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Ireland



School of Archaeology

Discovering the Archaeologists of Europe: **IRELAND**



A Report to

The Institute of Archaeologists of Ireland

by

UCD School of Archaeology

July 2008

Project funded with support from



An Chomhairle Oidhreachta
The Heritage Council



Discovering the Archaeologists of Europe:

IRELAND

A Report to

**The Institute of Archaeologists of
Ireland**

By

Conor McDermott & Patrizia La Piscopia

UCD School of Archaeology

Project funded with support from

Leonardo da Vinci Programme

and the

The Heritage Council

2008

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Contents

CONTENTS	I
LIST OF TABLES	V
LIST OF FIGURES	IX
FOREWORD	X
ACKNOWLEDGEMENTS	XI
CHAPTER ONE: BACKGROUND.....	1
INTRODUCTION	1
AIMS OF THE PROJECT	1
PREVIOUS STUDIES	2
<i>CHL reports</i>	2
<i>Option Consulting reports</i>	3
<i>Archaeology 2020</i>	4
SUMMARY OF RESULTS	5
<i>Estimated number of archaeologists working in Ireland</i>	5
<i>Age, gender, nationality and disability status</i>	5
<i>Staff qualifications</i>	5
<i>Salaries</i>	6
<i>Training needs</i>	6
<i>Skills shortages and gaps</i>	6
CHAPTER TWO: METHODOLOGY	7
INTRODUCTION	7
THE QUESTIONNAIRE	7
THE MAILING LIST.....	8
NORTHERN IRELAND	8
DATA COLLECTION	9
RESPONSES	10
DATABASE STRUCTURE	12
CONFIDENTIALITY	12
WORK FORCE SIZE	12
CHAPTER THREE: ORGANISATIONS.....	15
GEOGRAPHICAL LOCATION	15
QUALITY STANDARDS AND IAI MEMBERSHIP	16
CHAPTER FOUR: ARCHAEOLOGISTS	20

VARIATION IN STAFF NUMBERS	21
AGE AND GENDER	22
AGE AND GENDER RELATED TO ORGANISATIONAL STRUCTURE AND ROLE	24
NON-NATIONAL WORKERS AND ETHNIC DIVERSITY	27
<i>Non-national workers</i>	28
<i>Ethnic diversity</i>	30
DISABILITIES	31
SUPPORT STAFF	32
GROWTH OF THE PROFESSION	34
NEW ENTRANTS TO THE PROFESSION	35
GEOGRAPHICAL DISTRIBUTION	37
STAFF QUALIFICATIONS	38
CHAPTER FIVE: POST PROFILES.....	40
RANGE OF JOBS	40
SALARIES	42
SALARY SCALES AND POST PROFILES	44
SALARIES BY ORGANISATIONAL STRUCTURE	45
SALARIES BY ORGANISATIONAL ROLE	46
SALARIES SCALES	47
EMPLOYEES RIGHTS AND BENEFITS.....	49
<i>Paid annual leave</i>	49
<i>Statutory sick pay</i>	49
PENSION CONTRIBUTIONS	52
<i>Maternity leave</i>	53
<i>Paternity leave</i>	53
<i>Flexible working arrangement</i>	54
<i>Subsidised accommodation</i>	54
JOB SECURITY	54
<i>Length of contract and of employment</i>	54
FULL-TIME AND PART-TIME WORK	55
<i>Full-time and part-time work by role</i>	56
<i>Full-time and part-time work by gender</i>	56
SOURCES OF FUNDING.....	57
VACANCIES.....	57
TRADE UNIONS	59
CHAPTER SIX: TRAINING	62
IDENTIFICATION OF TRAINING NEEDS.....	62
POTENTIAL SKILLS SHORTAGES	63
<i>Non-archaeological skills shortages</i>	63
<i>Archaeological skills shortages</i>	65

POTENTIAL SKILLS GAPS	66
<i>Non-archaeological skills gaps</i>	66
<i>Archaeological skills gaps</i>	67
TRAINING SUPPLY AND DEMAND	68
EMPLOYER'S COMMITMENT TO QUALIFICATIONS AND TRAINING	69
<i>Preferred methods of training</i>	69
CONTINUING PROFESSIONAL DEVELOPMENT (CPD)	70
VOCATIONAL QUALIFICATIONS	71
BIBLIOGRAPHY	73
<i>Legislation and Policy</i>	75
APPENDIX I: FURTHER COMMENTS	76
APPENDIX II: POST PROFILES	78
POST PROFILES	78
ALL INDIVIDUALS	81
ARCHAEOLOGISTS	82
ACADEMIC STAFF	84
<i>All academic staff</i>	84
<i>Associated Professor</i>	85
LECTURER	86
<i>Senior Lecturer</i>	87
<i>Tutor</i>	88
ASSISTANT DIRECTOR	89
ASSISTANT KEEPER	90
COMPANY MANAGEMENT	91
CONSULTANT	92
COUNTY OR REGIONAL ARCHAEOLOGIST	93
CURATOR	94
EIA / EIS ARCHAEOLOGIST	95
GIS/CAD TECHNICIAN	96
GENERAL OPERATIVE (GO)	97
ILLUSTRATOR	99
OFFICE STAFF	100
PROJECT MANAGEMENT	102
RESEARCHER	103
SITE ASSISTANT	105
SPECIALIST	107
SUPERVISOR	109
SURVEYOR	111

APPENDIX III: QUESTIONNAIRE	112
APPENDIX IV: SUPPLEMENTARY NATIONALITIES QUESTIONNAIRE	124

List of Tables

Table 1: Received questionnaires per category	10
Table 2: Estimated number of archaeologists working in Republic of Ireland	13
Table 3: Geographical distribution of responding organisations	16
Table 4: Adopted quality standards	17
Table 5: Reasons for non-commitment to any quality systems	17
Table 6: Position on IAI registration	18
Table 7: Reasons for non-commitment to IAI registration	18
Table 8: Total employees per organisation	20
Table 9: Estimated archaeological workforce by organisational type	21
Table 10: Variation in staff numbers	21
Table 11: Age and gender of permanent employees	23
Table 12: Age and gender of fixed-term employees	23
Table 13: General trends of age and gender	24
Table 14: Permanent and fixed-term staff by organisational structure	25
Table 16: Age of all employees by organisational structure	26
Table 17: Gender of all employees by organisational role	27
Table 18: Gender of all employees by organisational structure	27
Table 19: Non-national employees by post profiles	29
Table 20: Non-nationals professionals employed in Ireland	30
Table 21: Age and gender of support staff	33
Table 22: Minimum qualification required for support staff	33
Table 23: Highest qualifications achieved by support staff	34
Table 24: Highest qualifications of permanent and fixed-term staff	38
Table 25: Average salaries by qualifications	39
Table 26: Roles carried out by each post profile	41
Table 27: Comparison between organisation roles and roles of posts	42
Table 28: Average annual gross salary per post profile	45
Table 29: Salary distribution by organisational structure	46
Table 30: Salary distribution by organisational role	47
Table 31: Number of organisations using a salary scale system	47
Table 32: Rights and benefits recognised to employees	51

Table 32: Employers' pension contributions by post profile.....	52
Table 33: Length of employment for permanent and fixed-term staff	55
Table 34: Working hours for permanent and fixed-term staff	56
Table 35: Full-time and part-time work by organisational role	56
Table 36: Full-time and part-time work by gender	56
Table 37: Roles and sources of funding.....	57
Table 38: Difficult to fill vacancies	59
Table 39: Recognition of trade unions	60
Table 40: List of unions recognised by archaeological employers	61
Table 41: Identification of training needs	62
Table 42: Organisations' commitment to training activities.....	63
Table 43: Training delivery methods for permanent and fixed-term staff.....	63
Table 44: Non-archaeological skills shortages	64
Table 45: Archaeological skills shortages	65
Table 46: Non-archaeological skills gaps	66
Table 47: Archaeological skills gaps	67
Table 48: Training supply and demand.....	68
Table 49: Organisations' commitment to training activities.....	69
Table 50: Training delivery methods for permanent and fixed-term staff.....	69
Table 51: Continuing Professional Development	70
Table 52: Vocational Qualifications	72
Table 53: Number of individuals employed in each post profile.....	78
Table 54: List of Post Titles and associated Post Profiles	79
Table 55: General table of all individuals working in the archaeological sector.....	81
Table 56: Age & gender of all the individuals working in the archaeological sector.....	81
Table 57: Highest qualification of all the individuals working in the archaeological sector.....	81
Table 58: General table of all Archaeologists working in the archaeological sector	82
Table 59: Archaeologists by role	82
Table 60: Archaeologists by organisational structure and role.....	82
Table 61: General table of all Academic Staff working in the archaeological sector	84
Table 62: Academic Staff by role	84
Table 63: Number of non national Academic Staff	84
Table 64: General table of all Associated Professors working in the archaeological sector	85
Table 65: Associated Professors by organisational structure and role.....	85

Table 66: General table of all Lecturers working in the archaeological sector.....	86
Table 67: Lecturers by organisational structure and role	86
Table 68: General table of all Senior Lecturers working in the archaeological sector	87
Table 69: Senior Lecturers by organisational structure and role.....	87
Table 70: General table of all Tutors working in the archaeological sector	88
Table 71: Tutors by organisational structure and role.....	88
Table 72: General table of all Assistant Directors working in the archaeological sector	89
Table 73: Assistant Directors by organisational structure and role.....	89
Table 74: Number of non national Assistant Directors	89
Table 75: General table of all Assistant Keepers working in the archaeological sector	90
Table 76: Assistant Keepers by organisational structure and role	90
Table 77: General table of all Company Management Staff.....	91
Table 78: Company Management Staff by role	91
Table 79: Company Management Staff by organisational structure and role	91
Table 80: General table of all Consultants working in the archaeological sector	92
Table 81: Consultants by organisational structure and role	92
Table 82: Number of non-national Consultants	92
Table 85: General table of all Curators	94
Table 86: Curators by organisational structure and role	94
Table 87: General table of all EIA / EIS Archaeologists	95
Table 88: EIA / EIS Archaeologists by organisational structure and role	95
Table 89: General table of all GIS/CAD Technicians.....	96
Table 90: GIS/CAD Technicians by role	96
Table 91: GIS/CAD Technicians by organisational structure and role.....	96
Table 92: General table of all GOs working in the archaeological sector.....	97
Table 93: GOs by role	97
Table 94: GOs by organisational structure and role.....	97
Table 95: Number of non-national General Operators.....	98
Table 96: General table of all Illustrators working in the archaeological sector.....	99
Table 97: Illustrators by role	99
Table 98: Illustrators by organisational structure and role.....	99
Table 99: General table of all Office staff working in the archaeological sector.....	100
Table 100: Office Staff by role.....	100
Table 101: Office Staff by organisational structure and role	100

Table 102: Number of non-national Office Staff.....	101
Table 103: General table of all Project Management staff working in the archaeological sector	102
Table 104: Project Management by role	102
Table 105: Project Management staff by organisational structure and role	102
Table 106: General table of all Researchers working in the archaeological sector	103
Table 107: Researchers by role	103
Table 108: Researchers staff by organisational structure and role	103
Table 109: Number of non-national Researchers	104
Table 110: General table of all Site Assistants working in the archaeological sector	105
Table 111: Site Assistants by role	105
Table 112: Site Assistants by organisational structure and role	105
Table 113: Number of non-national Site Assistants	106
Table 114: General table of all Specialists working in the archaeological sector	107
Table 115: Specialists by role	107
Table 116: Specialists by organisational structure and role.....	107
Table 117: Number of non-national Specialist	108
Table 118: General table of all Supervisors working in the archaeological sector.....	109
Table 119: Supervisors by role	109
Table 120: Supervisors by organisational structure and role.....	109
Table 121: Number of non-national Supervisors	110
Table 122: General table of all Surveyors working in the archaeological sector	111
Table 123: Surveyors by role	111
Table 124: Surveyors by organisational structure and role.....	111

List of Figures

Figure 1: Percentage of received questionnaire.....	11
Figure 2: State of received questionnaires	11
Figure 3: Migration estimates from the Central Statistic Office	28
Figure 4: Post titles of support staff	33
Figure 5: Respondents estimated growth	35
Figure 6: Anticipations from Third Level Institutions	36
Figure 7: Do you employ new entrants to the profession?	37
Figure 8: Minimum qualification required to supervisors.....	37
Figure 9: Minimum qualification required for an archaeological post.....	38
Figure 10: Permanent staff with a part-time position.....	43
Figure 11: Ranges of average gross salary	44
Figure 12: Types of Salary Scale Systems	48
Figure 13: In the last year, have there been vacancies for this post that have been difficult to fill?.....	58
Figure 13: Are there any recognised trades unions in the organisation's work place?.....	59
Figure 14: Has your organisation brought in outside specialists or consultants in the last year for non-archaeological purposes?	64
Figure 15: Has your organisation brought in outside specialists or consultants in last year for technical archaeological purposes?	65

Foreword

The invitation in 2006 to participate in the EC Leonardo II-sponsored ***Discovering the Archaeologists of Europe*** project came a particularly opportune time for the Irish archaeological profession, almost six years after the foundation of the Institute of Archaeologists of Ireland in 2001 and four years after completion the first two important Heritage Council sponsored reports entitled: *The Future Demand for Archaeologists in Ireland. A report to the Heritage Council and the Institute of Archaeologists of Ireland* (CHL 2002a) and *A Profile of the Archaeological Profession and Educational Resources in Ireland: A report to the Heritage Council and the Institute of Archaeologists of Ireland*. (CHL 2002b). These studies created the framework for two further important studies aimed at creating a training and continuing professional development framework for the Institute (Unpublished report 2004 and Aitcheson 2005). The DISCO project, as it became known, facilitated the profiling of professional activity in the summer of 2007 at the height of a very remarkable period in Irish archaeology. It reflects the profession's response to very rapid and, as it has transpired finite, expansion in development-led archaeological excavation. Described in presentations of the DISCO survey results at conferences and seminars during 2008 as 'peak archaeology' in Ireland, it presents a very particular and remarkable set of data providing an indication of the scale and the profile of professional responses required to address a major period of infrastructure development coupled with an unusually buoyant economic climate and a related, construction industry 'boom'. This remarkable and (as it will be seen historically) short-lived profile, displays a significant number of non-national archaeologists at work in Ireland at the time of the survey. It will undoubtedly inform other EU nation states faced with addressing the archaeological profession's responses, at a national level, to the requirements of resourcing pre-development archaeology especially during periods of major infrastructure development projects. The results have already informed and will continue to inform a range of professional responses to the outcome of this intense period of excavation work. The Institute will also aim to conduct a further survey in 2012 and would hope that this can be achieved in the context of a trans-national project of this nature.

Margaret Gowen

IAI Chairman

Acknowledgements

This project originated from previous work undertaken by the Institute of Field Archaeologists (IFA) in the UK. Kenneth Aitchison developed the current project on behalf of the IFA and the Association of European Archaeologists, and has led the multinational team with professionalism and courtesy throughout. The success of the international and national components of the project reflects the leadership he has provided. In this role he has been more than ably supported by Rachael Edwards who has also provided project evaluation and documentation. Both have been generous in sharing their experience of previous surveys, which considerably aided completion of this report.

The IAI survey has been completed with support from two principal funding agencies. The transnational project is funded by European Commission's Leonardo II programme, and in Ireland this has been generously supported by funding from the Heritage Council.

The partners brought together from each of the participating countries have formed a diverse team with considerable strengths and experience. We gained a great deal from working with the international partners, and appreciated the productive discussions and hospitality during the meetings.

The successful completion of the project was utterly dependant on the good will and cooperation of our colleagues in all sectors of the profession in Ireland. We are grateful to the responding organisations for the time and patience they invested in the compilation of the long and complex questionnaire.

We would also like to thank our colleagues in UCD School of Archaeology for their advice and support, and, most particularly Professor Gabriel Cooney as Project Coordinator. In addition, Dr Rob Sands provided considerable advice and support in database design and data analysis, which we greatly appreciated.

Margaret Gowen has acted as Partner Project Coordinator on behalf of the Institute of Archaeologist of Ireland and has overseen the project throughout. We would like to thank the IAI for the opportunity to conduct the project on behalf of the Institute and Margaret Gowen for her management and constructive support in bringing it to completion. Finally, we are grateful to Chris Corlett of the IAI of his comprehensive editing and comments on the text.

Chapter One: Background

Introduction

Discovering the Archaeologists of Europe: Ireland is part of a transnational project that aims to survey and assess the state of employment within professional archaeology across Europe.

In 1999 and in 2002 the Institute of Field Archaeologists (IFA) was engaged as a consultant to analyse the state of the archaeology sector in the UK. However, in 2006 it was recognised that a wider perspective on the archaeological labour market could facilitate an understanding of the state of the sector, providing important data on the mobility of workers and on the recognition of qualifications across Europe. Therefore, the IFA established this project under funding from the European Commission's Leonardo II programme, for the European Association of Archaeologists (EAA), which aims to provide a baseline to understand and improve the state of the profession across Europe. 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).

Ireland is one of the twelve European partner countries in addition to the European Association of Archaeologists (EAA). The Institute of Archaeologists of Ireland (IAI), as the professional association for Irish archaeologists, was engaged as a partner, and the School of Archaeology, University College Dublin (UCD) has been commissioned to undertake the research, financially supported by the Heritage Council.

Aims of the project

Discovering the Archaeologists of Europe: Ireland is a project that intends to identify, collect and disseminate information on archaeologists and archaeological employment across Europe.

The project has a number of objectives at a national and European level:

- to promote the transparency of qualifications and transnational mobility
- to identify barriers to entry to the profession and career progression difficulties
- to identify labour market information and trends, including training investment and recruitment

- to establish the number of archaeologists working in each state and the nature of their professional activity
- to identify training needs and skills shortages
- to provide archaeological employers with information to aid business planning and improve organisational performance

The results of the project will be disseminated and discussed to promote developed products, tools and methods that will improve training strategies and enhance transnational mobility, through transparent qualifications and barrier removal.

Every organisation that employs or commissions archaeologists in Ireland was invited to contribute to the current study, and it is hoped that both the national and transnational professional community will benefit from the results of this survey. All the data will be made available to employers, archaeologists, professional associations, training providers and decision makers, in order to develop specific strategies to create a highly dynamic, competitive knowledge based economy that will deliver sustainable growth and social cohesion.

Previous Studies

The necessity of establishing a recognised professional body in Ireland was a consequence of increasing development pressure and the resulting expansion of the archaeological sector. Therefore, in 2001 the Institute of Archaeologists of Ireland (IAI) was founded to uphold the profession's standards of practice, and to support the quality of work undertaken by its practitioners in promoting development, education, regulation, and public dissemination of its work.

CHL reports

As part of its commitment to the improvement of the status of the profession the IAI, with the support of the Heritage Council, commissioned consultants to conduct surveys relating to aspects of archaeological practice in Ireland.

In 2002, CHL Consulting were appointed to conduct two major studies. The first study consisted of a survey that analysed the future demand for archaeologists over the following five years (CHL 2002a). This survey was conducted by postal questionnaire and followed-up

by personal interviews. A total of 94 organisations were contacted, and the survey estimated that in 2002 some 650 qualified professional archaeologists were employed in Ireland.

The study recognised public sector investments in infrastructure and private sector development, as the main economic drivers for significant growth of the archaeological sector up to that point in time. This unprecedented growth in the profession led to a shortage of appropriately trained archaeological staff, and promoted an influx of overseas professionals. According to the 2002 survey, 18% of the archaeologists working in Ireland were non-nationals.

The survey identified recruitment difficulties as an issue for 35% of the companies operating in the sector. Moreover, the report highlighted the fact that an insufficient number of archaeologists were practically trained by universities, and that in the country there was a lack of adequate training programmes for field archaeologists.

These themes were examined in more detail in the second CHL report, *Profile of the Archaeological Profession and Education Resources in Ireland* (CHL 2002b). This study more specifically addressed the capacity of the archaeological sector to provide well trained staff, able to deliver high quality services. It pointed out that the rapid growth of the profession was not necessarily accompanied by an improvement in the quality of professional skills.

This survey targeted both employers and individual archaeologists. The average age of survey respondents was 37.4 years, with three quarters of these working in the contracting and consulting sector, and mostly employed on short-term contracts with an average salary of €35,680 per annum.

The report analysed in detail the range of competencies required by archaeologists in professional practice, and reinforced the concept that there was an urgent requirement to support continuing professional development (CPD) and improve vocational qualifications.

Option Consulting reports

Among the main objectives stated in its *Five Year Plan, 2003–2004*, the IAI indicated the improvement of archaeological standards and the promotion of continuing professional developments (CPD). In the document the IAI announced that those objectives would have

been pursued promoting the publication of two reports commissioned from with Option Consulting.

The first report, *Towards a Continuing Professional Development (CPD) Framework for Archaeologists in Ireland*, pointed out that in Ireland there was a high level of demand for CPD programmes, and that, in general, archaeologists were prone to support them. The report took into account the recommendations put forward in the CHL reports, and examined examples of CPD practice in other professions that proposed to the IAI the development of an ‘integrated learning strategy for the archaeology profession’ (Deane 2004, 4).

The second study, *Developing a Learning Framework for the Archaeology Profession. Training Needs in Irish Archaeology*, focussed on a more detailed analysis of specific skill shortages and training needs. Members of the IAI were contacted to respond to a questionnaire. According to the results of the survey, respondents were not sufficiently trained in generic professional skills and even when willing to improve their skills they observed that insufficient training opportunities were offered (Aitchison 2005).

Archaeology 2020

Each year since 2002 there have been almost 2000 archaeological excavations a year in Ireland (Cooney, O’Sullivan & Downey 2006, 11), which has generated a considerable mass of unsynthesised and unpublished data. In 2006, the School of Archaeology, University College of Dublin, under the aegis of the Heritage Council, undertook a study to assess the critical issues currently facing Irish archaeology (*ibid*). This study addressed strategic questions about the current status of the profession, and made recommendations for future practice. All sectors of the archaeological community, including academic, state and commercial, were consulted.

The study highlighted the important role of central government in the creation of coherent structures, and the establishment of strategic directions that could facilitate the application of standards, both in the profession and in the management of data, materials and archives.

The need for standardisation is a key issue of the document, and archaeologists have to face the problem from a professional point of view, stressing the need to establish a system imposing measurable standards of practice and accreditation for professionals (*ibid*, 53).

Summary of Results

Estimated number of archaeologists working in Ireland

The estimated number of archaeologists working in the archaeological sector in the Republic of Ireland is approximately of 1709. Comparing this figure to the one produced in 2002 by the CHL report, it is possible to confirm that the number of archaeologists has increased exponentially. In five years the CHL estimate of 650 archaeologists has increased by 263%.

Age, gender, nationality and disability status

In the Republic of Ireland archaeology can be considered as a ‘young’ profession. The age profile of 51.5% of the individuals employed in the archaeological sector is between 20 and 29 years old, and a further 40.1% is in the 30–39 age range.

Males and females appear to be more or less equally represented in the profession, with a small dominance of 10% by men.

The survey did not register the presence of any ethnicity other than “white” in the archaeological sector. On the other hand, it was possible to estimate that 44.5% of the individuals employed in archaeology have non-national origins, with a dominance of Polish immigrants that represent 23.5% of the non-national workers employed in the sector.

According to the information gathered during the survey, 0.3% of the individuals working in archaeology are affected by some sort of disability. This percentage is very low compared to the national figures which indicate that in the Republic of Ireland 2.7% of the workforce are affected by disability.

