

## PRELIMINARY RESULTS OF THE DISCOVERING THE ARCHAEOLOGISTS OF EUROPE PROJECT (BOSNIA AND HERZEGOVINA)

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### Introduction

The Discovering the Archaeologists of Europe 2012-14 (DISCO 2014) project was undertaken within Bosnia and Herzegovina from November 2012 to October 2014, with the aim of examining archaeological employment and barriers to transnational mobility within archaeology across Europe. Within the country specifically, it furthermore aimed to profile the current state of the profession and ascertain the number of archaeologists working in the country, and to identify strengths and weaknesses in regard to education, training and the workplace, in order to provide data relevant to policy-makers and funding bodies in decision-making

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<sup>1</sup> The research for this paper was undertaken as part of the 'Discovering the Archaeologists of Europe 2014' project. Discovering the Archaeologists of Europe 2014 is a transnational project, examining archaeological employment and barriers to transnational mobility within archaeology across twenty-one European countries, and is a successor to the previous Discovering the Archaeologists of Europe project which ran from 2006-2008. It is undertaken with the support of the Lifelong Learning Programme of the European Union. This project has been funded with support from the European Commission, and is implemented within Bosnia and Herzegovina by Cultural Heritage without Borders. This article [communication] reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

regarding the country's archaeological profession. Twelve pieces of core data were collected across all participating countries<sup>2</sup>, and researchers were free to collect any additional data they felt to be of importance to their national report.

### Methodology and Responses

Two separate questionnaires were constructed and distributed within the country's archaeological community; one was targeted toward institutions employing archaeological workers, and the other toward individuals employed primarily or in part to deal with the country's archaeological heritage. Each was divided into sections. The questionnaire targeting institutions had sections covering basic institution information, personnel makeup, contracts, working conditions, training and institution evolution and future prospects, while the questionnaire for individuals contained sections covering personal data, education level, employment details, work and contract conditions, views on the international movement of archaeological workforces and opinions on ongoing training and education.

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<sup>2</sup> The list of Core Data is available at [http://www.discovering-archaeologists.eu/DISCO\\_Core\\_data\\_template%202012.doc](http://www.discovering-archaeologists.eu/DISCO_Core_data_template%202012.doc)

Through research, it was determined that 31 institutions employ or (claim to employ) archaeologists within Bosnia and Herzegovina, with the total number of archaeologists employed being 48. Questionnaires were distributed to all of these, with 13 being returned by institutions, and 29 by individuals. Of these, two institutions were based abroad (with one answering exclusively on activities within the country), as well as four individuals who undertake significant amounts of work in country (more than 1 month per year). Where relevant, their responses were excluded from analysis.

### Preliminary Results

- i) *Number of Archaeologists and Archaeologists as a Proportion of the Workforce* – It was ascertained that 48 individuals are employed primarily to deal with the archaeological heritage. This has seen a continuation of an upward trend since the war; it is believed that the archaeological community now has surpassed its pre-war peak (Table 1). As a proportion of the workforce, archaeological workers account for 0.007%, while field archaeologists account for 0.0059% (up from 0.0034% in 2009). The 2008-10 European average was found to be 0.02% - over three times Bosnia and Herzegovina's current proportion, and almost six times its proportion for the equivalent time period.
- ii) *Age, Sex and Disability* – From Figure 1, it can be seen that there is a strong bias toward younger persons within the archaeological workforce. This can be explained in part by the recent influx of graduates into the labour market from Bosnia & Herzegovinian academic institutions. The median age of respondents was 31. There is an approximate 55%:45% split in favour of males within the archaeological community. Similar figures seem to have been evident within the country before the 1992-95 war. No respondents claimed to have a disability, although one institution did claim to employ a person (or persons) with disabilities.
- iii) *Education Level* – 93% of persons employed to work with archaeology have at least a university diploma (BA) – compared to 18.7% of employed persons in Bosnia and Herzegovina – with the majority having a masters-level qualification. Although a relatively low proportion of respondents had obtained a doctoral-level qualification, at least three respondents were nearing completion of doctoral studies.
- iv) *Languages in the Archaeological Community* – 80% of archaeologists in the country describe themselves as proficient in at least one second language. English is by far the most commonly-spoken second language within the archaeological community of Bosnia and Herzegovina, with 19 respondents considering themselves proficient in the language, followed by German, with five respondents, and French with three. Fifteen respondents believed a knowledge of English is important for an archaeological career in Bosnia and Herzegovina, with fourteen respondents believing the same for German.
- v) *Work Contracts* – The overwhelming majority of respondents were given permanent contracts by their employers, reflecting the fact that much of

the archaeological community are employed in the public sector. Although this provides job security, one major worry is that such a characteristic of the labour market could create cyclical patterns of employment, with several openings being created in one year, while none are created in the preceding and following years, leading to low levels of graduate retention within the profession.

