paid post profiles are funded by the organisation
or project grants (e.g. research pr.) (Please indicate the
number of individuals)**

1. Organisation

2. Project grants

13. Does your organisation contribute to the shares of the individuals working in this post? (Please indicate the number of individuals).

1. Yes

2. No

14. In the last year have there been vacancies for this post that have been difficult to fill? (Post advertised for over six months)

Yes

No

Don't know

15. How many of the people working in this post have each of the following qualifications? (For those with multiple qualifications count only the highest)

	A. Acquisition country	B. Paid archeologists	C. Unpaid archaeologists
1. Doctorate	<input type="text"/>	<input type="text"/>	<input type="text"/>
2. Two-year post-graduate	<input type="text"/>	<input type="text"/>	<input type="text"/>
3. One-year post-graduate	<input type="text"/>	<input type="text"/>	<input type="text"/>

4. First degree

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16. What are the ethnic origins of the archaeologists working in this post? (Please complete in terms of numbers of individuals)

	A. Paid staff	B. Unpaid staff
1. Greek citizens		
2. Citizens of E.U.		
3. American citizens		
4. Asian citizens		
5. African citizens		
6. From Ocean		

17. How many of the people working in this post are disabled? (A.M.E.A.)

1. Paid staff

2. Unpaid staff

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⁵ F.E.K.: OFFICIAL JOURNAL OF THE HELLENIC REPUBLIC

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<http://www.law-archaeology.gr>