Staff qualifications

Archaeology is a graduate profession. Almost 50% of the responding organisations indicated that a degree in Archaeology was the minimum qualification required for employment. The survey indicated that 80% of the professionals hold a primary degree, and 41% also hold a postgraduate qualification. Doctoral and post-doctoral qualifications are held by a small percentage of individuals, mainly employed in third level institutions, or more generally involved in educational or academic research services.

Salaries

The survey calculated that the average gross salary corresponds to €37,680 per year, which is 2.75% lower than the national average salary. However, it is important to highlight that only 24% of the people employed in the archaeological sector earn more than €35,000 per annum, indicating that within the profession there are a small number of well paid senior positions, but the majority of employees earn less than the national average.

Training needs

Archaeological organisations acknowledge some concern about training needs. In general they are prepared to support and encourage individuals in Continuing Professional Development. However, overall, only 36% of them indicated that they have a formal training plan, whereas 51% of the organisations indicated that they have a training budget, although only half of them have direct control on the budget.

Skills shortages and gaps

Information technology was the most commonly identified non-archaeological skill shortage that 86% of the organisations had to fill with external consultants.

The most significant technical archaeological skill shortages identified were non-intrusive field investigations and conservation of artefacts and ecofacts.

Organisations indicated that employees needed to receive training mainly in project management skills 53%, and information technology 50%. When characterising technical archaeological skills gaps, 50% of the employers reported archaeological landscape characterisation as a training priority, immediately followed by the more general need to improve the field-work skills of staff.

Chapter Two: Methodology

Introduction

The survey model adopted was based on the UK 2002 Labour Market Intelligence study (Aitchison & Edwards 2003) and focused on questionnaires distributed to a predetermined list of employers and self-employed archaeologists. This survey model was adopted for a number of reasons. At the outset it provided a means of ensuring a common approach and standards across the participating countries, and it facilitated the compilation of the overall transnational report. In Ireland, as in many other countries, there is no single organisation that provides a means of contacting all of those working in the profession. While the IAI represents a large proportion of those working in Irish archaeology, its membership is less than half of those in the profession, as demonstrated by the current study. Targeting employers and self-employed archaeologists offered the potential to document almost all the professionals working in the country, and a means of weighting the results to account for non-responding individuals, companies and other bodies. Finally, previous surveys of the profession in the UK (*ibid*) have established the statistical validity of this approach when examining the profession as a whole.

The questionnaire

The questionnaire designed by the IFA for the UK 2002 survey, *Archaeology Labour Market Intelligence: Profiling the Profession 2002/2003* (*ibid*) was selected as the model for designing the structure and the contents for the Irish 2007 survey, and for the twelve other countries in the transnational project. No significant changes were made to the structure of the questionnaire, but the contents were adjusted and adapted to the character of the profession and the prevailing economic and legislative system in Ireland.

The original IFA questionnaire was designed in two parts. A first section grouped a range of questions about the organisation, while the second enquired about individual posts within the organisation. The second part was designed to be duplicated and completed for each different post profile. The structure of these two parts has been retained substantially unaltered in the Irish version (see **Appendix III**). However, a third section was added to the original questionnaire structure directed exclusively to third level institutions. The aim of this third part

was to retrieve information on the number of students graduating in recent years and the number of students that will potentially qualify in the next few years, to give a picture of the proportions between qualified potential archaeologists and the demands of the sector.

In Ireland the questionnaire was designed so that it could be used for both the Republic of Ireland and Northern Ireland. Therefore, some questions were designed to be slightly ambivalent to allow for responses from both jurisdictions.

The organisations were asked to complete the questionnaire to cover all staff including temporary employee; the arbitrary date of the 1st of July was chosen in order to avoid registering the same temporary employees more than once. All the organisations were also contacted by e-mail and an electronic version of the questionnaire was made available (see **Appendix III** for a copy of the questionnaire and covering letter).

The mailing list

The mailing list of organisations employing archaeologists was built by retrieving information from a variety of data sources. The initial starting point was the list of members provided by the IAI, and other data were collected from the Irish Heritage and Environment Directory, the NRA contact list, the directory of Irish archaeology, local golden pages, commercial directories and the internet, e.g. company and museum web sites.

To create a register as comprehensive as possible it was necessary to include in the mailing list all consultancies, museums curating archaeological collections, educational bodies, state agencies and all the sub sectors such as public and private tourism agencies. The final mailing list of 168 addresses contained organisations where qualified archaeologists could potentially be employed, as well as smaller companies and sole-traders

Northern Ireland

The distribution of questionnaires for the IAI survey was initially restricted to the Republic of Ireland, although the questionnaires were designed to be used in both northern and southern jurisdictions. The main survey in Northern Ireland was conducted by the IFA under funding from the Environment and Heritage Service, Northern Ireland and other UK national agencies.

At an early stage in the transnational project the IAI and the IFA survey teams agreed to share data relating to Northern Ireland to assist in the preparation of the final reports.

During the data gathering phase, in consultation with the IAI Partner Project Coordinator and IFA, it was decided that as the IAI is an all-island body that the IAI membership in Northern Ireland should be given the option of completing the IAI questionnaire. In October 2007, an email circular was sent to 40 IAI members in Northern Ireland, advocating that they, or their employers, complete the IFA survey while also offering the option of completing the IAI survey. The IFA in turn circulated questionnaires to approximately 20 employers in Northern Ireland.

By the time that the respective survey completion dates had closed, three responses had been received by the IFA from Northern Ireland, and none were received by the IAI. The IFA survey team subsequently forwarded copies of the Northern Ireland responses to the IAI team as agreed. Two of the responding bodies were educational institutions, and the third was a national government body or agency with over a combined total of over 100 staff.

Unfortunately, there were no responses from the commercial sector in Northern Ireland which correspondingly represents almost 90% of the profession in the Republic. It was therefore determined that the Northern Ireland data could not be integrated into the IAI data set as it would create national, regional and sectoral imbalances in the resulting data set. This outcome is to be regretted at a critical time in the development of the profession in Northern Ireland when comparative data would be most useful. This is particularly the case as both commercial companies and a large number of archaeologists work in both jurisdictions. The Northern Ireland data remains part of the overall UK data set and is addressed in the IFA national report.

Data collection

At the end of June 2007 the questionnaires were posted, accompanied by a covering letter and a pre-stamped reply envelope. An electronic (MSWord 2003) version of the questionnaire was forwarded by email during the following week. Two different deadlines were given for return these questionnaires. For the paper version the deadline was the 28th July, 2007, and for the electronic version the 10th August, 2007.

Initially only a small number of questionnaires were returned, therefore, all the organisations in the mailing list were contacted by phone on at least one occasion in order to express the importance of their contribution and to encourage them to complete the questionnaire. Contacting the organisations by phone was considered extremely important, not only to raise the number of participants to the survey, but also to understand the attitude of professionals towards this kind of project.

The fact that the survey was started in June can be identified as one of the reasons for the limited response to the survey. During the summer months the number of excavation licences increase and the companies are usually extremely busy. In addition, a considerable number of people go on holiday during the summer season, therefore, it was decided to accept late returns of questionnaires up to the end of August 2007 and a small number of late submissions were accepted up to October of that year.

During the data-entry phase it was realised that the question about non-national professionals was often misinterpreted and therefore the data collected could not be considered statistically valid. As a result, in October all responding organisations were re-contacted by email to gather the missing information.

Responses

In total 40 responses were received by post and just two by email, giving a total of 42 complete responses. This represents 26% of the total number of questionnaires sent out.

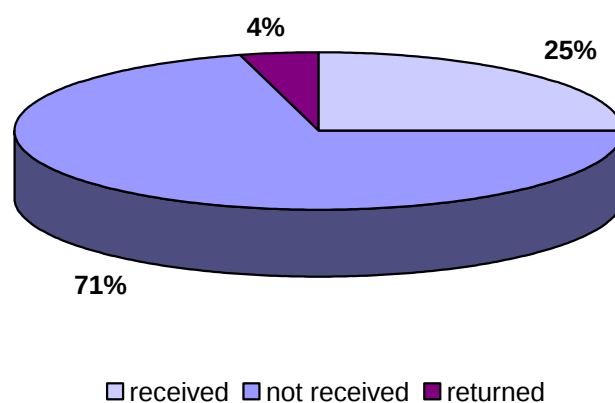
Table 1: Received questionnaires per category

<i>Received questionnaires</i>	<i>Received questionnaires</i>	<i>% of responses per organisation</i>
National Government	6	60%
Local Government	2	38%
University	5	55%
Commercial Organisation	24	21%
Other	5	55%
Total	42	25%

A small number of the mail and email addresses were no longer valid and as a result a small percentage of questionnaires failed to reach the recipients. Of the total number of

questionnaires returned 68% were correctly completed, 16% were incomplete and a further 16% only partially complete.

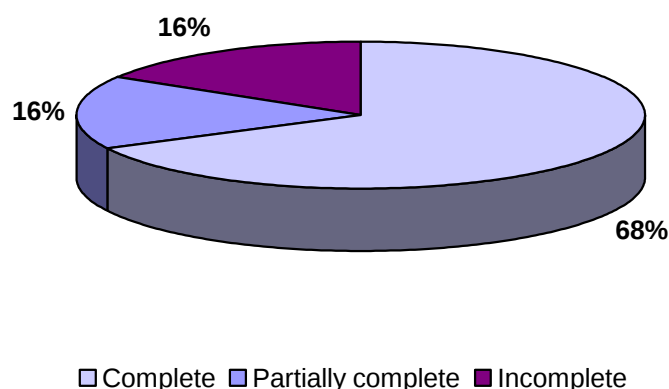
Figure 1: Percentage of received questionnaire



All the questionnaires that were entirely missing Part Two were considered incomplete. This part of the questionnaire was the most complex to compile, requiring specific information on each single post profile within the company. It would be interesting to know the reasons why some organisations chose not to complete this part. Perhaps one of the reasons is the length and complexity of the questions, in addition to the fact that some of the information requested can be considered extremely confidential (e.g. wages and benefits).

The questionnaires that were categorised as partially complete were those in which more than five questions were not answered.

Figure 2: State of received questionnaires



Database structure

While waiting for the questionnaires to be returned, a Microsoft Office 2003 database was designed to process the data. The three main parts of the questionnaire were processed into three main database forms. As a result of the extent of the questionnaire and the complexity of the questions, the data were structured in six different tables for Part One, three tables for Part Two and a single table for Part Three. All these sub-tables were subsequently linked to consent and facilitate the analysis of all the variables.

Confidentiality

In order to ensure the broadest possible response to the survey, and that the resulting data was as complete and accurate as possible, the IAI assured all respondents of total confidentiality with regard to the answers they provided. This was particularly necessary given that much of this data is of a commercially sensitive nature provided by employers about themselves, their staff and their business intentions. When UCD School of Archaeology was engaged to undertake the survey, UCD was charged with ensuring the confidentiality of survey respondents. This has been achieved in a number ways:

- All questionnaires returned were entered anonymously into a database by one team member and no third parties were allowed access to the documents.
- The report does not indicate which employers and individuals responded to the survey.
- No individual responses are cited in the report with the exception of anonymous comments.
- Neither UCD staff nor members or officers of the IAI have access to the original questionnaires, the database or records of which organisations responded.
- The original questionnaires returned are held in a secure location for 5 years in case they are needed for verification of survey results after which time they will be securely destroyed.

Work force size

After comparing the system applied by the CHL 2002 survey to the one used by the IFA 2002 survey to estimate the total number of archaeologists working in the country, it was decided to

base the evaluation on a mathematical method very similar to the one used in the United Kingdom.

In the CHL report to the Heritage Council, the count of the total number of archaeologists working in Ireland was mainly based on the lists provided by the IAI, *Dúchas* (now subsumed into the Department of Environment Heritage and Local Government) and SIPTU trade union. According to their study, as of March 2002, a total of 650 archaeologists were employed in Ireland, north and south (CHL 2002).

To estimate the total number of archaeologists working in the Republic of Ireland for the current study it was decided to separate the organisations into six main categories:

- large companies
- medium companies
- small companies
- national bodies
- local bodies
- educational bodies

Based on the numbers obtained from the returned questionnaires for each category, the average number of employees engaged at the time of the survey was calculated, and this figure was then weighted to account for non-responding organisations in each category. The structure and the role of each organisation were carefully examined in order to assign them to the correct categories. The aim was to avoid an overly simplistic analysis that would have biased the results.

Table 2: Estimated number of archaeologists working in Republic of Ireland

	<i>Number of contacted organisations</i>	<i>Average number of archaeologists employed</i>	<i>Count</i>
Very Large Commercial	5	193	966
Large Commercial	13	25	320
Medium Commercial	10	10	102
Small Commercial	87	1	124
National Body	2	20	39
Educational Body	11	6	65
Local Body	32	3	93
Estimated number of archaeologists working in the Republic of Ireland			1709

This analysis led to the approximate number of 1709 archaeologists and other professionals working in the Republic of Ireland at present. When compared to the CHL estimate of 650 archaeologists working north and south in 2002, the number of archaeologists employed in the Republic alone has increased by 262.9%.

A significant proportion of the questionnaires were sent to sole traders and organisations known to employ a single archaeologist. As many of these single archaeologist organisations did not respond to the questionnaires the average number of employees in the Small Companies and Local Bodies categories may be artificially elevated. When the non-respondents in these two categories are set a standard value of one employee, the total number of archaeologists and other respondent professionals nationally reduces to a total of 1635, which is likely to be a more realistic figure of the profession at the time of the current survey.

Chapter Three: Organisations

This project was designed to survey all the organisations considered to potentially employing archaeologists, both in the private and the public sector. The first part of the questionnaire was specifically targeted to retrieve information characterising and quantifying the organisations. Using the IFA questionnaire as a baseline for this question, two lists of definitions were given to classify the structure and the role of an organisation.

The five options describing the *structural basis* of the organisation were:

- National government
- Local government
- University
- Commercial organisation
- Other

To portray the *role* of the organisation the respondents were given four choices, and the option of choosing just the one that best describes the principal role of the organisation.

- Field investigation and research services
- Historic environment advice and information services
- Museum and visitor/user services
- Educational and academic research services

Geographical location

A specific question was set in order to identify the geographical distribution of the organisations within Ireland.

Respondents were restricted to a single county, therefore staff in commercial companies are typically recorded by the county of origin of the parent company, and not the county or counties in which projects are undertaken.

Table 3: Geographical distribution of responding organisations

County	Responses	Estimated total orgs	Number of Archaeologists	% of workforce
Dublin	15	49	252	15%
Wexford	3	3	335	20%
Louth	2	5	142	8%
Cork	2	21	13	1%
Meath	2	5	15	1%
Mayo	2	5	3	0%
Carlow	2	2	4	0%
Kerry	2	5	6	0%
Waterford	2	2	242	14%
Galway	2	16	12	1%
Clare	1	4	26	2%
Cavan	1	1	1	0%
Donegal	1	3	0	0%
Kilkenny	1	7	2	0%
Kildare	1	4	4	0%
Offaly	1	2	17	1%
Sligo	1	4	2	0%
Other	1	1	20	1%
Wicklow	1	5	1	0%
Roscommon	0	1	0	0%
Laois	0	1	0	0%
Monaghan	0	2	0	0%
Tipperary	0	5	0	0%
Westmeath	0	0	0	0%
Limerick	0	8	0	0%
Total	43	161	1097	64%

Quality standards and IAI membership

Organisations were asked if they employed a quality assurance system. In case of a positive answer they had to indicate which quality standards they were using from a list of 12 Irish and English systems.

Only 3.5% of the responding organisations indicated that they were using a quality system, 1% responded that they did not know and the rest were not employing any quality standard. **Table 4** illustrates how only a very small percentage of organisations in Ireland employed quality standards. Of the three organisations that indicated that they employ ‘other’ quality standards,

one specified that an internal-system-based quality control was used and two were Educational institutions employing the University review process.

Table 4: Adopted quality standards

Quality standards	N° of responding organisations
None	27
IAI Corporate Member	4
Other quality standards	3
Museum Standards and Accreditation Schemes	2
ISO 900	2
Not answered	5

Considering the number of negative responses to this question it is interesting to look at the reasons why a considerable number of organisations decided not to commit to any quality system. Of 27 organisations that are not employing a quality standard three did not specify any particular reason and seven indicated ‘other’ as a reason for not committing. The majority of the respondents that specified a reason (29%) did not see or understand the benefits of employing a quality standard.

Table 5: Reasons for non-commitment to any quality systems

No quality systems, why	N° of responding organisations	%
not answered	14	33%
other	9	21%
benefits not clear	9	21%
seemed irrelevant	5	12%
time not available	4	9%
internal civil service mechanisms	1	2%
too much paper work	1	2%

Subsequently a more specific question was posed about the position of the organisation towards the IAI. The questionnaire asked if the organisation was registered as member of the IAI and, in case of a negative answer, it asked to specify the reasons for not committing.

Table 6: Position on IAI registration

<i>IAI registration</i>	<i>N° of responding organisations</i>	<i>%</i>
not considered	15	35%
registered archaeological organisation	14	33%
working towards registration	4	9%
don't know	4	9%
considered and rejected	2	5%
not answered	3	7%
considered not yet working towards it	1	2%

As **Table 7** illustrates, the majority of responding organisations did not consider the option of registering with the IAI. It is interesting to note the numerical discrepancy between this specific question and the previous more general one about quality standards. Only two organisations indicated that they consider being an IAI ‘corporate member’ as being committed to a quality system. This contrasts strongly with the fact that 14 organisations are actually registered corporate members of the IAI.

This discrepancy may be due to two main reasons. Firstly is the issue that some respondents found the two questions redundant and decided to tick only one box, assuming that it was unnecessary to answer both questions. A further reason could be that some members of the IAI are not aware that being a registered organisation or individual involves a formal commitment to the Codes of Professional Conduct implemented by the Institute and that this should be considered as a commitment to high quality standards.

Table 7: Reasons for non-commitment to IAI registration

<i>No IAI, why</i>	<i>N° of responding organisations</i>	<i>%</i>
other	8	32%
benefits not clear	8	32%
not answered	4	16%
part of larger organisation that will not commit	3	12%
time not available	1	4%
seemed irrelevant	1	4%

Respondents indicated that the main reason for not committing to IAI registration was the fact that the benefit of such registration was not clear or not relevant for them.

The question enquiring about the reasons for not committing to the IAI membership was followed by a small space for comments, in which the respondents left the following observations:

- don't know what this is exactly
- don't know what this is. Was not aware of such registration [corporate membership] or what it is.
- not yet considered
- didn't know there was an IAI registration [corporate membership]
- individual staff are members not the organisation
- cost
- the museum curator is a member, not the organisation

Chapter Four: Archaeologists

The questionnaire asked the organisations to indicate the number of archaeologists and support staff employed as a census of staff as of 1st July, 2007. The responses were also divided between permanent and fixed-term staff.

The total number of archaeologists employed by the 42 organisations that responded to the questionnaire comprised of:

- 711 fixed-term archaeological staff
- 284 permanent archaeological staff
- 21 fixed-term non-archaeological staff
- 81 permanent non-archaeological staff

This represents a total of 1097 professionals employed in the archaeological sectors. Examining these figures it is clear how significant the number of archaeological staff working fixed-term are, almost double the number of archaeologists with a permanent position. In contrast, the majority of non-archaeological staff are permanently employed.

The size of the organisations responding to the questionnaire is summarised in **Table 8**. This illustrates the total number of staff (archaeological and support), and confirms the view that the majority of employers in the archaeological sector are small sized organisations, with an average of 5.8 archaeologists and 1.2 members of support staff.

Table 8: Total employees per organisation

<i>Total employees</i>	<i>Responses</i>	<i>%</i>
1–10	26	61.9%
11–49	11	26.2%
50–99	2	4.8%
100–249	2	4.8%
> 250	1	2.4%

According to the IFA 2002/2003 survey it is quite common to have people volunteering for archaeological organisations in the UK. This practise, although present in Ireland, is so rare as to be considered not statistically relevant.

Table 9: Estimated archaeological workforce by organisational type

	<i>Field investigation and research services</i>	<i>Historic environment advice and information services</i>	<i>Museum & visitor/user services</i>	<i>Educational and academic research services</i>	<i>other</i>
National Government	35 known number (2.0% of the total work force)	4 known number (0.2% of the total work force)	11 known number (0.6% of the total work force)	14 known number (0.8% of the total work force)	28 known number (1.6% of the total work force)
Local Government	2 known number (0.1% of the total work force)	no organisations	1 known number (0.1% of work force)	no organisations	no organisations
University	no organisations	no organisations	no organisations	53 known number (3.1% of the total work force)	no organisations
Commercial Organisation	938 known number (54.9% of the total work force)	24 known number (1.4% of the total work force)	1 known number (0.1% of the total work force)	no organisations	no organisations
Other	2 known number (0.1% of the total work force)	no organisations	4 known number (0.2% of work force)	3 known number (0.2% of work force)	no organisations
Estimated total	57.2	1.6	1.0	4.1	0.0

Variation in staff numbers

The questionnaire also asked organisations to specify how the number of staff varied in the course of the previous year, indicating the minimum and the maximum number of permanent and fixed-term, archaeological and non-archaeological staff.

Table 10: Variation in staff numbers

	<i>Minimum</i>	<i>Maximum</i>
Fixed-term staff	261	1144
Permanent staff	187	256

15 organisations (34.8% of respondents) indicated that the numbers of staff had varied. At the time of the survey these organisations employed 365 individuals as permanent staff and 732 fixed-term staff. **Table 10** shows that the category of permanent employees remained relatively stable, while in contrast the number of fixed-term staff varied considerably. The total numbers of employees recorded by responding organisations was 1097 and the lowest level in the preceding year was 471 employees below this level with a highest figure of 412 above this level.

This data can be used to estimate the approximate number of workers that migrated from organisation to organisation in the course of the preceding year, due to the demands of the employment market. Assuming that the non responding organisations were affected by the same level of mobility indicated by the respondents, we can calculate that last year in Ireland at least 1163 workers, mainly with a fixed-term contract, migrated from organisation to organisation.

The number of individuals within organisations must, therefore, be considered extremely variable. As previously noted, employees with fixed-term contracts are the most subject to mobility with short contracts requiring them to migrate from job to job. Young archaeologists and those just entering the profession are probably the most mobile, and constitute the majority of the workforce. The length of such contracts is related to the length of the projects. They also represent the lowest paid category of employees, and employment instability sometimes requires them to leave the profession temporarily for other jobs, or permanently to pursue new careers.

More senior archaeologists and directors are also required to be mobile. The high degree of mobility in the employment market and the prevalence of fixed-term contracts also require some of these more senior staff to move between companies. In summary, this question revealed that 70% of the population employed in the archaeological sector in Ireland is subject to unstable duration of employment.

Age and gender

Organisations were asked to give information on age and gender of their employees. **Tables 11** and **12** illustrate how the age range and the gender balance differ for permanent and fixed-term staff. In permanent staff of almost all age ranges, there is a slight predominance of female, with

their numbers increasing particularly in the age range between 20 and 29 years old, representing 8.7% of all the permanently employed staff. It is interesting to note that the majority of permanent male employees belong to the same age range although these are less represented compared to women.