- vi) *Job Titles* - A wide range of job titles were evident amongst respondents to the questionnaire. A number of respondents held more than one job title. Between the 21 persons employed by institutions within Bosnia and Herzegovina that responded to this question, a total of 28 job titles were recorded, with a number of respondents possessing more than one job title.
- vii) *Internationalisation of Archaeology* - When asked "Do you feel that freedom of international movement and international research cooperation within archaeology is a good thing?" 96% of respondents said that they believed it was, while 4% stated that they were unsure. However, when asked "*Do you believe foreign archaeologists should be allowed to work easily within Bosnia and Herzegovina?*", 46% of respondents answered 'Yes', while 27% were unsure, and 27% answered 'No', hinting at a particularly one-sided view of labour movement and exchange within the country. Similar views were recorded in 2009-10. Through interviews with local archaeologists, such a viewpoint may stem from the (perceived) lack of opportunities for local archaeologists to become involved in excavations and to

undertake post-excavational analysis on projects run by foreign institutions within Bosnia & Herzegovina. One respondent to the personnel questionnaire gave the comment:

*"International research projects [need to be developed] where local archaeologists and students must be included and offered an opportunity for better training and/or specialization."*

Only 26% of respondents would not consider moving abroad for work, a rate comparable to those for young people within the country overall<sup>3</sup>. Although no detailed analysis on age of persons compared to desire to move abroad was conducted, results suggested that the desire to move abroad was stronger in younger workers<sup>4</sup>. Main reasons for people to consider moving abroad included better training opportunities, improved long-term career prospects, better working conditions and pay, and better opportunities to publish research. Only 32% of respondents claimed that they believe there is enough support and opportunity to build a successful archaeological career in within Bosnia and Herzegovina.

When asked whether they had worked abroad at any point, the majority of archaeologists had done so. Of these, the overwhelming majority had worked in Croatia. Croatia's 2013 accession to the European

3 <http://www.source.ba/clanak/560069267085/>

4 The author believes that, in the 8 months since conducting this research in late 2013, three respondents (all under the age of 35) have left the country for work elsewhere.

Union has essentially closed this labour market to archaeologists from Bosnia and Herzegovina, who have traditionally relied on such excavations to ‘top up’ skills and training at better-managed excavations, and to increase collaboration with colleagues from the Western Balkan region. This closure of Croatia’s labour market could potentially cause problems in the mid-to-long-term future for Bosnia and Herzegovina’s archaeological community.

- viii) *Wages and Benefits* – Both employers and personnel provided information on the wages and benefits received by archaeological workers. The average wages reported to be paid to different categories of workers are shown in Table 2, with an 11.4% deviation from the wage within each category capturing the majority of workers. Employees reported a far greater variation in salaries, with the lowest being approximately €335 (an archivist), and the highest being €960 (a museum director). Although the mean wage from reported wages was €548, this has little statistical value, due to the huge variety in wages observed. The median wage was €524, and of the 14 respondents who gave information on their wage, 9 fell between €485 and €614 per month, with 2 above this range and 3 below. In comparison, the average monthly wage across Bosnia and Herzegovina throughout 2013 ranged between €417 and €428, according to the Agency for Statistics<sup>5</sup>: Archaeologists earn, therefore, on average, 124% of the mean national salary; a comparable figure to the 128% derived from limited data in 2010 Report.

When asked “*Are you paid according to the level of your highest qualification in comparison with other job sectors in Bosnia and Herzegovina?*”, only one of the 19 respondents stated that they believed they were, with six stating they were not, and 12 being unsure.

However, benefits additional to salary form a large part of archaeological employees’ remuneration; this ranged from €25 per month, to ‘up to €250’ per month in value, with the mean sum total being €99.70, and the median being €102.30. It was noted however, that the distribution of benefits is strongly bimodal. Nevertheless, if the mean amount of total benefits were extrapolated across the archaeological community, it would account for an additional 18.2% of the mean salary; a significant amount of additional remuneration.