Table 11: Age and gender of permanent employees

<i>Permanent employees</i>				
	Female	%of the total workforce	Male	%of the total workforce
<20	0	0.0%	0	0.0%
20–29	69	8.7%	40	5.0%
30–39	64	8.0%	57	7.2%
40–49	20	2.5%	25	3.1%
50–59	9	1.1%	10	1.3%
>60	2	0.3%	1	0.1%
Totals	164	20.6%	133	16.7%

Compared to permanent staff, the age ranges and the proportion between male and female is different for fixed-term staff. **Table 12** shows that fixed-term employees are proportionally younger than permanent staff with the demographic curve of male and female workers reaching its maximum in the 20–29 years old range representing 17.3% of all female employees and 25% of males. In general there is a clear preference for male workers in fixed-term employees.

These numbers reflect a condition of instability for young archaeologists, however, they also indicate that, after an initial period of mobility and short contracts, for a lesser number of more senior archaeologists the opportunities for permanent positions increase with age and experience.

Table 12: Age and gender of fixed-term employees

<i>Fixed-term employees</i>				
	Female	%of the total workforce	Male	%of the total workforce
<20	2	0.3%	2	0.3%
20–29	138	17.3%	199	25.0%
30–39	49	6.1%	97	12.2%
40–49	5	0.6%	6	0.8%
50–59	1	0.1%	1	0.1%

>60	0	0.0%	0	0.0%
Totals	195	24.5%	305	38.3%

In the profession as a whole it is encouraging to note that males and females appear to be more or less equally represented, with a small dominance of 10% by men.

The proportion between males and females is constant in almost all age-ranges with the greatest divergence in favour of males (7–15%) in the 20–49 age ranges. Below the age of 20 and over the age of 60 the proportions are almost equal but there are very small numbers in these ranges.

Table 13: General trends of age and gender

	<i>Female</i>	<i>%of the total</i>	<i>Male</i>	<i>%of the total</i>	<i>Total</i>	<i>%</i>
<20	2	0.3%	2	0.3%	4	0.5%
20–29	207	26.0%	239	30.0%	446	56.0%
30–39	113	14.2%	154	19.3%	267	33.5%
40–49	25	3.1%	31	3.9%	56	7.0%
50–59	10	1.3%	11	1.4%	21	2.6%
>60	2	0.3%	1	0.1%	3	0.4%
Totals	359	45.0%	438	55.0%	797	100.0%

The general age trends indicate that archaeology can be considered as a “young” profession. 56% of the workforce has a young age profile of 20–29 years old, with a further 33.5% in the 30–39 age range. The young age profile of workers employed in archaeology certainly reflects the rapid growth experienced within the sector. In the last decade the employment opportunities have grown exponentially, creating new jobs and attracting young workers from within Ireland and internationally.

Age and gender related to organisational structure and role

In Part Two of the questionnaire organisations were asked to answer questions relating to age and gender as well as to the roles of employees in the organisation. Unfortunately, some respondents did not complete this section and, therefore, some categories of this data have to be considered statistically invalid.

In the preceding section it was established that most people working in archaeology belong to the age range 20–29 years of age. **Table 14** summarises the number of individuals employed in organisations in different sectors of the profession, indicating that staff members were mainly employed in the commercial sector and that the majority of these worked on fixed-term contract. The majority of National government staff also tend to be employed on fixed-term contracts, while a greater proportion of those University, Local government and Other organisational structures are permanent staff.

Table 14: Permanent and fixed-term staff by organisational structure

<i>Organisational structure</i>	<i>N° of organisations</i>	<i>Total permanent staff</i>	<i>Total fixed-term staff</i>	<i>Total</i>	<i>%</i>
National Government	6	27	31	58	5%
Local Government	2	3	0	3	0%
University	5	40	13	53	5%
Commercial Organisation	24	285	689	974	89%
Other	5	9	0	9	1%
Total	42	364	733	1097	100%

Some 60.8% of archaeologists are 20–29 years of age and employed in Field investigation and research services, with a further 31% aged 30–39 years of age similarly employed (**Table 15**). This reflects the significant growth of the profession in recent years and the influx of recent graduates from outside the country. By contrast, only 3% of those for whom data is available are over 50 years of age, and these are principally employed in Field investigation and research services, and in educational and academic research services. In general, the mean age for those in Educational and academic research services and Other roles is 30–39, which is a bracket higher than those in Field investigation and research services.

The age distribution of employees in National government organisations and Universities are somewhat similar, with mean values at 30–39 years of age, and both have older age profiles than commercial organisations (**Table 16**).

Table 15: Age of all employees by organisational role

Organisational role	<20	20–29	30–39	40–49	50–59	>60	Total
Field investigation and research services	4 0.6%	424 60.8%	216 31.0%	39 5.6%	13 1.9%	1 0.1%	697
Historic environment advice and information services	0 0.0%	12 75.0%	4 25.0%	0 0.0%	0 0.0%	0 0.0%	16
Museum & visitor/user services	0 0.0%	2 16.7%	6 50.0%	3 25.0%	1 8.3%	0 0.0%	12
Educational and academic research services	0 0.0%	6 14.0%	20 46.5%	9 20.9%	6 14.0%	2 4.7%	43
Other	0 0.0%	2 7.1%	20 71.4%	5 17.9%	1 3.6%	0 0.0%	28
Totals	4 0.5%	446 56.0%	266 33.4%	56 7.0%	21 2.6%	3 0.4%	796

Table 16: Age of all employees by organisational structure

Organisational structure	<20	20–29	30–39	40–49	50–59	>60	Total
National Government	0 0.0%	9 17.6%	30 58.8%	9 17.6%	3 5.9%	0 0.0%	51
Local Government	0 0.0%	0 0.0%	1 50.0%	1 50.0%	0 0.0%	0 0.0%	2
University	0 0.0%	3 8.8%	17 50.0%	7 20.6%	5 14.7%	2 5.9%	34
Commercial Organisation	4 0.6%	434 61.4%	218 30.8%	38 5.4%	12 1.7%	1 0.1%	707
Other	0 0.0%	0 0.0%	0 0.0%	1 50.0%	1 50.0%	0 0.0%	2
Totals	4 0.5%	446 56%	266 33.4%	56 7.0%	21 2.6%	3 0.4%	796

The 2002 CHL survey of the profession recorded a ratio of 51% male to 49% female for survey respondents. In the current study the proportion of women in the profession has declined to 45% (**Table 17**). This imbalance occurs mainly in Field investigation and research services and Educational and academic research services organisational roles, while females are in the majority by 58% in Museum & visitor/user services.

When the organisational structure is examined females are reasonably equally represented in all categories, with the exception of Commercial Organisations where there is a 45% to 55% ratio in favour of males (**Table 18**). This is by far the largest sector of the profession and accounts for the changes in gender balances recorded since 2002. This bias in favour of males contrasts with the number of students receiving primary degrees in archaeology where female students are in the majority (UCD School of Archaeology data)

Table 17: Gender of all employees by organisational role

<i>Organisational role</i>	<i>Female</i>		<i>Male</i>		<i>Total</i>
Field investigation and research services	319	45%	394	55%	713
Historic environment advice and information services	8	50%	8	50%	16
Museum & visitor/user services	7	58%	5	42%	12
Educational and academic research services	20	47%	23	53%	43
Other	12	50%	12	50%	24
Total	366	45%	442	55%	808

Table 18: Gender of all employees by organisational structure

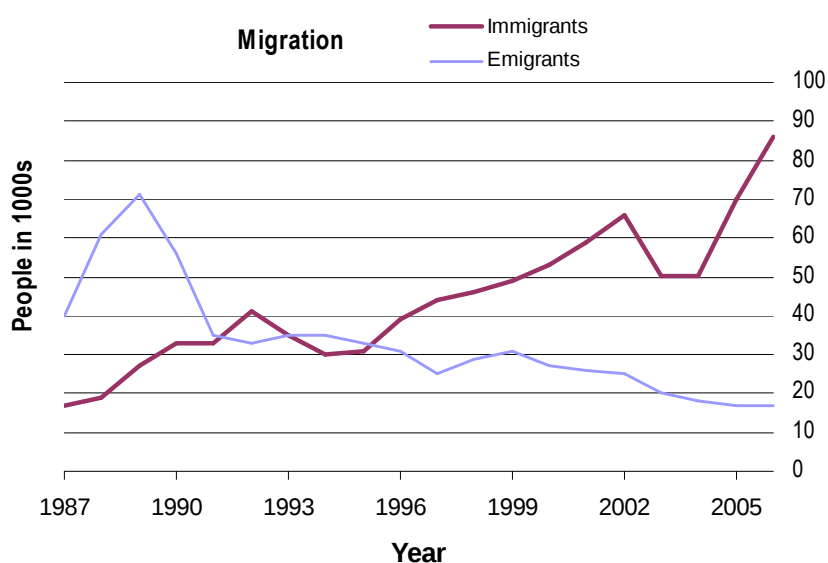
<i>Organisational structure</i>	<i>Female</i>		<i>Male</i>		<i>Total</i>
National Government	23	49%	24	51%	47
Local Government	1	50%	1	50%	2
University	18	53%	16	47%	34
Commercial Organisation	323	45%	400	55%	723
Other	1	50%	1	50%	2
Total	366	45%	442	55%	808

Non-national workers and Ethnic diversity

The survey attempted to estimate how the significant inflow of migrants affected the labour market in the archaeological sector.

The rapid economic growth experienced in Ireland in the last decades was an attraction for non-national workers. According to data provided by the Central Statistics Office, the number of immigrants recorded in 2006 amount to 86,900 has been increasing consistently since 1987 which is the highest figure recorded since 1987 (**Figure 3**). Nearly half of immigrants were from the 10 new EU accession states, of which 26% were from Poland. The average age of 54% of immigrants ranges from the age of 24 to 44 (CSO 2006).

Figure 3: Migration estimates from the Central Statistic Office



Non-national workers

The survey tried to record how many overseas archaeologists were employed in Ireland and what their ethnic origins were. Unfortunately, the question about non-National workers appears to have generated quite a degree of confusion among respondents (see **Appendix III**), most likely caused by where the emphasis in the question was placed. Had the emphasis been more clearly placed on “non-national” rather than “EU member state” this confusion may have been avoided. The result was that respondents tended to misread the question and reply that the majority of their employees came from EU member States, failing to specify how many of them were non-National.

During the phase of data-entry it was realised that this mistake was extremely frequent and that it would lead to a loss of significant figures related to non-national employees. As a result, all responding organisations were re-contacted by email. The same question was asked for the second time in a more clear way, emphasising how important their answer would have been for the survey. To simplify the responding process, a table was designed and organisations were asked to complete it (see **Appendix IV**).

Five organisations replied, providing details of their non-nationals employees. These five employed 485 individuals and reported that 44.5% of these were non-national. **Table 17** summarises the different nationalities of individuals employed by these archaeological organisations. The pattern accords with broader national trends, where the majority of the non-

national staff come from EU member states, with a predominance of professionals from Poland 23.5%. Non-member states immigrants are significantly less well represented in the Irish market, with just 2.9% on the total non-national employees.

Table 20 outlines the total of non-nationals employed in each post profile. All the nationalities listed below are more specifically associated with post profiles in **Appendix II**. The majority of immigrants (71%) were employed as site assistants, 16% as supervisors and 12% as project management. These proportions can be considered positive figures, indicating that immigrants are not exclusively employed in low profile positions. Qualified and experienced professionals from abroad can aspire to managerial positions without discrimination. However, it is also true that 75% of the non-nationals employed as project management are British (including 25% Scottish) and only 25% are French, American and Slovakian. The absence of Polish archaeologists in this category, for example, indicates that some nationalities are less well represented than others.

Table 19: Non-national employees by post profiles

<i>Post Profile</i>	<i>N° of non -national</i>	<i>%</i>
Site assistant	153	71%
Supervisor	16	7%
CEO (senior archaeologist, director, manager)	12	6%
Specialists (conservator, illustrator, finds, surveyor geophysicist etc.)	10	5%
Teaching staff (lecturers, tutors etc.)	10	5%
Office staff	4	2%
Researcher	4	2%
Assistant Director	3	1%
GO	2	1%
Cleaners	2	1%

Table 20: Non-nationals professionals employed in Ireland

<i>Region</i>	<i>Nationality</i>	<i>Total</i>	<i>% of non-national employees</i>
EU	Polish	114	23.5%
	British	26	5.4%
	Spanish	13	2.7%
	Swedish	13	2.7%
	German	7	1.4%
	Italian	7	1.4%
	French	5	1.0%
	Hungarian	5	1.0%
	Slovakian	5	1.0%
	Austrian	2	0.4%
	Finnish	2	0.4%
	Portuguese	2	0.4%
	Norwegian	1	0.2%
Non-EU	Canadian	4	0.8%
	US	3	0.6%
	Vietnamese	2	0.4%
	Argentinean	1	0.2%
	Australian	1	0.2%
	Columbian	1	0.2%
	New Zealander	1	0.2%
	Swiss	1	0.2%
Total		216	44.5%

Ethnic diversity

The second question asked organisations to specify the ethnic origins of staff members. The respondents had to choose between the following options: black African; black Caribbean; east Asian; south Asian; white and other. The question was posed for both permanent and fixed-term staff. The result was that, in the archaeological sector in Ireland, there is almost no significant ethnic diversity.

Responding organisations indicated that all members of staff are entirely white, and no other ethnicity was represented. The predominance of white people reflects the fact that the main stream of immigrants consists of European workers, but this does not exclude the presence of extra continental immigrants. According to the Central Statistics Office, 54.9% of immigrants

in Ireland are European, and only 12.4% come from the rest of the world (CSO 2006). In proportion to the estimated number of archaeologists working in Ireland, 12.4% corresponds to 154.2 individuals. If the survey failed to record the presence of this small percentage of extra-European people in the archaeological sector it is probably due to a number of reasons. It is possible that some of the data relating to this category of worker was not captured due to non-returned questionnaires. Organisations responding to the follow up questionnaire on nationality were not asked about ethnic background a second time and, therefore, it is unlikely that some non-white staff were included in these from countries with a significant non-white percentage of population such as the UK, France, the USA, Canada or Vietnam. It is also possible that this information could have been deliberately omitted by the organisations. However, the figures do not reflect the degree of ethnic diversity in Ireland today and this is an issue that needs to be considered by the profession as a whole.

Disabilities

The questionnaire asked about the number of disabled people employed in each post profile according to the definition under the Employment Equality Act, 1998. It was anticipated that the archaeological sector would have only a small number of people with disability employed. A total of 3 disabled staff were recorded by this survey, of which one was an Office Manager with a permanent contract, and two had fixed-term contracts, one being a site assistant and the second hired as support staff.

Data provided from the Central Statistics Office indicates that 2.7% of the Irish workforce is affected by disability (2004). According to the information gathered during this survey, in the archaeological sector the proportion of disabled is only of 0.3%, which is a very low percentage compared to the national figures.

Previous Irish surveys do not provide information regarding disabled people working in archaeology. The only comparison can be made with the UK 2002/3 survey. The current Irish results seem to confirm that the low employment rate of disabled workers is not unique to Ireland, but represents a problem in the archaeological sector internationally. Some physical disabilities preclude access to certain archaeological posts. This is particularly the case considering the fact that the majority of workers are employed in field investigation. However, other posts can be more suited to people with disabilities, in particular research posts, museum

and visitor services, and educational and academic positions. These positions should be made more accessible to disabled candidates and advertised using specific channels, such as dedicated web sites and magazines to improve the existing rate of employment for disabled people in the archaeological sector.

Support staff

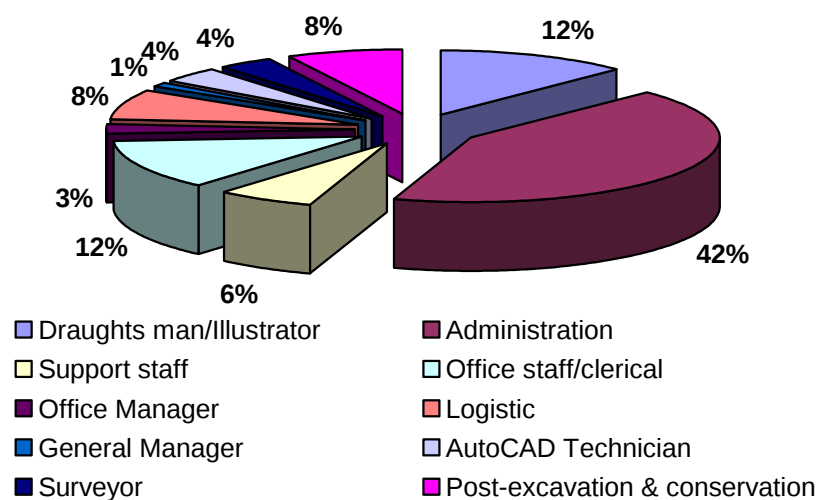
Part One of the questionnaire enquired about the number of non-archaeological support staff employed by each organisation both permanent and fixed-term staff. Respondents specified that they employed a total of 102 individuals as support staff, corresponding to 9.6% of the total number of professionals working in archaeology.

It is interesting to note that support staff employees are more likely to be hired with a permanent contract than archaeologists. In fact, 79% of support staff had permanent positions and only 19% had fixed-term contracts.

Part Two of the questionnaire was designed to elicit greater details of each post profile, asking questions regarding benefits, average earning and other details. Unfortunately, this part of the questionnaire was only partially completed for 85 individuals employed as support staff. The incomplete nature of many of these responses made it difficult to produce statistically valid information for some aspects of the support staff.

The majority of the employees considered as support staff were employed in office positions with administrative roles, (see **Figure 4**). According to the data collected the average earnings for archaeological support staff was €27,060 per annum, with a minimum earning of €20,432 and a maximum of €33,687.

Figure 4: Post titles of support staff



Among the support staff the predominance of female workers is striking, with 68.3% females contrasting with the data for archaeologists generally where work is more or less equally distributed between genders.

Table 21: Age and gender of support staff

	Support staff			
	Female	%of all range	Male	%of all range
>20	0	0%	1	100%
20–29	24	69%	11	31%
30–39	13	62%	8	38%
40–49	12	71%	5	29%
50–59	6	86%	1	14%
>60	1	100%	0	0%
Totals	56	68%	26	32%

Age wise the support staff are predominantly young but all age ranges are well represented, with the exception of the very young and the over sixty age ranges.

Table 22: Minimum qualification required for support staff

Qualifications	Support staff	%
Experience	7	8%
Primary school	5	6%
Secondary school	48	56%
First degree	25	29%

The questionnaire asked what was the minimum level of qualification necessary for support staff positions. As **Table 22** shows, secondary school education is the minimum qualification required for most of the support staff positions while first level degree is required for almost 30% of positions. It is interesting to note that this category also contains less highly educated staff, as long as they have achieved a few years of experience in the sector.

Table 23: Highest qualifications achieved by support staff

<i>Qualifications</i>	<i>Support staff</i>
Secondary school	52%
First degree	24%
Postgraduate	21%
Doctorate	1%
Post-doctoral	1%

By contrast, **Table 23** indicates that almost 50% of the individuals working in the archaeological sector as support staff are overqualified compared to the minimum requirements for the positions they hold. For the support staff, as for the archaeologists, no individual of non-white ethnic origins was indicated as employed in Ireland.

Growth of the profession

In addition to the number of staff currently employed, the questionnaire asked respondents to indicate how this number varied in the last five years and how they anticipated staff numbers to change in the near future.

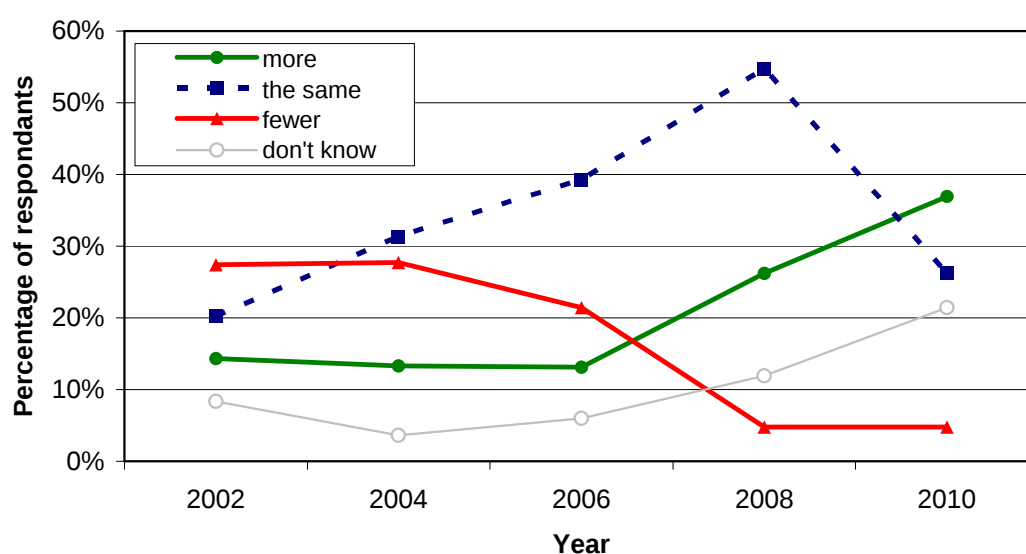
In 2002, CHL was appointed by the Heritage Council and the Institute of Archaeologists of Ireland to conduct a study to analyse the future demand for archaeologists in Ireland, (CHL 2002). This study estimated a total of 650 qualified archaeologists working in Ireland North and South, and anticipated a considerable increase in demand for archaeologists over the subsequent five years. This demand was in particular due to infrastructural investment under of the National Development Plan 2000–2006.

In the five years since the CHL survey, the number of archaeologists employed has increased by well over 260%, exceeding the earlier estimates. The profession is undoubtedly growing at

high rate, but respondents seem to be cautious when estimating the future size of their organisation. The graph below confirms how, in the last five years, the majority of the respondents had the same number of employees or fewer. Starting from 2006 the number of employees increased at a constant rate.

When considering the future, 55% of the respondents thought that for the next year the organisation will not increase in size, and 26% estimated that they will employ more staff. Some organisations appeared to consider 2010 too far in the future for certainty and cautiously answered that they do not know if the number of employees will vary or not. Overall, only 38% of organisations anticipated an increase in staff numbers by 2010.

Figure 5: Respondents estimated growth



New entrants to the profession

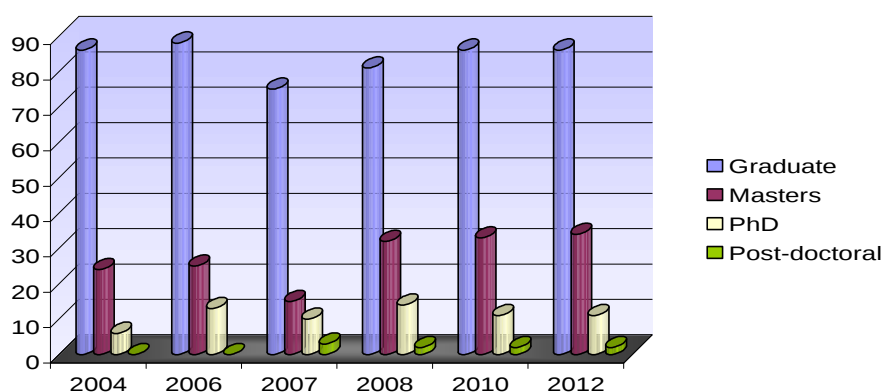
No official statistics exist indicating the number of students graduating annually with a degree in archaeology in Ireland. Hence, Part Three of the questionnaire was designed to provide information on the number of graduate archaeologists (see **Appendix III** for a copy of the questionnaire).

All the third level institutions in the country that teach Archaeology or Archaeology related subjects were contacted by the survey. The third part of the questionnaire was specifically intended to gather information on the number of undergraduates, postgraduates, PhDs and Post doctoral Fellows varied in the last three years, and to anticipate how it would vary in next five years. Of the ten educational institutions contacted, five returned the questionnaire and only three completed it in all its parts.

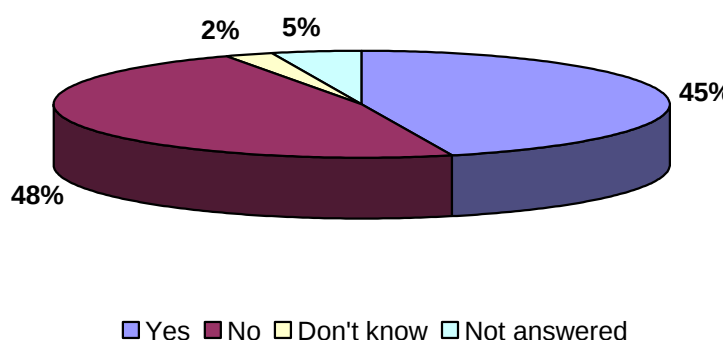
Figure 6 shows limited variations in the number of students with a graduate degree in archaeology. This year the number of students getting a degree or a Masters in archaeology seems to have decreased slightly, but at the same time the number of students engaged in Post-doctoral research has increased. The respondents agreed that in the future the number of undergraduate students will gradually increase, but they do not foresee a significant growth.

More significant is the change in the number of students continuing their education to get a masters degree. This is probably due to the fact that students believe that the more they are qualified the better chance they have of getting a high level position in the sector.

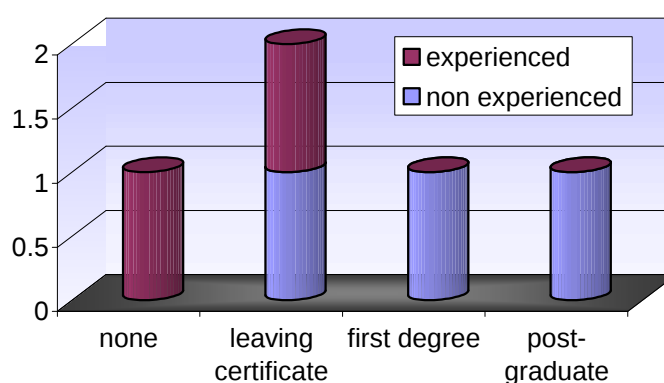
Figure 6: Anticipations from Third Level Institutions



The general results of the survey confirmed that the majority of the professionals employed in archaeology are graduates, but it is also true that some employers seem more interested in hiring experienced workers rather than inexperienced ones. The attitude of the employers towards new entrants to the profession is not consistent. As shown by the **Figure 7**, respondents were approximately equally divided between those willing to give a chance to new entrants (45%) and the ones that preferred experienced professionals (48%).

Figure 7: Do you employ new entrants to the profession?

This general attitude is confirmed by the results of a further question asking what was the minimum qualification requested for each post profile. The majority of the respondents confirmed the need for a related degree or further qualification, but in addition to qualifications they sought practical experience in the field for the role in question, usually between one and five years. For a supervisor position, for instance, an applicant with no third level qualification requires a significant level of experience to be eligible for the position (**Figure 8**).

Figure 8: Minimum qualification required to supervisors

Geographical distribution

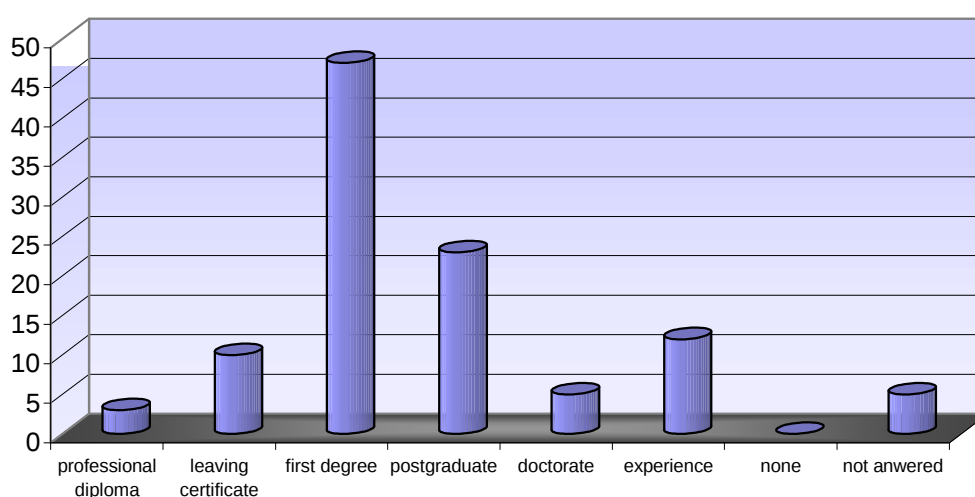
It is very difficult to determine the exact distribution of the workforce within the country. The only geographical data that can be extrapolated from the survey refers to the county where the organisations are based (see **Table 3** Chapter 3). However, it is recognised that some of the larger commercial organisations are based in a given county, but operate and have interests in several different parts of the country.

At the time of the survey respondents indicated that over 80% of commercial employees were employed in organisations based in counties Waterford, Louth and Dublin, but this does not necessarily mean that they are exclusively operating in those specific counties.

Staff qualifications

The current study supports the results of the CHL report (2002, 14) indicating that archaeology can be defined as a graduate profession. Almost 50% of the respondent organisations indicated that a degree in archaeology was the minimum qualification necessary for consideration for employment

Figure 9: Minimum qualification required for an archaeological post



According to the survey, 80% of the professionals employed in the archaeological sector have a primary degree, and 41% a postgraduate qualification (**Table 22**). The small percentage that holds a doctoral or post-doctoral qualification can be easily associated with a career in third level institutions, opposed to the large majority of archaeologists that operate in the public or the commercial sector.

Table 24: Highest qualifications of permanent and fixed-term staff

	<i>leaving certificate (etc.)</i>	<i>first degree</i>	<i>postgraduate</i>	<i>doctorate</i>	<i>post- doctoral</i>
Permanent staff	12.3%	36.9%	43.4%	6.1%	1.3%
Fixed-term staff	25.5%	40.4%	32.9%	1.2%	0.0%
Total	20.4%	39.0%	36.9%	3.1%	0.5%

Table 25 illustrates how average earnings rise progressively according to the highest level of qualification achieved. The overall average earnings in archaeology are €37,680 per year. This figure is slightly higher than the figure of €35,680 recorded in 2001 in the CHL report (2002, 11).

However, as in the 2001 survey, only a small percentage of professionals earn over the average of €37,680 per year, with 80% of workers having a full-time salary below average. This majority of employees includes all the archaeologists that work on temporary or fixed-term contracts at lower levels in the contracting/consulting sector. Therefore, it is likely that the overall average earnings in archaeology are lower than the €37,680 calculated from the responses to the survey.

Table 25: Average salaries by qualifications

<i>Qualification</i>	<i>Average gross salary</i>
Doctorate/post-doctoral	€ 80,000.00
Qualification+ experience	€ 35,583.33
First degree	€ 34,927.87
Postgraduate	€ 33,070.95
Leaving certificate	€ 31,248.00
None	€ 11,250.00
General average	€ 37,680.02

Chapter Five: Post Profiles

Range of jobs

The second part of the questionnaire was entirely structured to gather information about each different post profile represented in the archaeological sector. This part of the questionnaire was the most complex to complete, and not all the organisations completed it correctly or in all its parts. In total, details were received relating to 819 people working in the archaeological sector, of which 86 are support staff, and the remaining 733 are archaeologists.

The current Irish survey did not gather as much data as the 2002/2003 UK survey (IFA 2003), however, to facilitate comparison, similar categories of post profiles and data processing were employed.

In completing the second part of the questionnaire, different respondents tended to use different post titles to indicate similar roles. Hence, it was necessary to aggregate positions with similar characteristics thereby creating 23 post profiles, facilitating the analysis of comparable data about similar jobs. **Appendix II: Post Profiles** presents all the post titles submitted by the respondents and the associated post profiles used for the purpose of analysis.

In Part One of the questionnaire, respondents were asked to indicate what was the main role of the organisation, while in Part Two similar questions were addressed to each post profile in order to better understand how each profile was spent within the organisations.

Table 26 illustrates the different roles carried out by each post profile, confirming the results that the majority of professional archaeologists are employed in the commercial sector providing of field investigation and research services.

Table 26: Roles carried out by each post profile

<i>Post Profile</i>	<i>Field investigation and research services</i>	<i>Historic environment advice and information services</i>	<i>Museum & visitor/user services</i>	<i>Educational and academic research services</i>	<i>Support staff</i>	<i>Total</i>
Archaeologist	93	1	0	3	0	97
Assistant Director	0	0	0	1	0	1
Assistant Keeper	1	0	6	0	0	7
Associate Professor	0	0	0	2	0	2
Company Management	4	0	0	0	4	8
Consultant	6	10	0	1	0	17
County or Regional						
Archaeologist	1	1	0	0	0	2
Curator	0	0	2	0	0	2
EIA / EIS Archaeologist	7	0	0	0	0	7
GIS/CAD Technician	0	0	0	1	3	4
GO	10	0	0	0	5	15
Illustrator	1	0	0	1	10	12
Lecturer	0	0	0	11	0	11
Office staff	0	0	0	1	50	51
Professor	0	0	0	2	0	2
Project Management	60	0	0	3	0	63
Researcher	7	0	0	9	0	16
Senior Lecturer	0	0	0	4	0	4
Site Assistant	362	1	0	0	5	368
Specialist	10	0	0	1	6	17
Supervisor	98	0	0	0	0	98
Surveyor	6	0	0	1	3	10
Tutor	0	0	0	5	0	5
Totals	666	13	8	46	86	819

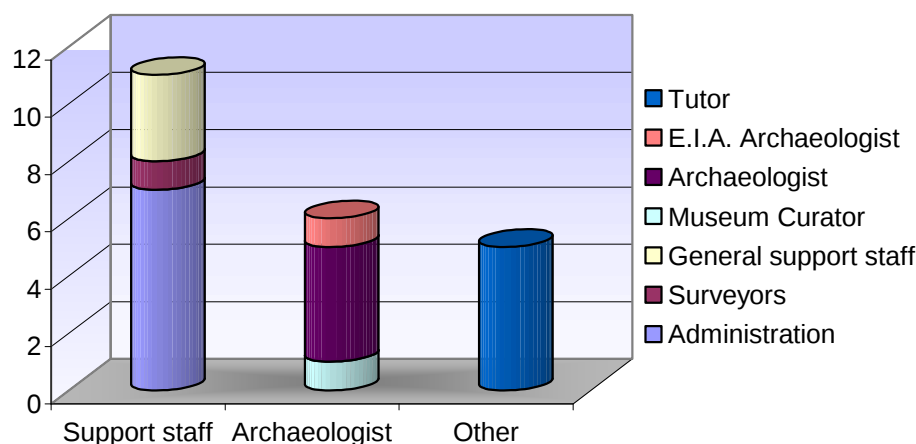
Table 27: Comparison between organisation roles and roles of posts

Organisation Role	Post Roles					Total
	Post: field investigation and research services	Post: historic environment advice and information services	Post: museum and visitor/user services	Post: educational and academic research services	Post: support staff	
Field investigation and research services	638	1	0	7	78	724
Historic environment advice and information services	3	12	0	0	1	16
Museum & visitor/user services	2	0	8	0	1	11
Educational and academic research services	0	0	0	39	5	44
Other	23	0	0	0	1	24
Total	666	13	8	46	86	819

Salaries

Despite the idea that salaries are commercially sensitive information, the majority of the respondents that completed Part Two indicated the minimum, maximum and average gross salary for each post profile. In only 19 of the 264 post profiles forms completed the organisation omitted to indicate the salary of their employees. Some respondents chose to give only one of the three values, either the minimum, the maximum or the average. In such cases, the given value was used to estimate the average gross salary for the associated post.

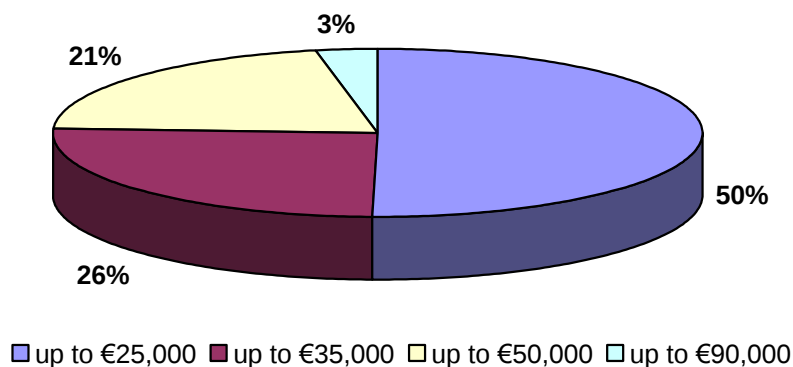
For both permanent and fixed-term employees, full-time contracts are the most common. None of the fixed-term staff employed have a part-time contract, and only a very small number of permanent staff work part-time. As shown in **Figure 10**, of the 21 employees with part-time contracts, only a small percentage are archaeologists, while the majority are support staff, and these mainly work in administrative roles.

Figure 10: Permanent staff with a part-time position

Respondents that indicated they employ part-time workers generally did not provide data about their salary; therefore, no comparison can be made between full-time and part-time salaries.

The average gross salary calculated by this survey corresponds to €37,680 per year. To retrieve an accurate figure of the average national gross salary for comparison is quite complex, as the Central Statistics Office does not provide a unique national figure, but separates the information by sectors (CSO 2007a, b, c, d). Therefore, to calculate the average national earnings, the average of the main five categories were combined (distribution and business services, industrial, banking, insurance and building, public sector) to estimate that for Ireland in 2006 the average gross salary was €38,745.

According to these figures, the average earning of people employed in the archaeological sector is 2.75% lower than the national average salary. However, as indicated above, when discussing the relationship between qualifications and earnings, only 24% of the people employed in the archaeological sector earn more than €35,000 per annum (**Figure 11**). This indicated that within the profession there are a small number of well paid senior positions, but that the majority of employees earn less than the national average. It is also important to note that commercial company owners, directors and shareholders that receive financial benefits other than salaries are not covered by the current survey.

Figure 11: Ranges of average gross salary

Salary scales and post profiles

Table 28 summarises all the post profiles, and gives the number of staff in each post and their average gross salary. Some post profiles were statistically underrepresented. An example of this in the responses received is the position of General Operative (GO). Only two organisations indicated that they employ General Operatives, totalling 15 people, compared to 368 site assistants. This may be due to the fact that there is no standardisation in the use of post titles, and some organisations may have included the General Operatives within the category of Site Assistant.

Of those posts where data is available senior positions in academic institutions have the highest remuneration. However, this data does not represent directors of archaeological consultancies or shareholders in companies who derive benefit in addition to salaries. Universities also include one of the lowest average salaries, with Tutors recording the second lowest payments.

The commercial sector is represented by a number of positions across the salary scales including Site Assistants, Supervisors, Archaeologists and Project managers, where significant numbers of employees are recorded. By far the largest single category of employee is Site Assistant, with 368 people recorded as earning an average of €26,910, which is almost €12,000 below the national average gross salary (see above).

Table 28: Average annual gross salary per post profile

Post Profile	Average gross salary	Total
Curator	not given	2
GO	€ 20,940	15
Tutor	€ 22,065	5
Office staff	€ 26,484	51
Site Assistant	€ 26,910	368
Researcher	€ 27,928	16
Surveyor	€ 29,100	10
Supervisor	€ 30,268	98
Specialist	€ 31,797	17
Archaeologist	€ 34,581	97
Illustrator	€ 35,809	12
EIA / EIS Archaeologist	€ 36,900	7
Assistant keeper	€ 45,351	7
GIS/CAD Technician	€ 47,469	4
Consultant	€ 48,665	17
Lecturer	€ 48,739	11
Company Management	€ 50,500	8
Project Management	€ 50,507	63
County or Regional Archaeologist	€ 60,181	2
Assistant Director	€ 66,938	1
Senior Lecturer	€ 80,478	4
Associate Professor	€ 88,649	2
Professor	€ 124,746	2
Total		819

Salaries by organisational structure

All major categories of organisation were included in the survey, but some sectors are less well represented. For example, there was a low level of response from Government agencies, and not all sectors provided the same level of information on salary ranges.

It is interesting to note that National and Local Government agencies, as well as Universities, have a higher average salary than the national average salary, while commercial organisations typically pay less than the national figure (**Table 29**). In all cases, the average gross salary was higher than the median. As pointed out in the IFA survey *Profiling the Profession*, this can

indicate that most organisations are pyramidal in structure, with most employees earning less than the average (Aitchison and Edwards. 2003, 41).

A different situation appears regarding earnings within the universities, where the median salary is lower than the average, but more than 50% of the employees earned more than the average salary. This indicates that Universities typically employ highly qualified staff, mainly on fulltime or long-term contracts. Archaeologists employed in University, and in particular more senior lecturers, seem to be the best paid professionals in the sector, and this is mainly due to the high level of qualification and competition required for these positions.

Table 29: Salary distribution by organisational structure

	<i>Lowest</i>		<i>Lower</i>		<i>Median</i>		<i>Upper</i>		<i>Highest</i>		<i>Average</i>	<i>N°</i>
National Government	€ 26,000	8%	€ 42,000	10%	€ 52,000	31%	€ 67,000	37%	€ 96,000	14%	€ 53,680	51
Local Government	no data	no data	€ 45,000	50%	€ 50,000	50%	€ 65,000	no data	€ 70,000	no data	€ 55,000	2
University	€ 22,100	26%	€ 33,500	18%	€ 42,500	6%	€ 81,000	41%	€ 125,000	9%	€ 64,200	34
Commercial Organisation	€ 23,500	53%	€ 27,000	7%	€ 30,000	16%	€ 49,000	22%	€ 75,000	3%	€ 35,000	708
Other	€ 17,000	20%	no data	no data	€ 26,000	60%	€ 35,000	20%	no data	no data	€ 26,000	5

Again, it can be seen that the employees with the lowest salaries are those working for commercial organisations. The difference between median and average gross salary is noticeable, and it is certainly due to the pyramidal structure of these organisations, but it is also important to stress that 60% of the staff earned even less than the median salary, which is €5,000–€15,000 less than the national average salary per year.

Salaries by organisational role

There is a degree of connection between organisational roles and organisational structures. Commercial organisations, for instance, mostly carryout field investigation and research services or historic environment advice and information services, and these two categories are the ones in which staff receive the lowest salaries. These figures mainly correspond with those illustrated in the previous table (**Table 29**).

Comparing **Table 29** and **Table 30** it can be seen that some museums did not locate themselves in any of the listed organisational structures, whether National or Local Government bodies or commercial organisations. However, **Table 30** provides an average salary figure for organisations providing museum and visitor/user services. The median and average salaries for this sector compare well with other sectors, but the lowest salary was remarkably low, reflecting the fact that 8% of staff employed in some museum roles earned less than half the national average salary per year.

Table 30: Salary distribution by organisational role

	<i>Lowest</i>	<i>Lower</i>	<i>Median</i>	<i>Upper</i>	<i>Highest</i>	<i>Average</i>	<i>Total</i>
Field investigation and research services	€ 23,500 54%	€ 27,000 6%	€ 30,000 15%	€ 49,000 22%	€ 75,000 3%	€ 35,800	698
Historic environment advice and information services	€ 24,500 6%	€ 25,000 69%	€ 35,000 6%	€ 40,000 6%	€ 60,000 13%	€ 36,900	16
Museum & visitor/user services	€ 17,000 8%	€ 26,000 17%	€ 32,000 8%	€ 45,000 33%	€ 70,000 33%	€ 40,000	12
Educational and academic research services	€ 22,100 26%	€ 33,500 13%	€ 42,500 4%	€ 81,000 50%	€ 125,000 7%	€ 64,200	46
Other	€ 48,200 36%	€ 52,500 4%	€ 67,000 39%	€ 78,500 14%	€ 95,200 7%	€ 35,380	28

Salaries scales

Of the individuals documented by the survey, 62% are employed by one of the 25 responding organisations that indicated they use a salary scale system (**Table 30**).

Table 31: Number of organisations using a salary scale system

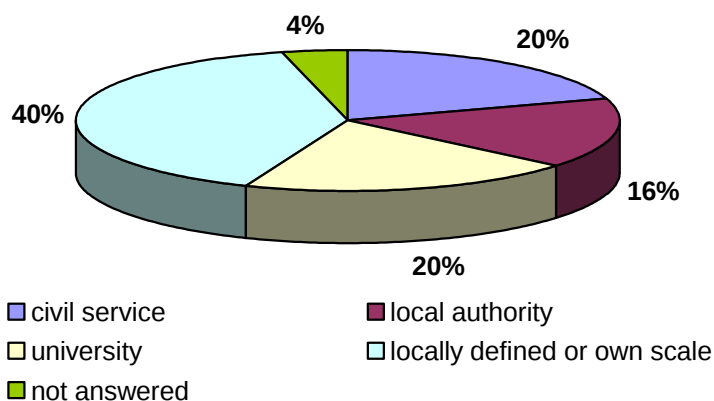
<i>Salary scale system</i>	
Yes	25
No	11
Don't know	4
Not answered	2

Of the organisations that were using a salary scale system, 40% indicated it as locally defined or their own scale. These organisations were mainly companies engaged in the commercial sector. Organisations in other sectors tend to use predetermined pay scales, including 5 that used the Civil Service scale, 3 used Local Authority scales and 5 used University scales.

Legally in Ireland, salaries are a matter for negotiation between the employer and the employees. However, employees' interests are safeguarded in part by the *National Minimum Wage Act, 2002* (currently €8.65 per hour with effect from 1st July 2007). This Act establishes a minimum wage for all workers, but obviously does not stop employers from offering a higher salary. For some sectors, Joint Labour Committees propose and publish minimum wage rates in Employment Regulation Orders (EROs). For other sectors Registered Employment Agreements (REAs) are set out.

At present, no official salary scales have been established for the archaeological profession in Ireland. In the past, the Irish Association of Professional Archaeologists (IAPA) set recommended pay rates, but these were not mandatory rates, and the association had no mechanism to compel adherence to the scales (Stanley 2001, 21). IAPA last published recommended pay rates in 1999. In 2001 the Institute of Archaeologists of Ireland had become the new professional body of archaeologists, but it did not propose a national pay scale for its members.

Figure 12: Types of Salary Scale Systems



Employees rights and benefits

Part One, Section 4 of the questionnaire asked organisations what kind of rights and benefits they guaranteed to their employees. For each question, **Table 32** indicates, in the first column, how many organisations answered and, in the second column, how many workers they were employed at the time of the survey.

Paid annual leave

In terms of legislation, Ireland has transferred into national Law the European Working Time Directive (EWTD), Directive 93/104/EC, by means of the *Organisation of Working Time Act 1997*. Under this regulation all workers are entitled to 4 working weeks of paid annual leave (part III, 19, 1a, b, c).

The first question in this section of the questionnaire asked if organisations were following the European and national directives in terms of paid annual leave, and 83.3% of the respondents confirmed that they were.

Of the remaining 16.7% of organisations, 11.9% did not answer and 4.8% answered ‘no’ to this question. The two respondents that answered ‘no’ to this question employ only three people, suggesting that they may have no ‘employees’, being sole-traders, company directors or partnerships.