- ix) *Training* – Both employers and personnel were asked which types of training were most needed within the archaeological community. The most common answer in both questionnaires was ‘*GIS/Mapping equipment & software*’. Areas where large discrepancies were evident (when results were weighted to account for the larger number of responses from personnel than from institutions) were ‘*Local Language training (for foreign workers)*’, ‘*Methods of prospection*’ and ‘*Editorial and Publication Techniques*’, seen far more as weaknesses by employers than employees, and ‘*Team leadership and personal responsibility*’ and ‘*Other language training*’, in which training is wanted far more by employees than employers.

With regard to institutions responsible for delivering training, a separate government-controlled institution or a resource centre attached to a university were the most common choices. However, considering replies in proportional terms, a *resource centre attached to a museum* was a far more popular choice amongst personnel than institutions, while the idea of training being provided by private organisations was far more well-received amongst institutions than archaeological workers.

- x) *Institution Development* – Most institutions expect either no change or a possible slight increase in staff numbers, while a few predict a decrease in numbers over the next 12 months. The main factors that will impact upon employee numbers are believed to be the current economic climate and overall shortfalls in funding. Institutions were, however, slightly more optimistic about their capacities in 3 years' time, with some claiming that this is due to an expected influx of locally-educated and trained graduates entering the labour market.
- xi) *Institution Satisfaction* - Of the eleven institutions who responded to the question asking about their satisfaction with the the progress of archaeological work and research within Bosnia and Herzegovina in recent years, seven stated they were satisfied, and four stated that they were dissatisfied. Select responses justifying these answers include the following:

*"We have had good collaborations and have been able to get on with productive field survey and test excavation projects."*

*"We are satisfied. At several sites we have carried out archaeological excavations in collaboration with experts from other countries."*

*"We are very pleased with the progress of archeology, in particular in [the municipality in which the institution operates]"*

*"Everything is relative. Compared to the number of employees, we have made real progress. The greatest progress has been made thanks to cooperation with European universities."*

*"We are not satisfied. There is no long-term plan with respect to protected archaeological sites."*

*"We are unsatisfied. Archaeological excavations have never been lower financed, and when assets are received, they are insufficient to complete the works, conservation and restoration, as well as any required analysis. The ratio of local institutions to archaeological research has backtracked."*

*"There is a fundamental lack of practical archaeological ability from graduates coming from universities to our institution. This appears to be due to a lack of fieldwork training."*

- xii) *Employee Satisfaction* – Employees were asked to give their level of satisfaction with their current employment. The level of employment was then given a score, ranging from 1 (very dissatisfied) to 5 (very satisfied). Overall, archaeological workers were less satisfied than when surveyed in 2010, returning a mean Satisfaction Index of 3.87, in comparison to 4.33 four years previous.

Year	Total Number	(Males:Females)
1981	28	(21:7)
1989	36	(23:13)
1996	9	(4:5)
2005	15	(N/A)
2009	25-35	(55%:45%)
2013	48	(26:22)

Table 1. Number of archaeologists working in Bosnia & Herzegovina, by year and gender.

Technician/Conservator	€ 4,660
Administrative Worker	€ 4,712
Field Archaeologist	€ 6,506
Senior Staff/Director	€ 8,206

Table 2. Average annual salary for archaeological staff

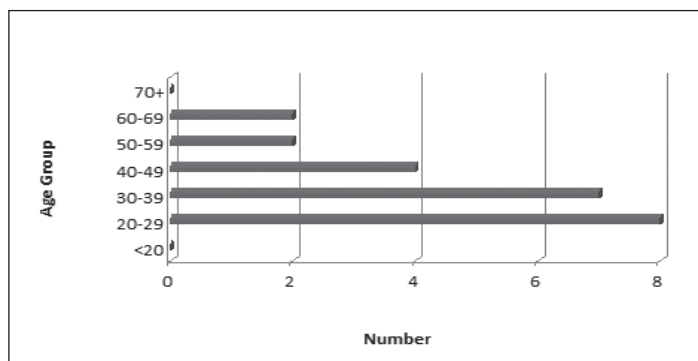


Figure 1. Age breakdown of respondents to the 'DISCO 2012-14' Personnel Questionnaire

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