Statutory sick pay

In this section the second and the third question were based on the IFA questionnaire to facilitate responses from Northern Ireland. The question refers to Statutory Sick Pay, a concept covered in the UK under the *Social Security Contributions and Benefits Act 1992* and the *Statutory Sick Pay Act 1994*.

In the Republic of Ireland the issue of sick leave and sick pay is not covered under employment rights legislation. Individual companies are allowed to have different policies on sick pay and sick leave. Their principle obligation is to provide the employee with a written statement of terms of employment that must include information on the terms and conditions relating to incapacity for work due to sickness or injury (*Terms of Employment Acts 1994 and 2001*).

Usually it is at the employer's discretion to agree and negotiate sick leave terms and conditions with the employee representatives. For some employment sectors Employment Regulation Orders and Registered Employment Agreements exist, containing arrangements covering sick pay, but they do not apply to the archaeological sector.

Considering the fact that no statutory sick pay is provided by the Irish law, it is possible that the 69% of respondents that answered yes to this question meant to indicate that they were giving sick pay to their employees according to private agreement. Therefore, it is not known exactly how many days of sick leave are granted to Irish archaeologists and under what conditions.

The question about paid sickness leave was posed separately for permanent and fixed-term staff. The answers to this question were generally positive, but it can be noted that the percentage of positive responses drop by 22% for fixed-term staff, confirming the impression that workers with fixed-term contracts receive less benefits than permanent staff.

Table 32: Rights and benefits recognised to employees

	Yes		No		Don't know		Not answered	
	Responses	employees	Responses	employees	Responses	employees	Responses	employees
Do your employees receive 20 or more days paid holiday per annum?	35	1078	2	3	0	1	5	5
	83.3%	99.4%	4.8%	0.3%	0.0%	2.4%	11.9%	0.4%
Do permanent employees receive paid sickness leave over and above Statutory Sick Pay?	29	1042	4	6	3	30	6	7
	69.0%	96.0%	9.5%	0.6%	7.1%	2.8%	14.3%	0.6%
Do fixed-term employees receive paid sickness leave?	20	660	7	401	5	13	9	11
	47.6%	60.8%	16.7%	37%	11.9%	1.2%	21.4%	1%
Do permanent employees have access to a pension scheme?	31	1067	3	8	1	2	5	8
	73.8%	98.3%	7.1%	0.7%	2.4%	0.2%	11.9%	0.7%
Do fixed-term employees receive support for Personal Retirement Savings Accounts or other pension support?	20	690	4	10	6	354	12	31
	47.6%	63.6%	9.5%	0.9%	14.3%	32.6%	28.6%	2.9%
Do employees receive paid maternity leave over and above Statutory Maternity Pay?	19	782	7	254	5	37	11	12
	45.2%	72.1%	16.7%	23.4%	11.9%	3.4%	26.2%	1.1%
Do employees receive the opportunity to take unpaid maternity leave?	24	1054	3	7	5	13	10	11
	57.1%	97.1%	7.1%	0.6%	11.9%	1.2%	23.8%	1.0%
Do your employees receive paid paternity leave?	19	895	8	141	5	35	9	14
	45.2%	82.5%	19.0%	13.0%	11.9%	3.2%	21.4%	1.3%
Do your employees receive the opportunity to take unpaid paternity leave	20	935	7	125	5	13	10	14
	47.6%	86.2%	16.7%	11.5%	11.9%	1.2%	23.8%	1.3%
Are employees provided with the opportunity to job share or use other flexible working arrangements?	24	690	9	67	1	321	8	7
	57.1%	63.6%	21.4%	6.2%	2.4%	29.6%	19.0%	0.6%
Are employees provided with subsidised accommodation or subsistence allowance?	21	846	11	227	2	321	8	7
	50.0%	78.0%	26.2%	20.9%	4.8%	29.6%	19.0%	0.6%

Pension contributions

The next questions addressed pension contributions for permanent and fixed-term employees. In the questionnaire as a whole, questions regarding pensions were asked in two separate locations. The first of these was in the general section about rights and benefits and the second in the post profiles section.

In Part One of the questionnaire respondents answered that 98.3% of permanent staff have access to a pension scheme, but only 63.6% of fixed-term employees receive support for Personal Retirement Savings Accounts (PRSAs) or other pension support schemes. Only a small percentage of organizations acknowledged that fixed-term employees were not supported in terms of pension schemes, while 14.3% of the respondents, employing more than 350 persons, answered that they don't know. No answer was received from the remaining 28.6% of the organisations.

Table 32: Employers' pension contributions by post profile

<i>Post Profile</i>	<i>% receiving pension contributions</i>	<i>N° of responses</i>
Archaeologist	4%	97
Assistant Director	100%	1
Assistant Keeper	14%	7
Associate Professor	50%	2
Company Management	13%	8
Consultant	6%	17
County or Regional Archaeologist	50%	2
Curator	0%	2
EIA / EIS Archaeologist	29%	7
GIS/CAD Technician	25%	4
GO	0%	15
Illustrator	8%	12
Lecturer	91%	11
Office staff	20%	51
Professor	100%	2
Project Management	27%	63
Researcher	31%	16
Senior Lecturer	75%	4
Site Assistant	24%	368
Specialist	29%	17
Supervisor	46%	98
Surveyor	10%	10
Tutor	20%	5

When a similar question about pension schemes was asked in relation to each post profile, the numbers dropped significantly. Part Two of the questionnaire was completed for a total of 800 employees, of which only 224 were indicated as receiving contributions from their employer for a pension scheme.

Maternity leave

In the Republic of Ireland, statutory minimum entitlements in relation to maternity leave are provided by the *Maternity Protection Act 1994* and the *Maternity Protection (Amendment) Act, 2004*. From March 2007 all female employees are entitled to 26 weeks of paid maternity leave, in addition to 16 weeks of unpaid leave, regardless of the type or duration of the contract.

The UK and Irish systems are radically different. While in the UK the employer is obliged to pay the Statutory Maternity Pay, in Ireland the Department of Social and Family Affairs is the central institution that pays the Maternity Benefits. However, some employers can offer a contract that provides for additional rights to payment during maternity leave.

When the questionnaire asked about maternity leave above statutory entitlements 45.2% of the respondents answered that their employees received paid maternity leave, and 57.1% were given the opportunity of taking unpaid maternity leave. The first figure is extremely positive and indicates that some archaeological organisations are issuing contracts that provide significant benefits. However, given the short term nature of much contract employment, it is likely that new employment would be difficult to find during and shortly after pregnancy.

Paternity leave

At present in the Republic of Ireland, Paternity leave is not a statutory entitlement and it is provided at the employer's own discretion. Fathers are entitled to paternity leave only in the case of a premature death of the child's mother, within 24 weeks from the birth. The extent of the father's period of leave depends on the actual date of the mother's death.

The Equality Authority acknowledges that Ireland is out of step with the rest of Europe because workers are not entitled to paid paternity leave. However, the Government has demonstrated concern about this issue and in the social partnership agreement *Towards 2016* (2006) it was agreed to review the provision of paternity leave examining the introducing benefits.

According to the figures of the current survey, the situation in the archaeological profession is remarkably positive, in that 45.2% of the organisations indicated that they provide paid paternity leave to their employees, and 47.6% offer them the opportunity to take unpaid paternity leave.

Flexible working arrangement

Of the responding organisations, 50% indicated that they were providing employees with the opportunity to job share or use other flexible working arrangements. This figure does not give information about the condition of individuals using the opportunity of having flexible work arrangements. In future surveys it would be beneficial to investigate in more detail these kinds of arrangements in order to understand which categories of employers are more likely to elect this type of working arrangement and to have it available as an option. This may be particularly relevant if employers use flexible work structures because of family needs, commuting distance, career breaks or further education.

Subsidised accommodation

There is little direct data on the extent to which accommodation is provided or subsidised, particularly in field based projects. Many staff in permanent positions with state bodies receive an allowance when required to undertake fieldwork. In the commercial sector this seems to be mainly restricted to some permanent staff and field staff is hired as required in the locations where fieldwork is undertaken. There is anecdotal evidence that some commercial companies pay an accommodation allowance in the form of expenses added to salaries to raise the post-tax wages of fixed-term employees, in order to attract them to a project. However, there is no industry standard provision for expenses or accommodation provisions.

Job Security

Length of contract and of employment

For each post profile the questionnaire asked about the length of contract for permanent and fixed-term staff. Due to some ambiguity in the question as posed, and inconsistency in the answers provided, it is not possible to discuss in detail the length of permanent contracts. However, in almost all cases permanent staff are employed without fixed length.

More relevant are the figures related to the differences in the length of employment for permanent and fixed-term staff. **Table 33** illustrates that the majority of permanent staff (58%) were employed for more than 24 months, confirming the stability of permanent positions. The conditions of fixed-term staff are more inconsistent. The length of contract of fixed-term staff is more variable and only 19% were employed for more than 24 months at the time of the current survey. This confirms the fact that the high level of mobility is an important component of the archaeological profession in Ireland.

Generally speaking though, a good number of individuals (33%) are employed for more than 24 months, indicating that some level of continuity exists in the relationship between employer and employee.

Table 33: Length of employment for permanent and fixed-term staff

	up to 3 months		3–6 months		6–12 months		12–24 months		> 24 months	
Permanent staff	7	2%	5	2%	51	18%	54	19%	164	58%
Fixed-term staff	110	21%	124	24%	74	14%	119	23%	98	19%
Total	117	15%	129	16%	125	16%	173	21%	262	33%

Full-time and Part-Time Work

In Ireland the *Protection of Employees (Part Time Work) Act, 2001* defends the rights of part-time employees. The Act defines a part-time worker as “an employee whose normal hours of work are less than the normal hours of work of an employee who is a comparable employee in relation to him or her”, meaning a comparable full-time employee. This signifies that all workers who are not full-time are protected under this Act, and it is no longer necessary to have 13 continuous weeks service or to work a minimum of 8 hours per week in order to be considered a part-time employee.

The questionnaire asked the respondents about fixed-term and permanent employees working hours. The question was answered for 778 individuals.

Overall, 97% of the staff employed in the archaeological profession worked full-time, and the remaining 3% worked part-time. This percentage is in-line with the national average for the second quarter of 2007, which also was 3% (CSO 2007e).

Table 34: Working hours for permanent and fixed-term staff

	<i>fixed-term staff</i>	<i>% of total</i>	<i>permanent staff</i>	<i>% of total</i>
Full-time	482	62%	274	35%
Part-time	5	0%	17	2%

None of the staff with a fixed-term contract had a part-time position, which appears to be exclusive to employees with a permanent position.

Full-time and part-time work by role

Part-time work is not widespread in the archaeological profession in Ireland. The majority of part-time workers are employed as support staff, representing 11% of that post profile and 9% of educational and academic research services. One individual working in museums and visitor/user services had a part-time position, representing 12% of the staff working in that role for which information was available.

Table 35: Full-time and part-time work by organisational role

<i>Role</i>	<i>Full-time</i>		<i>Part-time</i>	
Archaeologist: field investigation and research services	52	91%	5	9%
Archaeologist: historic environment advice and information services	593	99%	6	1%
Archaeologist: educational and academic research services	38	100%	0	0%
Archaeologist: museum and visitor/user services	7	88%	1	12%
Support staff	63	89%	8	11%

Full-time and part-time work by gender

Almost all part-time positions are occupied by women (89%), with only 11% occupied by males. This proportion is very close to the national figures, in Ireland where part-time positions are distributed between 78% female and 22% male employees (CSO 2007e).

Table 36: Full-time and part-time work by gender

	<i>Female</i>		<i>Male</i>	
Full-time	343	44%	436	56%
Part-time	16	89%	2	11%

Sources of funding

The respondents were asked to indicate for each post whether they were establishment or project funded. Data were received for a total of 523 individuals.

During the analytical phase it was recognised that some individuals were evidently miscategorised, but after necessary adjustments were made it was identified that 112 (22%) were establishment-funded posts, and 411 (78%) were project-funded positions. Establishment funded posts are usually associated with permanent positions, while project funded posts are more likely to be associated with fixed-term contracts. The majority of project-funded positions occur in the commercial sector, associated with field investigations and research services, where only 10% of the posts are establishment-funded and the remaining 90% are project-funded.

Respondents identified the funding source for only two individuals employed in museums and visitor/user services, and both of these posts were both establishment-funded permanent positions.

Educational and academic research services were mainly represented by universities. Here 54% of the employees with establishment-funded posts are teaching staff, while the remaining 46% are project-fund posts, such as research assistants and postdoctoral fellows (mainly related to research positions).

Table 37: Roles and sources of funding

<i>Role</i>	<i>Establishment funding</i>		<i>Project funding</i>	
Archaeologist: field investigation and research services	40	10%	375	90%
Archaeologist: historic environment advice and information services	2	67%	1	33%
Archaeologist: museum and visitor/user services	2	100%	0	0%
Archaeologist: educational and academic research services	21	54%	18	46%
Support staff	47	76%	15	24%

Vacancies

The respondents were asked to indicate if in the last year they had any difficulties in filling particular positions. A vacancy was defined as ‘difficult to fill’ after it was advertised for more than six months in the previous year.

The 2002 CHL report highlighted the fact that the demand for archaeologist was greater than the number of qualified workers, resulting in a 10% rate of vacancies in the sector (2002a, 19). From the 112 responses received it appears there were good employment prospects in Ireland at the time of the survey. Of the respondents, 69% had no difficulties in filling vacant positions suggesting that in general there is a good balance between job demand and supply. However, 13% of respondents had difficulties in recruiting staff, indicating that demand for skilled professionals continued to exceed the available staff.

Figure 13: In the last year, have there been vacancies for this post that have been difficult to fill?

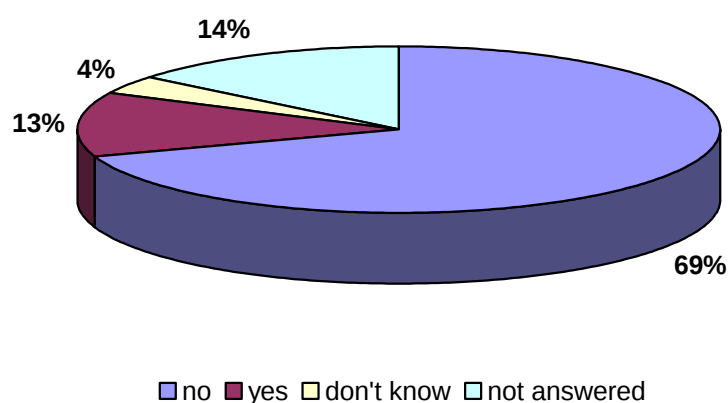


Table 38 summarises the posts that have been difficult to fill in the last year. These vacancies could have been difficult to fill for various reasons. The majority of the posts listed below require specific qualifications and a high level of professional experience, therefore, there might have been a limited number of suitable applicants to the position. It is also true that 62% of the organisations that had troubles in filling vacancies are located in counties peripheral to Dublin, and this might have discouraged applicants more willing to find employment in the vicinity of the capital.

Table 38: Difficult to fill vacancies

Post profile	N° of vacancies	Average salary
Site Director	2	€ 54,373
Project Manager	1	€ 50,507
Office Manager	1	€ 48,967
Archaeologist	2	€ 34,581
Supervisor	1	€ 30,268
Surveyor	1	€ 29,100
AutoCAD Technician	1	€ 28,000
Site Assistant	1	€ 26,910
Office Staff	3	€ 26,484

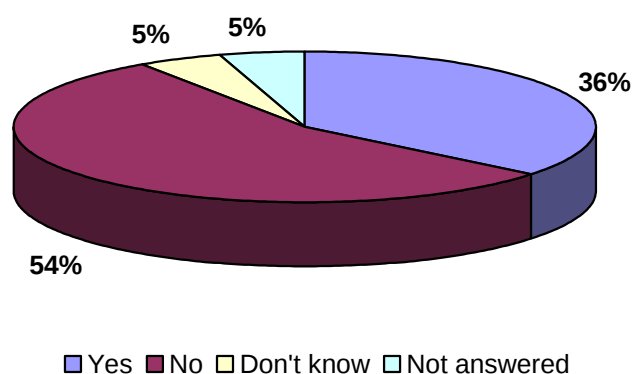
Generally speaking, the situation seems to have improved considerably in the last five years, but difficulties are still experienced, particularly in the contracting/consulting sector where 93% of the vacancies are concentrated. The remaining 7% were recorded in the public sector, while respondents from other sectors did not report difficulties in recruiting staff.

Trade Unions

The survey asked if within the organisations there were recognised trade unions, and in case of an affirmative answer they were asked to indicate which unions were recognised.

The respondents indicated that in 54% of workplaces there are recognised trade unions. A further 36% answered 'no', and the last 10% was equally divided between who did not answer the question and who was not aware of the existence of recognised unions.

Figure 14: Are there any recognised trades unions in the organisation's work place?



The above graph (**Figure 14**) gives a somewhat misrepresentative view of trade unions in the archaeological profession. Looking at **Table 39** it can be noted that, although 54% of the respondents recognised trade unions, the actual number of individuals employed by these organisations is less than 11% of the total.

Trade unions have a 100% recognition in universities, national and local government, but they are completely absent where the majority of archaeologists are employed. Commercial organisations employ 89% of the work force in the profession, and none of these workers are represented in the work place by a recognised union.

The survey undertaken by the Institute of Field Archaeologists in 2002/2003 in the UK also noted that trade unions were widely recognised within universities and national or local government. However, only 35% of the commercial organisations indicated that they recognised trade unions.

Therefore, it would appear that a low level of union recognition and activity within the contractor/consulting sector seems to be more widespread than Ireland alone. However, it is remarkable that at present, unions in Ireland are playing no role for members of staff in commercial organisations.

Table 39: Recognition of trade unions

<i>Organisational structure</i>	<i>Responding organisations</i>	<i>N° of organisations recognising trade unions</i>	<i>%</i>	<i>N° of employees</i>	<i>%</i>
National Government	6	6	100%	58	5%
Local Government	2	2	100%	3	0%
University	5	5	100%	53	5%
Commercial Organisation	23	0	0%	962	89%
Other	5	2	40%	9	1%
Total	41	15	37%	1085	100%

The six unions recognised in the archaeological sectors are listed in **Table 40**. Some organisations recognise more than one union, therefore, the number of employees is given by the total number of the individuals employed by the organisation, and not by the actual number of union members.

Table 40: List of unions recognised by archaeological employers

Trade unions	Organisations where union is recognised	N° of employees
SIPTU	9	84
IMPACT	8	36
Civil and Public Service Union	3	7
IFUT	4	51
AUT	1	3
TUI	1	2

In the Republic of Ireland the history of associations and unions of archaeologists started more than twenty years ago. In the 1980s Irish archaeologists were mainly represented by two organisations, the Organisation of Irish Archaeologists (OIA) and the Irish Association of Professional Archaeologists (IAPA). Rather than trade unions these two organisations were considered as professional bodies.

In 2001 the Institute of Archaeologists of Ireland (IAI) was founded to replace IAPA, and the OIA had become defunct by that time. The principal reason for this change was that members agreed that it was necessary to seek formal recognition as a professional body. Therefore, IAI became a professional organisation representing archaeologists working throughout Ireland, and providing standards and Codes of Professional Conduct that members are expected to follow and support in their professional life.

A step towards the provision of a workers advocacy group was taken in 1999, with the establishment of the Workers in Archaeology Action Group (WAAG). This group was short lived as an independent organisation, as after a few months the members took the strategic decision to join the SIPTU trade union, a bigger and more established organisation, and an Archaeological Section was formed within SIPTU. By 2001 it was noted that membership of SIPTU's Archaeological Section had increased since 1999 and that employers could no longer avoid cooperating with workers' representatives (Stanley 2001). By the time of the current study this Section is no longer active in SIPTU, and no alternative union has replaced it. The defence of labour rights in the commercial sector is currently without representation in the largest and most dynamic sector of the profession.

Chapter Six: Training

Identification of training needs

Section nine of the Part One of questionnaire focused on examining the organisations' commitment to staff training and development. Of the responding organisations, 89% stated that they identified training needs for individual staff members and for the organisation as a whole. This suggests that archaeological organisations have some concern about training, however, only 51% of the respondents indicated that they have a training budget, and only half of them have direct control of their budget. Overall, only 36% of organisations indicated that they have a formal training plan.

Table 41: Identification of training needs

	Yes	No	Don't know	Responses
Do you identify training needs for individuals and the organisation as a whole?	89%	5%	5%	38
Does your organisation have a formal training plan?	36%	64%	0%	39
Does your organisation have a training budget?	51%	46%	3%	39
Is your training budget under your organisation's direct control?	57%	26%	17%	35
Do you record how much time employees spend training?	34%	55%	10%	58
Do you formally evaluate the impact of training on individuals?	46%	51%	3%	37
Do you formally evaluate the impact of training on the organisation?	45%	50%	5%	38
Does your organisation operate a performance appraisal scheme?	59%	38%	3%	39
Does your organisation encourage individuals to engage continuing professional development?	75%	20%	5%	40

This data gives the impression that organisations recognise the need for improved training systems, and that they appeared to support and encourage individuals in Continuing Professional Development (CPD), but, they find it difficult to sustain a formal training plan, mainly due to a lack of time and resources. This was first identified as an issue in the earlier report profiling the archaeology profession in Ireland which stated that employers of archaeologists provide more encouragement than practical support to Continuing Professional Development (CHL 2002b, 26–28).

Later in the questionnaire, respondents were asked whether the organisation was providing training or development opportunities to members of staff, distinguishing between permanent and fixed-term employees.

The answer to this question was generally positive, but it showed that organisations were more prone to invest in training for permanent staff than for fixed-term employees.

Table 42: Organisations' commitment to training activities

	Yes	No	Don't know	Responses
Do you provide training or other development opportunities for permanent employees ?	89%	5%	5%	38
Do you provide training or other development opportunities for fixed-term staff ?	63%	20%	17%	35

Respondents did not indicate having a favourite training delivery method, but **Table 43** shows that permanent staff are more likely to be supported or trained by the organisation they work for.

Table 43: Training delivery methods for permanent and fixed-term staff.

	<i>N° of responding organisations</i>	
	<i>Permanent staff</i>	<i>Fixed-term staff</i>
formal off-job training	28	12
formal in-job training	25	14
informal off-job training	23	9
informal in-job training	21	11

Potential Skills Shortages

Non-archaeological skills shortages

To identify skills shortages in the archaeological sector, the questionnaire asked whether outside consultants had been brought in for any archaeological or non-archaeological purposes. 50% of the respondents affirmed that last year they found it necessary to hire external consultants for non archaeological purposes.

Figure 15: Has your organisation brought in outside specialists or consultants in the last year for non-archaeological purposes?

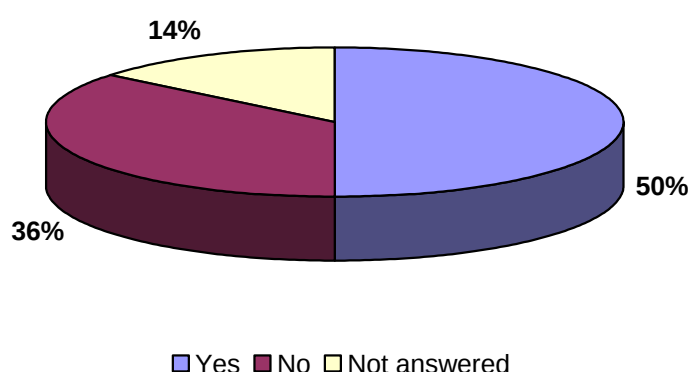


Table 44 shows that 86% of the organisations indicated that the main non-archaeological skills shortage that they filled with external consultants were in the information technology field. Of these organisations, 57% identified skills shortage in the education and training, and 33% in project management. Two organisations reported skills shortages in health and safety training, and a need of general research skills.

Table 44: Non-archaeological skills shortages

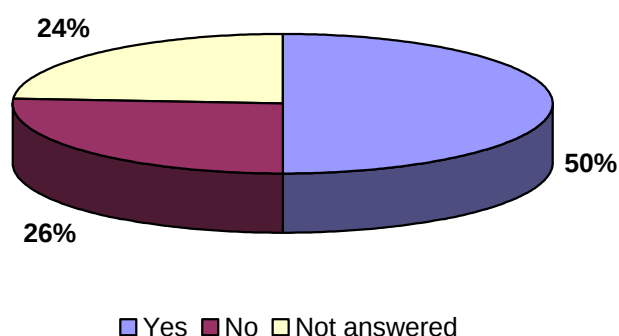
<i>Non-archaeological skills shortages</i>	<i>Responses</i>	
Information technology	86%	18
Education/training	57%	12
Project management	33%	7
Leadership	29%	6
People management	29%	6
Business skills	24%	5
Marketing/sales	19%	4
Advocacy/influencing others	14%	3
Languages	10%	2
Customer care	10%	2
Other	10%	2

Only 10% of the responding organisations recognised a lack of language skills. Considering the high rate of non-national workers, this figure indicates that the language is not perceived as an obstacle to obtain a position in archaeology, and that organisations are generally satisfied with the level of linguistic competences of non-national employees.

Archaeological skills shortages

Specialists and external consultants were engaged by 50% of the responding organisations to fill technical archaeological needs.

Figure 16: Has your organisation brought in outside specialists or consultants in last year for technical archaeological purposes?



Non-intrusive field investigations such as geophysical surveys were the most commonly required skills, reported by 95% of the organisations. Artefact and ecofact conservation or research were identified by 90% and 52% of the respondents respectively, constituting the second most significant skills shortages.

Table 45: Archaeological skills shortages

<i>Archaeological skills shortages</i>	<i>Responses</i>	
Conducting [direct] non-intrusive field investigations [geophysical survey]	95%	20
Conservation of artefacts or ecofacts	90%	19
Artefact or ecofact research	52%	11
Conducting [direct] intrusive investigations [evaluation, excavation]	29%	6
Conducting [direct] other non-intrusive field investigation	24%	5
Desk-based research	19%	4
Contributing to non-intrusive field investigations [geophysical survey]	14%	3
Contributing to other non-intrusive field investigation	10%	2
Contributing to intrusive investigations [evaluation, excavation]	10%	2
Archaeological landscape characterisation	0%	0
Other	14%	3

Three organisations also indicated that they brought in consultants to work in areas not covered by the list provided. These covered areas such as soil analysis, C14 or other absolute dating techniques and post-excavation expertises.

Potential skills gaps

Organisations were asked to identify staff training priorities for next two years, covering both archaeological and non-archaeological skills gaps.

Non-archaeological skills gaps

Of the responding organisations, 86% reported that members of staff required training to improve their non-archaeological skills. The three most significant areas identified are project management (53%), information technology (50%) and customer care (47%). This supports the results in the previous table regarding skills shortages. Information technology and project management are recurring staff training priorities for the companies.

Health and safety, and legal studies were identified by some respondents under ‘other’, as areas in which they are willing to enhance employee’s skills.

Table 46: Non-archaeological skills gaps

<i>Non-archaeological skills gaps</i>	<i>Responses</i>	
Project management	53%	19
Information technology	50%	18
Customer care	47%	17
Education/training	31%	11
Leadership	22%	8
Business skills	22%	8
People management	17%	6
Advocacy/influencing others	8%	3
Languages	3%	1
Marketing/sales	3%	1
Other	8%	3

Archaeological skills gaps

Only 52% of the organisations answered the question regarding which technical archaeological skills they considered as a priority for staff training over the next two years.

From the figures presented in **Table 47** it emerges that archaeological landscape characterisation was reported by 50% of respondents as a skill gap. However no organisation indicated that they hired external consultants in this area over the previous year (**Table 44**), but they are aware that there will be a future need for staff specifically trained to carry out landscape characterisation over the next two years. The concern about landscape desk-based research was also highlighted by some respondents in the section for ‘other’ skills gaps.

Field-work skills were also considered significant among the training priorities reported by the organisations. Of the respondents, 45% indicated direct intrusive investigation, and 33% non-intrusive field investigation, as key skill gaps. This is a sign of a growing need among organisations in commercial archaeology for highly qualified professionals able to carry out field research with advanced techniques.

Table 47: Archaeological skills gaps

<i>Archaeological skills gaps</i>	<i>Responses</i>	
Archaeological landscape characterisation	50%	11
Conducting [direct] intrusive investigations [evaluation, excavation]	45%	10
Conducting [direct] non-intrusive field investigations [geophysical survey]	36%	8
Conducting [direct] other non-intrusive field investigation	36%	8
Contributing to other non-intrusive field investigation	23%	5
Contributing to intrusive investigations [evaluation, excavation]	23%	5
Artefact or ecofact research	18%	4
Conservation of artefacts or ecofact	14%	3
Contributing to non-intrusive field investigations [geophysical survey]	14%	3
Desk-based research	0%	0
Other	9%	2

Many organisations reported artefact and ecofact research/conservation as a skill shortage, but fewer organisations indicated this as an area in which they are willing to improve the training of their staff. This is most likely due to the fact that artefact and ecofact specialists are typically not trained by organisations, but they are more likely to have one or more technical or academic qualifications.

One of the respondents reported the need for improved archaeological writing skills. This is not uniquely an archaeological skill, but it stresses how fundamental it is for field archaeologist to have the capacity to carry out a project from the excavation through to the final report stage. Furthermore this suggests that organisations are more willing to invest resources in order to improve the skills of senior staff, rather than to train new entrants to the profession.

Training supply and demand

Of the responding organisations, 46% answered ‘yes’ to the question ‘do you employ new entrants to the profession?’, while the same percentage answered ‘no’, and 2% did not know. According to the figures obtained about the age and qualifications of archaeologists, it is reasonable to consider new entrants to the profession as those individuals having a degree, but no further qualification or experience.

Table 48: Training supply and demand.

	Yes	No	Don't know	Not answered	
Do you employ new entrants to the profession?	46%	46%	2%	5%	
	Very little	Little	Considerable	Very considerable	Not answered
If so, how much training do you have to give new entrants? [on average]	0%	20%	22%	10%	49%
	Very poorly	Poorly	Well	Very well	Not answered
How well equipped with skills are new entrants to the profession?	2%	20%	20%	7%	51%
How well do currently available courses match the requirements of the profession?	0%	22%	22%	7%	49%

Around 50% of the respondents avoided answering the questions related to training supply and demand, but, in general, the returned figures indicate a uniform view of the situation. The views of organisations appeared to be equally divided between 20% who reported that they needed to give little training to new entrants, as they are well equipped with skills, and the same percentage indicating the opposite, i.e. that young archaeologists are poorly skilled and that they would have to give them a considerable amount of training to improve their professional performance.

Similarly, 22% of the respondents stated that currently available courses poorly match the requirements of the profession, while 22% stated that courses match the training needs well, and a further 7% felt that available courses met professional requirements very well.

From the responses it is clear that some organisations are satisfied, while others perceive significant shortfalls in the skills of recent graduates. None of them were completely satisfied by the professional skills of new entrants to the profession it appears that archaeologists need to improve their competences, but that the available courses are not able to give them the specific skills required by the commercial sector.

Employer's commitment to qualifications and training

The questionnaire asked whether organisations provide training or development opportunities to members of staff, distinguishing between permanent and fixed-term employees. The answer to this question was generally positive, but it does show how organisations are more prone to invest in training permanent staff rather than fixed-term employees.

Table 49: Organisations' commitment to training activities

	Yes	No	Don't know	Responses
Do you provide training or other development opportunities for permanent employees ?	89%	5%	5%	38
Do you provide training or other development opportunities for fixed-term staff ?	63%	20%	17%	35

Preferred methods of training

Respondents did not indicate a single training delivery method, but **Table 50** suggests that permanent staff are more likely to be supported or trained by their employers.

Table 50: Training delivery methods for permanent and fixed-term staff

	N° of responding organisations	
	Permanent staff	Fixed term-staff
formal off-job training	28	12
formal in-job training	25	14
informal off-job training	23	9
informal in-job training	21	11

Continuing Professional Development (CPD)

All professionals can update their skills and improve their professional profile by engaging in Continuing Professional Development (CPD) programmes.

In the archaeological profession, 75% of the responding organisations indicated that they encourage individuals to engage CPD.

Table 51: Continuing Professional Development

	Yes	No	Don't know	Not answered	
Are you aware of any Continuing Professional Development (CPD) qualifications in archaeological practice?	48%	33%	12%	7%	
	Very little	Little	Considerable	Very considerable	Not answered
How much support would you give staff to work towards such qualifications?	2%	17%	52%	2%	26%

Generally speaking the survey confirms the common perception of insufficient training opportunities for archaeologists. This point was first made in the 2002/2003 CHL survey of the profession, which highlighted how education and training for archaeologists are more academically orientated than vocational. That survey highlighted the limited availability of courses and the low level interest of employers in supporting CPD. It also recommended that a formal structure to accredit CPD should be designed for the archaeological profession.

In the last five years significant efforts have been made by the IAI to develop a structured, accredited and effective Continuing Professional Development programme for archaeologists and two reports were commissioned to examine this specific issue. The first contained recommendations on how to ensure the quality of the profession (Deane 2004), and the second focussed on training needs and analysed more up to date information related to Irish archaeology (Aitchison 2005).

Following the recommendations of these reports, in 2006 the IAI initiated a Phase 1 Pilot Scheme of Continuing Professional Development courses, in conjunction with a number of course providers. In addition, in 2007 the IAI obtained funding from the Heritage Council and

the Department of the Environment, Heritage and Local Government to appoint an Education & Training Officer.

However, the commitment of the IAI to provide training opportunities needs to be sustained by additional support from employers to allow employees to attend CPD courses and create favourable conditions both in terms of time and financial support. Such an initiative would involve considerable investment but developing the range of knowledge, skills and experience of employees will certainly improve the competences of archaeologists, and consequently it will enhance the quality of services provided by the profession.

Vocational qualifications

Vocational qualifications are competence-based qualifications that are standardised on national occupational standards. Candidate's competences are examined and observed on the job to assess if their skills and knowledge meet professional standards.

In the UK, the Archaeology Training Forum developed the Qualification in Archaeological Practice. This is a specific set of vocational qualifications for archaeologists offered at different levels. Professional competences are mainly assessed in the workplace, with a flexible system that allows candidates to submit evidence of their personal knowledge and ability of managing working issues.

The development of this type of qualification is promoted in the UK by the Institute of Field Archaeologists (IFA). In the Republic of Ireland, the National Qualification Authority regulates and promotes vocational qualifications, however, to date no specific training and assessment methodology have been designed for archaeological practice

The majority of the respondents to the survey were not aware of the existence of this alternative type of qualification, but employer attitudes towards] on-the-job training seems to be positive. In fact, 48% indicated that they would offer considerable support to members of staff willing to achieve such qualifications, and 2% would offer very considerable support.

Table 52: Vocational Qualifications

	Yes	No	Don't know	Not answered	
Are you aware of any vocational qualifications in archaeological practice?	31%	38%	21%	10%	
	Very little	Little	Considerable	Very considerable	Not answered
How much support would you give staff to work towards such qualifications	12%	10%	48%	2%	29%

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Appendix I: Further Comments

- There is a need for greater consistency in the standard of work across the profession, be this through self-regulation, statutory regulation or contractual obligation. Conversely there needs to be a fair and consistent application of the statutory regulations and contractual obligations, on the part of the statutory contractual authorities.
- There is a deficit in the number of specialists and this needs to be addressed.
- There are a growing number of non-national archaeologists working in Ireland, and their options need to be gathered and incorporated into any assessment of Irish Archaeology.
- Archaeological projects that work well generally reflect innovation leavened with common sense on the part of the archaeologists involved (be they public and private sector).
- It is clear archaeologists are growing in confidence and enthusiasm in presenting their work in public, through seminars, lectures and other fora. However more emphasis needs to be placed on writing as a skill.
- There should be a clear understanding as to what “reports to publication standard means”, figures, plates and graphics in reports should be prepared at the outset in a format that is compatible with publication, rather than an over-reliance on design packages such as AutoCAD which have serious limitations, when it comes to publishing. This may mean that companies need to invest in “Illustrator” (or similar).
- Web based reporting is extremely useful and should be encouraged, however, this also requires investment in terms of personnel, resources and time.
- There also needs to be additional dialog both between different sectors and also vertically within sectors.
- Many of the questions are difficult to answer in relation to self-employed. They are too geared to archaeological companies.
- The questionnaire is loaded towards staff of archaeological companies. There are many self-employed archaeologists and many non-professional antiquarians and fieldworkers who we depend on who do not fit in this document.
- Re Q. 10: Has the IAI considered specifying the skills that might be lacking amongst new staff, especially those with degrees in Archaeology?

- Many archaeologists do not understand the business or real context they work in. This means they become disillusioned quickly. It also means they cannot organise as a coherent group to develop as individuals or as a collective pressure group. Many maintain more of a vocational lifestyle approach rather than a professional one.
- CPD is a huge hobbyhorse of mine. It is critical that the IAI engage in a certification/accreditation system for CPD courses.
- I also have concerns that this process does not include employees who make up 95–99% of the profession.
- Greater understanding needed by archaeologists of the uses, benefits and limitations associated with commissioning and using the results of non-intrusive investigations.
- Health and safety compliance and PSCS requirements are taking up more and more time and resources. Not a bad thing but organisations will have to plan all work taking Health and Safety into consideration.
- IAI please organise registered archaeological organisation status please:
 - defined standards
 - monitoring of standards
 - defined pay scales

Appendix II: Post Profiles

Part two of the questionnaire was designed to collect information about different Post Profiles. This part of the questionnaire returned details relating to 819 people working in the archaeological sector, of which 84 were support staff, and the remaining 735 were archaeologists. This represents 74% of all the individuals working in the archaeological sector for whom organisational data was received, and 48% of the estimated total workforce of the sector (1709).

Post Profiles

The survey returned details on 72 post titles which corresponds to one for every 11.2 individuals. Post titles with similar characteristics were grouped resulting in 23 post profiles.

Table 53: Number of individuals employed in each post profile

<i>Post profiles</i>	<i>Number of individuals</i>
Archaeologist	68
Assistant Director	1
Assistant keeper	7
Associate Professor	2
Company Management	8
Consultant	17
County or Regional Archaeologist	2
Curator	2
EIA / EIS Archaeologist	7
GIS/CAD Technician	4
GO	15
Illustrator	12
Lecturer	11
Office staff	51
Professor	2
Project Management	63
Researcher	16
Senior Lecturer	4
Site Assistant	368
Specialist	17
Supervisor	98
Surveyor	10
Tutor	5
Total	790

Table 54: List of Post Titles and associated Post Profiles

Post Title	Post Profile
1 Archaeologist	Archaeologist
2 Self employed	Archaeologist
3 Field Archaeologist	Archaeologist
4 Assistant Project Director	Assistant Director
5 Assistant keeper grade I	Assistant keeper
6 Assistant keeper grade II	Assistant keeper
7 Assistant keeper grade III	Assistant keeper
8 Associate Professor	Associate Professor
9 Office Manager	Company Management
10 Logistic Manager	Company Management
11 Deputy Site Manager	Company Management
12 General Manager	Company Management
13 Consultant	Consultant
14 CEO	Consultant
15 Managing Director	Consultant
16 Company Director	Consultant
17 Heritage Consultant	Consultant
18 Partner	Consultant
19 County Archaeologist	County or Regional Archaeologist
20 Executive Archaeologist	County or Regional Archaeologist
21 Museum Curator	Curator
22 Curator	Curator
23 EIS Manager	EIA / EIS Archaeologist
24 E.I.A. Archaeologist	EIA / EIS Archaeologist
25 GIS Manager	GIS/CAD Technician
26 AutoCAD Technician	GIS/CAD Technician
27 GO	GO
28 Illustrator	Illustrator
29 Draughts man	Illustrator
30 Graphics Manager	Illustrator
31 Lecturer in Built Heritage	Lecturer
32 Lecturer	Lecturer
33 Finds Supervisor/Office Administrator	Office staff
34 Administration	Office staff
35 Senior Administrator	Office staff
36 Office staff	Office staff

<i>Post Title</i>	<i>Post Profile</i>
37 Clerical Officer	Office staff
38 Technical Assistant	Office staff
39 Operation & Admin	Office staff
40 Support staff	Office staff
41 Clerical	Office staff
42 Professor	Professor
43 Head of Archaeology	Project Management
44 Site Director	Project Management
45 Licensed Archaeologist	Project Management
46 Licence eligible Director	Project Management
47 Archaeologist grade I	Project Management
48 Project Director	Project Management
49 Project Manager/Senior Archaeologist	Project Management
50 Project Manager	Project Management
51 Director	Project Management
52 Laboratory and field officer	Project Management
53 Senior Archaeologist	Project Management
54 Researcher	Researcher
55 Senior Lecturer	Senior Lecturer
56 Assistant Archaeologist	Site Assistant
57 Archaeologist grade III	Site Assistant
58 Site Assistant	Site Assistant
59 Logistic Assistant	Site Assistant
60 Faunal remains specialist	Specialist
61 Geophysicist	Specialist
62 Archaeobotanist	Specialist
63 Finds specialist	Specialist
64 Post-excavation & conservation	Specialist
65 Conservator	Specialist
66 Osteoarchaeologist	Specialist
67 Archaeologist grade II	Supervisor
68 Supervisor	Supervisor
69 Sieving Supervisor	Supervisor
70 Senior Surveyor	Surveyor
71 Surveyor	Surveyor
72 Tutor	Tutor

All Individuals

Table 55: General table of all individuals working in the archaeological sector

Individuals	1097	Full-time		756	97%
		Part-time		22	3%
Salaries	Minimum	€ 12,000		Average	€ 37,680
				Maximum	€ 124,746
		Fixed-term		Permanent	Full-time
All female	359	195	54%	164	46%
All male	438	305	70%	133	30%
				436	56%
				2	11%
Temporary contract	732	Estab. funded posts		114	22%
Permanent contract	367	Project funded post		409	78%
Employer contributes to pension		670	61%		

Table 56: Age & gender of all the individuals working in the archaeological sector

	Female	%of the total	Male	%of the total
<20	2	0.3%	2	0.3%
20–29	207	26.0%	239	30.0%
30–39	113	14.2%	154	19.3%
40–49	25	3.1%	31	3.9%
50–59	10	1.3%	11	1.4%
>60	2	0.3%	1	0.1%
Totals	359	45.0%	438	55.0%

Table 57: Highest qualification of all the individuals working in the archaeological sector

Qualifications	Total
Leaving cert. (etc.)	165
First degree	315
Postgraduate	298
Doctorate	25
Post-doctoral	4

Archaeologists

Table 58: General table of all Archaeologists working in the archaeological sector

Individuals		68	Full-time		65	96%		
			Part-time		3	4%		
Salaries	Minimum	€ 16,275	Average		€ 24,438	Maximum	€ 37,468	
				Age	<20	0	0%	
Fixed-term		Permanent			20–29	29	43%	
All female	15	15			30–39	29	43%	
All male	18	20			40–49	5	7%	
					50–59	5	7%	
Length of employment >24 months		29	43%	>60	0	0%		
Temporary contract		27	40%		Qualifications			
Permanent contract		39	57%			Leaving cert.	8	12%
				First degree		26	38%	
Estab. funded posts		29	43%			Postgraduate	32	47%
Project funded post		15	22%			Doctorate	2	3%
Employer contributes to pension		4	6%		Post-doctoral	0	0%	

Table 59: Archaeologists by role

<i>Role</i>	<i>Number of individuals</i>
Archaeologist: field investigation and research services	64
Archaeologist: historic environment advice and information services	1
Archaeologist: museum and visitor/user services	0
Archaeologist: educational and academic research services	3
Support staff	0

Table 60: Archaeologists by organisational structure and role

	<i>Field investigation and research services</i>	<i>Historic environment advice and information services</i>	<i>Museum and visitor/user services</i>	<i>Educational and academic research services</i>	<i>Total</i>
National government	11	1	0	3	15
Local government	0	0	0	0	0
University	0	0	0	0	0
Commercial organisation	52	0	0	0	52
Other	1	0	0	0	1
Total	64	1	0	3	68

Academic staff

All academic staff

Table 61: General table of all Academic Staff working in the archaeological sector

Individuals		22	Full-time		22	100%		
			Part-time		0	0%		
Salaries	Minimum	€ 54,803	Average		€ 66,075	Maximum	€ 82,973	
				Age	<20	0	0%	
Fixed-term		Permanent			20–29	0	0%	
All female	4	10			30–39	13	59%	
All male	1	13			40–49	4	18%	
					50–59	4	18%	
Length of employment >24 months		16	73%		>60	1	5%	
Temporary contract		6	27%		Qualifications	Leaving cert.	0	0%
Permanent contract		0	0%			First degree	0	0%
Estab. funded posts		20	91%			Postgraduate	6	27%
Project funded post		2	9%			Doctorate	14	64%
Employer contributes to pension		16	73%			Post-doctoral	1	5%

Table 62: Academic Staff by role

Role	Number of individuals
Archaeologist: field investigation and research services	0
Archaeologist: historic environment advice and information services	0
Archaeologist: museum and visitor/user services	0
Archaeologist: educational and academic research services	22
Support staff	0

Table 63: Number of non national Academic Staff

Nationality	Total	%
British	4	40%
German	1	10%
Austrian	2	20%
Canadian	2	20%
Swiss	1	10%
Total	10	100%

Associated Professor

Table 64: General table of all Associated Professors working in the archaeological sector

Individuals		2	Full-time	2	100%		
			Part-time	0	0%		
Salaries	Minimum	€ 75,423	Average	€ 88,649	Maximum	€ 109,375	
			Age	<20	0	0%	
All female				20–29	0	0%	
All male				30–39	0	0%	
				40–49	1	50%	
				50–59	1	50%	
Length of employment >24 months				>60	0	0%	
Temporary contract		0	0%	Qualifications	Leaving cert.	0	0%
Permanent contract		2	100%		First degree	0	0%
Estab. funded posts		2	100%		Postgraduate	0	0%
Project funded post		0	0%		Doctorate	1	50%
Employer contributes to pension		1	50%		Post-doctoral	1	50%

*Table 65: Associated Professors by organisational structure and role***Error! Not a valid link.**

Lecturer

Table 66: General table of all Lecturers working in the archaeological sector

Individuals		11	Full-time		11	100%	
			Part-time		0	0%	
Salaries	Minimum	€ 59,468	Average		€ 73,108	Maximum	€ 94,249
				Age	<20	0	0%
All female					20–29	0	0%
All male					30–39	6	55%
					40–49	2	18%
					50–59	2	18%
Length of employment >24 months					>60	1	9%
Temporary contract				Qualifications	Leaving cert.	0	0%
Permanent contract					First degree	0	0%
					Postgraduate	10	91%
Estab. funded posts					Doctorate	1	9%
Project funded post					Post-doctoral	1	9%
Employer contributes to pension							

Table 67: Lecturers by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government	0	0	0	0	0
Local government	0	0	0	0	0
University	0	0	0	11	11
Commercial organisation	0	0	0	0	0
Other	0	0	0	0	0
Total	0	0	0	11	11

Senior Lecturer

Table 68: General table of all Senior Lecturers working in the archaeological sector

Individuals		4	Full-time	4	100%	
			Part-time	0	0%	
Salaries	Minimum	€ 67,559	Average	€ 80,478	Maximum	€ 100,898
			Age	<20	0	0%
				20–29	0	0%
All female	Fixed-term	Permanent		30–39	3	75%
All male	0	2		40–49	0	0%
				50–59	1	25%
Length of employment >24 months				>60	0	0%
Temporary contract			Qualifications	Leaving cert.	0	0%
Permanent contract				First degree	0	0%
				Postgraduate	0	0%
Estab. funded posts				Doctorate	4	100%
Project funded post				Post-doctoral	0	0%
Employer contributes to pension						

Table 69: Senior Lecturers by organisational structure and role

Commercial organisation	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government	0	0	0	0	0
Local government	0	0	0	0	0
University	0	0	0	4	4
Commercial organisation	0	0	0	0	0
Other	0	0	0	0	0
Total	0	0	0	4	4

Tutor*Table 70: General table of all Tutors working in the archaeological sector*

Individuals		5	Full-time	4	80%		
			Part-time	0	0%		
Salaries	Minimum	€ 16,763	Average	€ 22,065	Maximum	€ 27,368	
			Age	<20	0	0%	
All female				20–29	0	0%	
All male				30–39	4	80%	
				40–49	1	20%	
				50–59	0	0%	
Length of employment >24 months				>60	0	0%	
Temporary contract		5	100%	Qualifications	Leaving cert.	0	0%
Permanent contract		0	0%		First degree	0	0%
Estab. funded posts		5	100%		Postgraduate	5	100%
Project funded post		0	0%		Doctorate	0	0%
Employer contributes to pension		1	20%		Post-doctoral	0	0%

Table 71: Tutors by organisational structure and role

<i>Commercial organisation</i>	<i>Field investigation and research services</i>	<i>Historic environment advice and information services</i>	<i>Museum and visitor/user services</i>	<i>Educational and academic research services</i>	<i>Total</i>
National government	0	0	0	0	0
Local government	0	0	0	0	0
University	0	0	0	5	5
Commercial organisation	0	0	0	0	0
Other	0	0	0	0	0
Total	0	0	0	5	5

Assistant Director

Table 72: General table of all Assistant Directors working in the archaeological sector

Individuals		1	Full-time	1	100%		
			Part-time	0	0%		
Salaries	Minimum	€ 59,697	Average	€ 66,938	Maximum	€ 74,180	
			Age	<20	0	0%	
All female				20–29	0	0%	
All male				30–39	1	100%	
				40–49	0	0%	
				50–59	0	0%	
Length of employment >24 months				>60	0	0%	
Temporary contract		0	0%	Qualifications	Leaving cert.	0	0
Permanent contract		1	100%		First degree	0	0%
Estab. funded posts		0	0%		Postgraduate	1	100%
Project funded post		1	0%		Doctorate	0	0%
Employer contributes to pension			1		100%	Post-doctoral	0

Table 73: Assistant Directors by organisational structure and role

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government	0	0	0	1	1
Local government	0	0	0	0	0
University	0	0	0	0	0
Commercial organisation	0	0	0	0	0
Other	0	0	0	0	0
Total	0	0	0	1	1

Part two of the questionnaire was completed fully only for one Assistant Director. However, when asked to provide information about non national workers, respondents listed three Assistant Directors with two different country of origin, Sweden and Scotland.

Table 74: Number of non national Assistant Directors

Nationality	Total	%
Swedish	2	67%
Scottish	1	33%
Total	3	100%

Assistant Keeper

Table 75: General table of all Assistant Keepers working in the archaeological sector

Individuals		7	Full-time		7	100%		
			Part-time		0	0%		
Salaries	Minimum	€ 30,000		Average	€ 45,351		Maximum	€ 70,468
					Age	<20	0	0%
						20–29	1	14%
All female	Fixed-term	Permanent		30–39		3	43%	
All male				40–49		2	29%	
						50–59	1	14%
Length of employment >24 months						>60	0	0%
					Qualifications	Leaving cert.	0	0%
						First degree	0	0%
						Postgraduate	4	57%
						Doctorate	3	43%
						Post-doctoral	0	0%
Temporary contract		3	43%					
Permanent contract		4	57%					
Estab. funded posts		1	14%					
Project funded post		0	0%					
Employer contributes to pension			2	20%				

Table 76: Assistant Keepers by organisational structure and role

Commercial organisation	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government	0	0	7	0	7
Local government	0	0	0	0	0
University	0	0	0	0	0
Commercial organisation	0	0	0	0	0
Other	0	0	0	0	0
Total	0	0	7	0	7

Company Management

Table 77: General table of all Company Management Staff

Individuals		8	Full-time		8	100%			
			Part-time		0	0%			
Salaries	Minimum	€ 36,000		Average	€ 50,500		Maximum	€ 72,800	
				Age	<20	0	0%		
Fixed-term		Permanent			20–29	4	50%		
All female	0	3			30–39	2	25%		
All male	0	5			40–49	1	13%		
					50–59	0	0%		
Length of employment >24 months		4	50%	>60	0	0%			
Temporary contract		0	0%		Qualifications				
Permanent contract		8	100%			Leaving cert.	2	25%	
				First degree		4	50%		
Estab. funded posts		4	50%			Postgraduate	2	25%	
Project funded post		1	13%			Doctorate	0	0%	
Employer contributes to pension		1	13%	Post-doctoral		0	0%		

Table 78: Company Management Staff by role

<i>Role</i>	<i>Number of individuals</i>
Archaeologist: field investigation and research services	1
Archaeologist: historic environment advice and information services	0
Archaeologist: museum and visitor/user services	0
Archaeologist: educational and academic research services	0
Support staff	7

Table 79: Company Management Staff by organisational structure and role

<i>Commercial organisation</i>	<i>Field investigation and research services</i>	<i>Historic environment advice and information services</i>	<i>Museum and visitor/user services</i>	<i>Educational and academic research services</i>	<i>Total</i>
National government	0	0	0	0	0
Local government	0	0	0	0	0
University	0	0	0	0	0
Commercial organisation	8	0	0	0	8
Other	0	0	0	0	0
Total	8	0	0	0	8

Consultant

Table 80: General table of all Consultants working in the archaeological sector

Individuals		17	Full-time		17	100%		
			Part-time		0	0%		
Salaries	Minimum	€ 21,000	Average		€ 48,665	Maximum	€ 82,679	
				Age	<20	0	0%	
Fixed-term		Permanent			20–29	11	65%	
All female	0	7			30–39	1	6%	
All male	0	10			40–49	4	24%	
					50–59	1	6%	
Length of employment >24 months		7	50%	>60	0	0%		
Temporary contract		1	6%		Qualifications			
Permanent contract		16	94%			Leaving cert.	0	0%
				First degree		7	41%	
				0%				
Estab. funded posts		2	12%			Postgraduate	7	41%
Project funded post		4	24%			Doctorate	2	12%
Employer contributes to pension		1	6%		Post-doctoral	0	0%	

Table 81: Consultants by organisational structure and role

Commercial organisation	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government	0	0	0	1	1
Local government	0	0	0	0	0
University	0	0	0	0	0
Commercial organisation	6	10	0	0	16
Other	0	0	0	0	0

Table 82: Number of non-national Consultants

Nationality	Total	%
British	9	75%
French	1	8%
Slovakian	1	8%
US	1	8%
Total	12	100%

County or Regional Archaeologist

Error! Not a valid link. Table 83: General table of all County or Regional Archaeologists

Individuals		2	Full-time		2	100%				
			Part-time		0	0%				
Salaries	Minimum	€ 53,658		Average	€ 60,181		Maximum	€ 66,705		
				Age	<20	0	0%			
All female					20–29	0	0%			
All male					30–39	1	50%			
					40–49	1	50%			
					50–59	0	0%			
Length of employment >24 months					>60	0	0%			
Temporary contract				1	50%	Qualifications		Leaving cert.	0	0%
Permanent contract				1	50%			First degree	1	50%
Estab. funded posts				2	100%			Postgraduate	1	50%
Project funded post				0	0%			Doctorate	0	0%
Employer contributes to pension				2	100%			Post-doctoral	0	0%

Table 84: County or Regional Archaeologist by organisational structure and role

Commercial organisation	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government	1	0	0	0	1
Local government	0	1	0	0	1
University	0	0	0	0	0
Commercial organisation	0	0	0	0	0
Other	0	0	0	0	0
Total	1	1	0	0	2

Curator

Table 85: General table of all Curators

Individuals		2	Full-time		1	50%		
			Part-time		1	50%		
Salaries	Minimum	€ 17,000		Average	€ 31,000		Maximum	€ 45,000
				Age	<20	0	0%	
Fixed-term		Permanent			20–29	0	0%	
All female	0	1			30–39	1	50%	
All male	0	1			40–49	1	50%	
					50–59	0	0%	
Length of employment >24 months			2	100%	>60	0	0%	
Temporary contract		0	0%		Qualifications	Leaving cert.	0	0%
Permanent contract		2	100%			First degree	0	0%
				Postgraduate		2	100%	
Estab. funded posts		1	50%			Doctorate	0	0%
Project funded post		0	0%			Post-doctoral	0	0%
Employer contributes to pension			0	0%				

Table 86: Curators by organisational structure and role

<i>Commercial organisation</i>	<i>Field investigation and research services</i>	<i>Historic environment advice and information services</i>	<i>Museum and visitor/user services</i>	<i>Educational and academic research services</i>	<i>Total</i>
National government	0	0	0	0	0
Local government	0	0	1	0	1
University	0	0	0	0	0
Commercial organisation	0	0	0	0	0
Other	0	0	1	0	1
Total	0	0	2	0	2

EIA / EIS Archaeologist

Table 87: General table of all EIA / EIS Archaeologists

Individuals		7	Full-time	5	71%	
			Part-time	3	43%	
Salaries	Minimum	€ 26,000	Average	€ 49,200	Maximum	€ 90,800
			Age	<20	0	0%
All female				20–29	2	29%
All male				30–39	5	71%
				40–49	0	0%
				50–59	0	0%
Length of employment >24 months				>60	0	0%
Temporary contract		2	29%	Qualifications		
Permanent contract		5	71%			
Estab. funded posts		4	57%			
Project funded post		1	14%			
Employer contributes to pension		2	29%			
				Leaving cert.	0	0%
				First degree	2	29%
				Postgraduate	5	71%
				Doctorate	0	0%
				Post-doctoral	0	0%

Table 88: EIA / EIS Archaeologists by organisational structure and role

Commercial organisation	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government	0	0	0	0	0
Local government	0	0	0	0	0
University	0	0	0	0	0
Commercial organisation	7	0	0	0	7
Other	0	0	0	0	0
Total	7	0	0	0	7

GIS/CAD Technician

Table 89: General table of all GIS/CAD Technicians

Individuals		4	Full-time		0	0%		
			Part-time		4	100%		
Salaries	Minimum	€ 24,000	Average		€ 474,469	Maximum	€ 74,180	
				Age	<20	0	0%	
Fixed-term		Permanent			20–29	2	50%	
All female		0	3		30–39	1	25%	
All male		1	0		40–49	1	25%	
					50–59	0	0%	
Length of employment >24 months			1	25%	>60	0	0%	
Temporary contract		1	25%		Qualifications	Leaving cert.	3	75%
Permanent contract		5	125%			First degree	0	0%
						Postgraduate	1	25%
Estab. funded posts		0	0%			Doctorate	0	0%
Project funded post		4	100%			Post-doctoral	0	0%
Employer contributes to pension			1	25%				

Table 90: GIS/CAD Technicians by role

Role	Number of individuals
Archaeologist: field investigation and research services	1
Archaeologist: historic environment advice and information services	0
Archaeologist: museum and visitor/user services	0
Archaeologist: educational and academic research services	0
Support staff	3

Table 91: GIS/CAD Technicians by organisational structure and role

Commercial organisation	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government	0	0	0	1	0
Local government	0	0	0	0	0
University	0	0	0	0	0
Commercial organisation	3	0	0	0	3
Other	0	0	0	0	0
Total	3	0	0	1	4

General Operative (GO)

Table 92: General table of all GOs working in the archaeological sector

Individuals		15	Full-time		15	100%			
			Part-time		0	0%			
Salaries	Minimum	€ 20,280	Average		€ 20,940	Maximum	€ 21,600		
				Age	<20	0	0%		
All female					20–29	13	87%		
All male					30–39	1	7%		
					40–49	0	0%		
					50–59	0	0%		
Length of employment >24 months					>60	0	0%		
Temporary contract				1	7%				
Permanent contract				5	33%	Qualifications	Leaving cert.	11	73%
							First degree	1	7%
Estab. funded posts				0	0%		Postgraduate	0	0%
Project funded post				4	27%		Doctorate	0	0%
Employer contributes to pension				1	7%		Post-doctoral	0	0%

Table 93: GOs by role

Role	Number of individuals
Archaeologist: field investigation and research services	10
Archaeologist: historic environment advice and information services	0
Archaeologist: museum and visitor/user services	0
Archaeologist: educational and academic research services	0
Support staff	5

Table 94: GOs by organisational structure and role

Commercial organisation	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government	0	0	0	0	0
Local government	0	0	0	0	0
University	0	0	0	0	0
Commercial organisation	15	0	0	0	15
Other	0	0	0	0	0
Total	15	0	0	0	15

Table 95: Number of non-national General Operators

<i>Nationality</i>	<i>Total</i>	<i>%</i>
Spanish	1	50%
US	1	50%
Total	2	100%

Illustrator

Table 96: General table of all Illustrators working in the archaeological sector

Individuals		12	Full-time		12	100%		
			Part-time		0	0%		
Salaries	Minimum	€ 23,400	Average		€ 35,808	Maximum	€ 62,400	
				Age	<20	0	0%	
Fixed-term		Permanent			20–29	6	50%	
All female	0	3			30–39	3	25%	
All male	0	9			40–49	2	17%	
					50–59	1	8%	
Length of employment >24 months		9	75%	>60	0	0%		
Temporary contract		0	0%		Qualifications			
Permanent contract		12	100%			Leaving cert.	7	58%
				First degree		2	17%	
Estab. funded posts		5	42%			Postgraduate	3	25%
Project funded post		7	58%			Doctorate	0	0%
Employer contributes to pension		2	17%		Post-doctoral	0	0%	

Table 97: Illustrators by role

<i>Role</i>	<i>Number of individuals</i>
Archaeologist: field investigation and research services	1
Archaeologist: historic environment advice and information services	0
Archaeologist: museum and visitor/user services	0
Archaeologist: educational and academic research services	1
Support staff	10

Table 98: Illustrators by organisational structure and role

<i>Commercial organisation</i>	<i>Field investigation and research services</i>	<i>Historic environment advice and information services</i>	<i>Museum and visitor/user services</i>	<i>Educational and academic research services</i>	<i>Total</i>
National government	0	0	0	0	0
Local government	0	0	0	0	0
University	0	0	0	1	1
Commercial organisation	11	0	0	0	0
Other	0	0	0	0	0
Total	11	0	0	1	12

Office Staff

Table 99: General table of all Office staff working in the archaeological sector

Individuals		51	Full-time	41	80%		
			Part-time	10	20%		
Salaries	Minimum	€ 12,000	Average	€ 30,897	Maximum	€ 67,000	
			Age	<20	0	0%	
All female	Fixed-term	Permanent		20–29	16	31%	
All male	7	40		30–39	13	25%	
	1	3		40–49	12	24%	
				50–59	7	14%	
Length of employment >24 months				>60	1	2%	
Temporary contract		8	16%	Qualifications	Leaving cert.	21	41%
Permanent contract		43	84%		First degree	15	29%
Estab. funded posts		30	59%		Postgraduate	6	12%
Project funded post		4	8%		Doctorate	1	2%
Employer contributes to pension		11	22%		Post-doctoral	1	2%

Table 100: Office Staff by role

Role	Number of individuals
Archaeologist: field investigation and research services	0
Archaeologist: historic environment advice and information services	0
Archaeologist: museum and visitor/user services	1
Archaeologist: educational and academic research services	0
Support staff	50

Table 101: Office Staff by organisational structure and role

Commercial organisation	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government	2	0	2	0	4
Local government	0	0	0	0	0
University	0	0	0	2	2
Commercial organisation	42	0	0	0	42
Other	0	0	0	3	3
Total	44	0	2	5	51

Table 102: Number of non-national Office Staff

<i>Nationality</i>	<i>Total</i>	<i>%</i>
French	1	25%
Polish	1	25%
US	1	25%
New Zealander	1	25%
Total	4	100%

Project Management

Table 103: General table of all Project Management staff working in the archaeological sector

Individuals		63	Full-time		41	80%	
			Part-time		10	20%	
Salaries	Minimum	€ 24,465	Average		€ 50,506	Maximum	€ 106,785
				Age	<20	0	0%
Fixed-term		Permanent			20–29	11	17%
All female	8	19			30–39	43	68%
All male	7	29			40–49	8	13%
					50–59	1	2%
Length of employment >24 months		47	75%		>60	0	0%
Temporary contract		15	24%	Qualifications	Leaving cert.	0	0%
Permanent contract		48	76%		First degree	24	38%
Estab. funded posts		13	21%		Postgraduate	36	57%
Project funded post		23	37%		Doctorate	2	3%
Employer contributes to pension		22	22%		Post-doctoral	0	0%

Table 104: Project Management by role

<i>Role</i>	<i>Number of individuals</i>
Archaeologist: field investigation and research services	58
Archaeologist: historic environment advice and information services	0
Archaeologist: museum and visitor/user services	0
Archaeologist: educational and academic research services	3
Support staff	0

Table 105: Project Management staff by organisational structure and role

<i>Commercial organisation</i>	<i>Field investigation and research services</i>	<i>Historic environment advice and information services</i>	<i>Museum and visitor/user services</i>	<i>Educational and academic research services</i>	<i>Total</i>
National government	0	0	0	2	2
Local government	0	0	0	0	0
University	0	0	0	1	1
Commercial organisation	56	2	0	0	58
Other	0	0	0	0	0
Total	56	2	0	3	61

Researcher

Table 106: General table of all Researchers working in the archaeological sector

Individuals		16	Full-time		16	100%		
			Part-time		0	0%		
Salaries	Minimum	€ 22,000	Average		€ 27,930	Maximum	€ 35,000	
				Age	<20	0	0%	
					20–29	12	75%	
All female	Fixed-term	Permanent	3		8	30–39	4	25%
All male			2		3	40–49	0	0%
					50–59	0	0%	
Length of employment >24 months					>60	0	0%	
				Qualifications				
Temporary contract	8	50%						
Permanent contract	43	269%						
					Leaving cert.	0	0%	
					First degree	2	13%	
Estab. funded posts					Postgraduate	14	88%	
Project funded post					Doctorate	0	0%	
Employer contributes to pension					Post-doctoral	0	0%	

Table 107: Researchers by role

<i>Role</i>	<i>Number of individuals</i>
Archaeologist: field investigation and research services	7
Archaeologist: historic environment advice and information services	0
Archaeologist: museum and visitor/user services	0
Archaeologist: educational and academic research services	9
Support staff	0

Table 108: Researchers staff by organisational structure and role

<i>Commercial organisation</i>	<i>Field investigation and research services</i>	<i>Historic environment advice and information services</i>	<i>Museum and visitor/user services</i>	<i>Educational and academic research services</i>	<i>Total</i>
National government	0	0	0	0	0
Local government	0	0	0	0	0
University	0	0	0	5	5
Commercial organisation	11	0	0	0	11
Other	0	0	0	0	0
Total	11	0	0	5	16

Table 109: Number of non-national Researchers

<i>Nationality</i>	<i>Total</i>	<i>%</i>
Swedish	1	33%
German	1	33%
Canadian	1	33%
Total	3	100%

Site Assistant

Table 110: General table of all Site Assistants working in the archaeological sector

Individuals		368	Full-time	368	100%	
			Part-time	0	0%	
Salaries	Minimum	€ 21,000	Average	€ 26,910	Maximum	€ 33,804
Fixed-termPermanent All female1165 All male2294				Age <2041% 20–2924767% 30–399626% 40–4972% 50–5900% >6000%		
Length of employment >24 months				29	8%	
Temporary contract		354	96%	Qualifications Leaving cert.10127% First degree15843% Postgraduate10930% Doctorate21% Post-doctoral00%		
Permanent contract		14	4%			
Estab. funded posts		8	2%			
Project funded post		251	68%			
Employer contributes to pension		99	27%			

Table 111: Site Assistants by role

<i>Role</i>	<i>Number of individuals</i>
Archaeologist: field investigation and research services	368
Archaeologist: historic environment advice and information services	0
Archaeologist: museum and visitor/user services	0
Archaeologist: educational and academic research services	0
Support staff	0

Table 112: Site Assistants by organisational structure and role

<i>Commercial organisation</i>	<i>Field investigation and research services</i>	<i>Historic environment advice and information services</i>	<i>Museum and visitor/user services</i>	<i>Educational and academic research services</i>	<i>Total</i>
National government	10	2	0	0	12
Local government	0	0	0	0	0
University	0	0	0	0	0
Commercial organisation	356	0	0	0	356
Other	0	0	0	0	0
Total	366	2	0	0	368

Table 113: Number of non-national Site Assistants

<i>Nationality</i>	<i>Total</i>	<i>%</i>
Polish	105	69%
British	6	4%
Swedish	7	5%
Spanish	11	7%
German	4	3%
Italian	4	3%
French	2	1%
Slovakian	4	3%
Hungarian	5	3%
Portuguese	2	1%
Norwegian	1	1%
Canadian	1	1%
Australian	1	1%
Total	153	100%

Specialist

Table 114: General table of all Specialists working in the archaeological sector

Individuals		17	Full-time	17	100%	
			Part-time	0	0%	
Salaries	Minimum	€ 22,100	Average	€ 31,796	Maximum	€ 56,000
			Age	<20	0	0%
All female				20–29	12	71%
All male				30–39	5	29%
				40–49	7	41%
				50–59	0	0%
Length of employment >24 months				>60	0	0%
Temporary contract			3	18%	Qualifications	
Permanent contract			14	82%		
Estab. funded posts			15	88%		
Project funded post			1	6%		
Employer contributes to pension			5	29%		
			Leaving cert.		0	0%
			First degree		2	12%
			Postgraduate		14	82%
			Doctorate		0	0%
			Post-doctoral		0	0%

Table 115: Specialists by role

<i>Role</i>	<i>Number of individuals</i>
Archaeologist: field investigation and research services	10
Archaeologist: historic environment advice and information services	0
Archaeologist: museum and visitor/user services	0
Archaeologist: educational and academic research services	1
Support staff	6

Table 116: Specialists by organisational structure and role

<i>Commercial organisation</i>	<i>Field investigation and research services</i>	<i>Historic environment advice and information services</i>	<i>Museum and visitor/user services</i>	<i>Educational and academic research services</i>	<i>Total</i>
National government	0	0	0	0	0
Local government	0	0	0	0	0
University	0	0	0	1	1
Commercial organisation	16	0	0	0	16
Other	0	0	0	0	0
Total	16	2	0	1	17

Table 117: Number of non-national Specialist

<i>Nationality</i>	<i>Total</i>	<i>%</i>
British	3	33%
Italian	2	22%
Finnish	2	22%
Polish	2	22%
Total	9	100%

Supervisor

Table 118: General table of all Supervisors working in the archaeological sector

Individuals		98	Full-time	58	59%		
			Part-time	0	0%		
Salaries	Minimum	€ 34,500	Average	€ 30,268	Maximum	€ 37,500	
			Age	<20	0	0%	
All female				20–29	76	78%	
All male				30–39	25	26%	
				40–49	3	3%	
				50–59	1	1%	
Length of employment >24 months			57	58%	>60	0	0%
Temporary contract		58	59%	Qualifications	Leaving cert.	9	9%
Permanent contract		40	41%		First degree	50	51%
Estab. funded posts		0	0%		Postgraduate	39	40%
Project funded post		46	47%		Doctorate	0	0%
Employer contributes to pension		46	47%		Post-doctoral	0	0%

Table 119: Supervisors by role

Role	Number of individuals
Archaeologist: field investigation and research services	98
Archaeologist: historic environment advice and information services	0
Archaeologist: museum and visitor/user services	0
Archaeologist: educational and academic research services	0
Support staff	0

Table 120: Supervisors by organisational structure and role

Commercial organisation	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services	Total
National government	0	0	0	0	0
Local government	0	0	0	0	0
University	0	0	0	0	0
Commercial organisation	98	0	0	0	98
Other	0	0	0	0	0
Total	98	0	0	0	98

Table 121: Number of non-national Supervisors

<i>Nationality</i>	<i>Total</i>	<i>%</i>
Polish	6	38%
British	3	19%
Swedish	3	19%
Spanish	1	6%
German	1	6%
Argentinean	1	6%
Columbian	1	6%
Total	16	100%

Surveyor

Table 122: General table of all Surveyors working in the archaeological sector

Individuals		10	Full-time	9	90%		
			Part-time	1	10%		
Salaries	Minimum	€ 26,000	Average	€ 34,920	Maximum	€ 63,746	
				Age	<20	0	0%
Fixed-term		Permanent	20–29		4	40%	
All female	0	2	30–39		5	50%	
All male	1	7	40–49		1	10%	
			50–59		0	0%	
Length of employment >24 months		6	60%	>60	0	0%	
Temporary contract		1	10%	Qualifications	Leaving cert.	0	0%
Permanent contract		9	90%		First degree	6	60%
Estab. funded posts		6	60%		Postgraduate	4	40%
Project funded post		4	40%		Doctorate	0	0%
Employer contributes to pension		5	50%		Post-doctoral	0	0%

Table 123: Surveyors by role

<i>Role</i>	<i>Number of individuals</i>
Archaeologist: field investigation and research services	6
Archaeologist: historic environment advice and information services	0
Archaeologist: museum and visitor/user services	0
Archaeologist: educational and academic research services	1
Support staff	3

Table 124: Surveyors by organisational structure and role

<i>Commercial organisation</i>	<i>Field investigation and research services</i>	<i>Historic environment advice and information services</i>	<i>Museum and visitor/user services</i>	<i>Educational and academic research services</i>	<i>Total</i>
National government	0	0	0	1	1
Local government	0	0	0	0	0
University	0	0	0	0	0
Commercial organisation	9	0	0	0	9
Other	0	0	0	0	0
Total	9	0	0	1	10

Appendix III: Questionnaire



UCD School of Archaeology

Discovering the Archaeologists of Europe
UCD School of Archaeology,
University College Dublin,
Belfield, Dublin 4, Ireland



Institute of
Archaeologists of
Ireland

Discovering the Archaeologists of Europe (Irl) – Leonardo II / Institute of Archaeologists of Ireland

Dear Sir or Madam,

Discovering the Archaeologists of Europe (Irl), is a professional survey project that intends to collect and disseminate information on archaeologists and archaeological employment across Europe and to provide a baseline to understand and improve the status of the profession. The **Institute of Field Archaeologists (IFA)** in the U.K. devised this project, which is founded by the **European Commission's Leonardo II programme**, for the **European Association of Archaeologists (EAA)**. The project involves eleven European state partners including the **Institute of Archaeologists of Ireland (IAI)**.

The **UCD School of Archaeology, University College Dublin** has been commissioned by the IAI to undertake the Irish research module for this project which is supported by the generous financial support of the **Heritage Council**, following its initial funding for the surveys undertaken on behalf of IAI to profile the profession and its needs in 2002.

Every organisation that employs or commissions archaeologists in Ireland, across all sectors of the profession, is invited and encouraged, to contribute to this important survey. All the information gathered (which will be anonymous and analysed in code) will provide statistical information that will be made available, as in 2002, to employers, archaeologists, professional associations, training providers and decision makers. It will be used to develop specific strategies and policies to encourage the development of a more dynamic and competitive professional position in Europe's 'knowledge' economy that will deliver sustainable growth and a socially secure professional profile. It will allow all sectors to establish their position in the market and to identify the services and skills that their particular sector requires. The final multinational report by the project partners will also be made available to a wide audience. Together these reports will promote improved professional and training strategies and encourage transnational mobility through professional standards and the removal of barriers.

The project has a series of objectives at a national and European level:

- to promote the transparency of qualifications and transnational mobility
- to identify barriers to entry to the profession and career progression difficulties
- to identify labour market information and trends, including training investment and recruitment
- to establish the number of archaeologists working in each state and the nature of their professional activity
- to identify training needs and skills shortages
- to provide archaeological employers with information to aid business planning and improve organisational performance

You are kindly requested to complete the enclosed questionnaire which will be used to retrieve this data. The questionnaire is composed of **three** parts.

- Part 1 asks **organisations** to characterize themselves by the principal services they provide and asks general questions on the structure and policies of the organisations.
- Part 2 asks about **each archaeological post**, and is designed to investigate which categories of people are working in particular posts, offering the opportunity to demonstrate the breadth of service provided for, and by, the organisation.
- Part 3 is for **educational organisations only** to provide information on the number of people receiving training annually.

Please complete the questionnaire as a census of staff as of 1st of July 2007. The deadline for the return of the completed paper questionnaire is 28th of July 2007, but we will still be able to receive electronic versions until 10th of August 2007. It is accepted that completing the questionnaire will require time and effort. We apologise for requesting such complex information, but it is needed to build an up to date and comprehensive picture of the profession in Ireland. If you require further assistance in completing the questionnaire, please do not hesitate to contact **Discovering the Archaeologists of Europe (Irl)**, UCD School of Archaeology, University College Dublin (discovering.archaeologists@ucd.ie).

Some of the information sought may be considered to be commercially sensitive. Once received, responses will be coded and will therefore remain anonymous. The full archive of information received, and the database used, will be held by UCD School of Archaeology. The confidentiality of respondents and the anonymity of the data is assured by UCD on behalf of the IAI.

With many thanks on advance,

Margaret Gowen
Partner Project Coordinator &
Acting Chairperson, Institute of Archaeologists of Ireland

Yours faithfully,

Professor Gabriel Cooney
Project Coordinator
UCD School of Archaeology

Discovering the Archaeologists
of Europe (Irl) is funded by:



Leonardo da Vinci
Transnational networks

Discovering the Archaeologists of Europe—Ireland: Profiling the Profession 2007



this questionnaire is designed to obtain information relating to people working in archaeology at present. please complete the questionnaire using information that applied to your organisation on Monday 1st of July 2007

part one: the organisation

which jurisdiction is your organisation primarily based in?	Republic of Ireland	Northern Ireland
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has your organisation also completed the Institute of Field Archaeologists 2007 survey?	yes		no	
--	-----	--	----	--

1 organisational structure and role

please tick one box that best describes your organisation's structural basis and principal role	principal role				
	structural basis	field investigation and research services	historic environment advice and information services	museum and visitor /user services	educational and academic research services
	national government				
	local government				
	university				
	commercial organisation				
	other				

2 geographical location

please tick one box to indicate where the organisation that you are providing data for is based	1. Carlow		17. Meath	
	2. Cavan		18. Monaghan	
	3. Clare		19. Offaly	
	4. Cork		20. Roscommon	
	5. Donegal		21. Sligo	
	6. Dublin		22. Tipperary	
	7. Galway		23. Waterford	
	8. Kerry		24. Westmeath	
	9. Kildare		25. Wexford	
	10. Kilkenny		26. Wicklow	
	11. Laois		1. Antrim	
	12. Leitrim		2. Armagh	
	13. Limerick		3. Down	
	14. Longford		4. Fermanagh	
	15. Louth		5. Londonderry	
	16. Mayo		6. Tyrone	
Other [please specify including whether EU or non-EU]			EU/non-EU	

3 number of staff

please indicate how many members of staff, permanent and fixed term are working for your organisation at present please ensure that all staff, including those on short-term or temporary contracts, are included		permanent staff	fixed term staff
	archaeological staff		
	non-archaeological support staff		
	total staff		

have these numbers varied in the course of the past year?		permanent staff		fixed term staff	
		Min	Max	Min	Max
If so, please indicate the maximum and minimum numbers of staff, permanent and fixed term, that your organisation has had at any given time in the course of the past year	archaeological staff				
	non-archaeological support staff				
	total staff				

4 employee rights / benefits

	yes	no	don't know
do employees receive 20 or more days paid holiday leave per annum?			
do permanent employees receive paid sickness leave over and above Statutory Sick Pay?			
do fixed term employees receive paid sickness leave?			
do permanent employees have access to a pension scheme?			
do fixed term employees receive support for <i>Personal Retirement Savings Accounts</i> (PRSA) or other pension support?			
do employees receive paid maternity leave over and above Statutory Maternity Pay?			
do employees receive the opportunity to take unpaid maternity leave?			
do employees receive paid paternity leave?			
do employees receive the opportunity to take unpaid paternity leave?			
are employees provided with the opportunity to job share or use other flexible working arrangements?			
are employees provided with subsidised accommodation or subsistence allowance?			
please give details of any other employee benefits which the organisation provides [e.g. reimbursement of IAI/IFA subscriptions]			

5 salary scales

are salaries within the organisation tied to any scale system? if yes , then please indicate the type of scale system in use		yes	no	don't know
	civil service			
	local authority			
	university			
	locally defined or own scale			
	other [please specify]			

6 trades unions

are there any recognised trades unions in the organisation's workplace? if yes , which unions are these? [tick all that apply]		yes	no	don't know
	SIPTU		Amicus	
	IMPACT		AUT [Association of University Teachers]	
	Civil and Public Service Union		Prospect	
	IFUT [Irish Federation of University Teachers]		Unison	
	other [please specify]			

7 past and future staff numbers

please indicate how the numbers of members of staff [in terms of Full-time Equivalents] have changed over the last few years and how you anticipate staff numbers to change in the near future please ensure that all staff, including those on short-term or temporary contracts, are included	how did the numbers employed by the organisation one year ago [2006] compare with the present? [circle more if there were more employees one year ago etc.]						
	permanent staff	more	the same	fewer	none	don't know	not trading
	fixed term staff	more	the same	fewer	none	don't know	not trading
	how did the numbers employed by the organisation three years ago [2004] compare with the present?						
	permanent staff	more	the same	fewer	none	don't know	not trading
	fixed term staff	more	the same	fewer	none	don't know	not trading
	how did the numbers employed by the organisation five years ago [2002] compare with the present?						
	permanent staff	more	the same	fewer	none	don't know	not trading
	fixed term staff	more	the same	fewer	none	don't know	not trading
	how do you anticipate the numbers employed by the organisation one year in the future [2008] to compare with the present? [circle more if you anticipate there being more employees in one year's time etc.]						
	permanent staff	more	the same	fewer	none	don't know	
	fixed term staff	more	the same	fewer	none	don't know	
	how do you anticipate the numbers employed by the organisation three years in the future [2010] to compare with the present?						
	permanent staff	more	the same	fewer	none	don't know	

8 Quality standards

do you employ a quality system [for example ISO 9000]			yes	no	don't know
	ISO 9000		ISO 9000		
	Excellence Through People		Investors in People		
	EFQM		EFQM [European Foundation for Quality Management]		
			BEM [Business Excellence Model]		
	Northern Ireland Museums Council		Charter Mark		
	Museum Standards and Accreditation Scheme		Museum Registration		
	IAI Corporate Member		IFA Registered Archaeological Organisation		
	other [please specify]				

if you answered **yes** to the previous question then please tick all the quality systems that you apply

if your organisation has not committed to a quality assurance scheme which of the following is the main reason?	too much paper work		no LSC / LEC funding [UK only]	
	time not available		other [please add]	
	benefits not clear			
	seemed irrelevant			

relating to Investors in people [IiP] is your organisation [tick one box only]	recognised IiP		considered and rejected	
	committed to IiP		not considered	
	considered not yet working towards it		don't know	

UK respondents only

relating to IAI registration is your organisation [tick one box only]	registered archaeological organisation		working towards registration	
	considered not yet working towards it		considered and rejected	
	not considered		don't know	

if you have not committed to IAI registration which of the following is the main reason?	too much paper work		part of a larger organisation that will not commit	
	time not available		other [please add]	
	benefits not clear			
	seemed irrelevant			

9 staff training and development

	yes	no	don't know
do you identify training needs for individuals and the organisation as a whole?			
do you provide training or other development opportunities for permanent employees ?			
do you provide training or other development opportunities for fixed term staff ?			
if yes to either of the two questions above, how do you develop your staff? – tick all that apply	permanent staff	fixed term staff	
formal off-job training [e.g. outside training courses]			
formal in-job training [e.g. in-house training course]			
informal off-job training [e.g. supported individual research and learning]			
informal in-job training [e.g. mentoring]			
	yes	no	don't know
does your organisation have a formal training plan?			
does your organisation have a training budget?			
is your training budget under your organisation's direct control?			
do you record how much time employees spend training?			
do you formally evaluate the impact of training on individuals?			
do you formally evaluate the impact of training on the organisation?			
does your organisation operate a performance appraisal scheme?			
does your organisation encourage individuals to engage in continuing professional development?			

10 training supply and demand

do you employ new entrants to the profession?	yes	no	don't know	
if so, how much training do you have to give new entrants? [on average]	very little	little	considerable	very considerable
how well equipped with skills are new entrants to the profession?	very poorly	poorly	well	very well
how well do currently available courses match the requirements of the profession?	very poorly	poorly	well	very well

11 skills gaps

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.	leadership		project management	
	information technology		business skills	
	people management		languages	
	education / training		customer care	
	marketing / sales		advocacy / influencing others	
	other [please specify]			

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	conducting [direct] intrusive investigations [evaluation, excavation]		contributing to intrusive investigations [evaluation, excavation]	
	conducting [direct] non-intrusive field investigations [geophysical survey]		contributing to non-intrusive field investigations [geophysical survey]	
	conducting [direct] other non-intrusive field investigations		contributing to other non-intrusive field investigations	
	archaeological landscape characterisation		desk-based research	
	conservation of artefacts or ecofacts		artefact or ecofact research	
	other [please specify]			

what non-archaeologically specific skills are priority for training your organisation's staff over the next two years? [please select up to three]	leadership		project management	
	information technology		business skills	
	people management		languages	
	education / training		customer care	
	marketing / sales		advocacy / influencing others	
	other [please specify]			

what technical, archaeological skills are a priority for training your organisation's staff over the next two years? [please select up to three]	conducting [direct] intrusive investigations [evaluation, excavation]		contributing to intrusive investigations [evaluation, excavation]	
	conducting [direct] non-intrusive field investigations [geophysical survey]		contributing to non-intrusive field investigations [geophysical survey]	
	conducting [direct] other non-intrusive field investigations		contributing to other non-intrusive field investigations	
	archaeological landscape characterisation		desk-based research	
	conservation of artefacts or ecofacts		artefact or ecofact research	
	other [please specify]			

12 Qualifications and professional bodies

	yes	no	don't know
does your organisation recognise/reward academic and professional qualifications from outside your country?			
does your organisation recognise/reward membership of professional bodies from outside your country?			

13 CPD and vocational qualifications

are you aware of any vocational qualifications in archaeological practice?	yes	no	don't know	
how much support would you give staff to work towards such qualifications?	very little	little	considerable	very considerable

are you aware of any Continuing Professional Development (CPD) qualifications in archaeological practice?	yes	no	don't know	
how much support would you give staff to work towards such qualifications?	very little	little	considerable	very considerable

14 further comments

if you have any further comments about any aspect of archaeological employment in Ireland or the UK, please make them here [Please include comment on other categories of employees or sub-contractors not covered by the above sections]	
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please complete this sheet for each post title within the organisation, for both archaeological staff and any dedicated support staff that work with the archaeologists. note that while each entry relates to a particular post, this may well relate to a number of individuals

please photocopy this sheet as many times as required, noting that the sheet is double-sided

part two: post profiles

which jurisdiction are these employees primarily based in?	Republic of Ireland		Northern Ireland	
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which currency has been used in this questionnaire?	Euro		Sterling	
---	------	--	----------	--

post title	
number of permanent employees in this post	
number of fixed term employees in this post	

please indicate the principal role of the individuals working in this post [tick one box only]	archaeologist: field investigation and research services	
	archaeologist: historic environment advice and information services	
	archaeologist: museum and visitor / user services	
	archaeologist: educational and academic research services	
	support staff	

number of and gender individuals working in this post by age and gender	permanent staff	female	male	fixed term staff	female	male
	aged under 20			aged under 20		
	aged 20 – 29			aged 20 – 29		
	aged 30 – 39			aged 30 – 39		
	aged 40 – 49			aged 40 – 49		
	aged 50 - 59			aged 50 - 59		
	aged 60 and over			aged 60 and over		

gross salary	minimum		does this include any weighting allowance?	yes		how much?	minimum	
	maximum			no			maximum	

does your organisation operate a performance-related pay scheme?	yes	
	no	
	don't know	

working hours per week [please complete in terms of numbers of individuals]	permanent staff	
	part-time [<30h pw]	
	full-time [≥30h pw]	

fixed term staff	
part-time [<30h pw]	
full-time [≥30h pw]	

length of contract for permanent staff [please complete in terms of numbers of individuals]	permanent staff	
	part-time [<30h pw]	
	full-time [≥30h pw]	

fixed term staff	
part-time [<30h pw]	
full-time [≥30h pw]	

length of employment to date – permanent staff [please complete in terms of numbers of individuals]	up to 3 months	
	3 – 6 months	
	6 – 12 months	
	12 – 24 months	
	> 24 months	

length of employment to date – fixed term staff [please complete in terms of numbers of individuals]	up to 3 months	
	3 – 6 months	
	6 – 12 months	
	12 – 24 months	
	> 24 months	

how many of the paid posts are funded by establishment income or by project grants/contracts? [please complete in terms of numbers of individuals]	establishment	
	project	

does the organisation contribute to the pension of individuals working in this post? [please complete in terms of numbers of individuals]	establishment	
	project	

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	

What does your organisation consider to be the minimum level of qualification for this position? [graduate, postgraduate etc.]	permanent staff	fixed term staff

how many of the people working in this post have each of the following qualifications ? [for those with multiple qualifications count only their highest]	Junior Cert , Leaving Certificate (LC/LCA/LCVP) FETAC, BTEC, A level, Highers, GNVQ, GSVQ, GCSE, S-Grade .	permanent staff		fixed term staff	
	first degree or HND	permanent staff		fixed term staff	
	postgraduate [masters, diploma, etc.]	permanent staff		fixed term staff	
	doctorate	permanent staff		fixed term staff	
	post-doctoral	permanent staff		fixed term staff	

does your organisation value CPD training when employing new staff for this position? does your organisation support employees in this post in undertaking CPD training [e.g. pay fees or work release]? does your organisation recognise CPD training as contributing to promotions and salaries of employees in this position?	yes	no	don't know

how many non-National people working in this post are from an EU member state ?	EU Nationals	permanent staff		fixed term staff	
	non-EU National	permanent staff		fixed term staff	

what are the ethnic origins of the people working in this post [please complete in terms of numbers of individuals]	black african	permanent staff		fixed term staff	
	black caribbean	permanent staff		fixed term staff	
	east asian	permanent staff		fixed term staff	
	south asian [Indian subcontinent]	permanent staff		fixed term staff	
	white	permanent staff		fixed term staff	
	other	permanent staff		fixed term staff	

how many of the people working in this post are disabled , as defined in the <i>Employment Equality Act 1998</i> (ROI) or the <i>Disability Discrimination Act 1995</i> (UK)	permanent staff		fixed term staff	
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Ireland
Employment Equality Act 1998 (ROI) "disability" means—

(a) the total or partial absence of a person's bodily or mental functions, including the absence of a part of a person's body,

(b) the presence in the body of organisms causing, or likely to cause, chronic disease or illness,

(c) the malfunction, malformation or disfigurement of a part of a person's body,

(d) a condition or malfunction which results in a person learning differently from a person without the condition or malfunction, or

(e) a condition, illness or disease which affects a person's thought processes, perception of reality, emotions or judgement or which results in disturbed behaviour

UK
Disability Discrimination Act 1995

a person has a disability for the purposes of this Act if he has a physical or mental impairment which has a substantial and long-term adverse effect on his ability to carry out normal day-to-day activities.

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This part has to be compiled only by educational organisations and third level institutions

part three: third level institutions only

please indicate how the number of undergraduate students have changed over the last few years and how you anticipate these numbers to change in the near future	how many Archaeology undergraduate students qualified from your institution three years ago ?	
	how many Archaeology undergraduate students qualified from your institution one year ago ?	
	how many Archaeology undergraduate students qualified from your institution this year ?	
	how many Archaeology undergraduate students do you anticipate will qualify from your institution next year ?	
	how many Archaeology undergraduate students do you anticipate will qualify from your institution in three years ?	
	how many Archaeology undergraduate students do you anticipate will qualify from your institution in five years ?	
please indicate how the number of graduate Masters students have changed over the last few years and how you anticipate these numbers to change in the near future	how many Archaeology Masters students qualified from your institution three years ago ?	
	how many Archaeology Masters students qualified from your institution one year ago ?	
	how many Archaeology Masters students qualified from your institution this year ?	
	how many Archaeology Masters students do you anticipate will qualify from your institution next year ?	
	how many Archaeology Masters students do you anticipate will qualify from your institution in three years ?	
	how many Archaeology Masters students do you anticipate will qualify from your institution in five years ?	
please indicate how the number of PhD students have changed over the last few years and how you anticipate these numbers to change in the near future	how many Archaeology PhD students qualified from your institution three years ago ?	
	how many Archaeology PhD students qualified from your institution one year ago ?	
	how many Archaeology PhD students qualified from your institution this year ?	
	how many Archaeology PhD students do you anticipate will qualify from your institution next year ?	
	how many Archaeology PhD students do you anticipate will qualify from your institution in three years ?	
	how many Archaeology PhD students do you anticipate will qualify from your institution in five years ?	
please indicate how the number of Post-doctoral students have changed over the last few years and how you anticipate these numbers to change in the near future	how many Archaeology post-doctoral students qualified from your institution three year ago ?	
	how many Archaeology post-doctoral students qualified from your institution one year ago ?	
	how many Archaeology post-doctoral students qualified from your institution this year ?	
	how many Archaeology post-doctoral students do you anticipate will qualify from your institution next year ?	
	how many Archaeology post-doctoral students do you anticipate will qualify from your institution in three years ?	
	how many Archaeology post-doctoral students do you anticipate will qualify from your institution in five years ?	

