Discovering the Archaeologists of Ireland 2012–2014

Kerri Cleary and Niamh McCullagh

IAI Institute of Archaeologists of Ireland

Lifelong Learning Programme

An Roinn
Ealaíon, Oidhreachta agus Gaeltachta
Department of
Arts, Heritage and the Gaeltacht

Contents

List of Tables

List of Figures

Acknowledgements

Chapter One: Background

1.1 Introduction

Discovering the archaeologists of Europe 2012–2014 (DISCO II) was a transnational project with the objective of surveying the archaeological profession across Europe post-economic downturn, especially training needs and skills shortages and potential barriers that may exist to transnational mobility across the twenty-one participating countries. The project was the successor to the previous *Discovering the Archaeologists of Europe* survey (DISCO I) that ran from 2006 to 2008 and incorporated twelve EU-member states, including Ireland.

The project was established by York Archaeological trust under funding from the European Commission's Lifelong Learning Programme and the research in Ireland was co-funded by the Department of Arts, Heritage and the Gaeltacht.

Ireland is one of twenty-one European partner countries in addition to the European Association of Archaeologists (EAA). The remaining partners represent Austria, Belgium, Bosnia-Herzegovina, Cyprus, Czech Republic, Denmark, Estonia, Germany, Greece, Italy, Latvia, Netherlands, Norway, Poland, Portugal, Romania, Slovakia, Slovenia, Spain and the United Kingdom. The Institute of Archaeologists of Ireland (IAI), as the professional association for Irish archaeologists and as participants in DISCO I, was engaged as a partner. The project was managed on behalf of the IAI by Board Director, Dr Kerri Cleary, with a researcher, Niamh McCullagh, also appointed to assist in completing the project.

1.2 Aims of the project

This project was established to identify, collect and disseminate data on archaeologists and archaeological employers in Ireland with the aim of contributing to a transnational project about the archaeological profession across Europe. A number of broad objectives, relative on a national and European level, were established in order to identify and address changes and impacts caused by the economic transformation of the last five years. These were to:

- Identify labour market information and trends, including training investment, recruitment and career progress difficulties
- Identify training needs and skills shortages
- Establish the number and profile of professional archaeologists
- Identify the range of archaeological employers
- Provide employers with information to aid business planning and improve organisational performance
- Provide individuals with information to help develop their careers

- Provide Vocational Education and Training (VET) providers with information on employers' needs

The results detailed in this report have and will continue to be widely disseminated to ensure a broad awareness of the project and to facilitate opportunities to engage with the stakeholders and act upon the conclusions.

1.2 Previous Studies

This research is one of five studies on the archaeological profession in Ireland undertaken to date in association with the IAI and fundamental to understanding the way archaeology has evolved and adapted through a labour market explosion from the late 1990s to the mid-2000s and through the subsequent recession. The Irish Association for Professional Archaeologists (IAPA) was established in 1973 and in 2001, as a consequence of an expanding archaeological sector, the members voted to establish the Institute of Archaeologists of Ireland (IAI) with the aim of advancing the profession of archaeology by seeking to promote development, education, contact, regulation, high standards and public dissemination of its work.

1.2.1 CHL Reports in 2002

One of the first acts of the newly established IAI, in conjunction with the Heritage Council of Ireland, was to commission *CHL Consulting Co. Ltd.* (2002a) to conduct a study on the *Future Demand for Archaeologists in Ireland* for the following five years. This analysis was subsequently expanded to become the first major study of the *Profile of the Archaeological Profession and Education Resources in Ireland* (CHL 2002b). Both of these reports are available to download from the IAI website[1].

The first report, published in March 2002, concluded that while there would be a further growth in demand for archaeologists and a widening gap between demand and domestic supply, it was also identified as 'a temporary balloon in demand resulting from the rapid implementation of the roads programme under the NRA' and it predicted that 'the major new inter-urban routes will be completed or well-advanced by 2007, following which the level of demand for archaeological consultants will fall'.

The analysis for this survey was conducted through the employers, by means of mail-outs and follow-up personal interviews either by phone or face-to-face. Of the 94 potential

---

[1] http://www.iai.ie/index.php/publications/reports.html

employers contacted, 55 were employing qualified archaeologists and the estimated number of archaeologists working on the Island of Ireland was 650. It was recognised that primarily as a result of large-scale infrastructure developments and urban renewal the main area of employment was consulting (77%), followed by the public service (11%), academia (9%) and the museum sector (3%). Notably, to meet the predicted temporary peaks in demand for appropriately trained archaeologists, it was advised that larger numbers of archaeologists from overseas should continue to be recruited and that the terms and conditions of employment in the sector should be enhanced, rather than the universities seeking to increase their output of archaeologists.

The second report, published in October 2002, drew conclusions from the survey of employers detailed above but also a survey of 197 individual archaeologists (47.4% of the contacted survey population of 416), again across the entire Island of Ireland. The results indicated an almost equal gender split, with female archaeologists the majority in consulting and contracting, whereas males dominated in academic institutions and the public service (other than local authorities). The average age of an archaeologist was 37.4 years and of those employed, almost half were on a contract basis with a large proportion of these being employed in the public sector, while half of those working in the private sector were employed part-time on short-term contracts. The average annual earnings were in the region of €35,680 per annum; however, it was acknowledged that the overall average for the profession was probably lower since many of those not covered by the survey were working on a temporary or short-term basis at low levels in the private sector.

In relation to training, archaeology was almost exclusively a graduate profession; 99% held a primary degree and 70% a postgraduate qualification. The survey respondents expressed a generally high level of satisfaction with their university education but it was also acknowledged that archaeology graduates should seek further education and training to make the transition to professional practice. The lack of provision of such training in a formal and professional capacity was also recognised and the majority of respondents depended on informal methods to fill the gaps in their training, including self-education, voluntary work and on-the-job training. The resulting conclusions were that a Continuing Professional Development (CPD) system with a view to promoting the maintenance and further development of professional competencies should be established and that vocational qualifications should be improved.

1.2.2 Option Consulting report in 2005

In response to the two *CHL Consulting Co. Ltd.* reports, the IAI commissioned *Option Consulting* on behalf of the Institute of Field Archaeologists (IfA) to undertake a refined and focussed assessment and analysis of training needs in Irish archaeology in order to identify detailed requirements within the different sub-sectors of archaeology and provide a

baseline for the development of solutions (Aitchison 2005). A total of 51 usable responses were received from IAI members across the Island of Ireland, representing approximately 18% of the total IAI membership at the time. The report, *Developing a Learning Framework for the Archaeological Profession: Training Needs in Irish Archaeology*, identified a high level of demand for generic, professional skills and non-fieldwork-based archaeological skills, with insufficient supply of training delivery to meet that demand. This mismatch between training supply and demand had resulted in the emergence of skills gaps across the profession.

Archaeologists in Ireland wanted formal training courses and high numbers of non-Leinster respondents also welcomed distance learning. A role for IAI in training provision was welcomed and it was advised that the Institute consult and partner with higher education providers and other suitable providers to explore the development of learning programmes, such as in report writing, preparation of materials for publication, non-fieldwork analytical and research skills, fieldwork skills and managerial skills. The major obstacles to participation in training were identified as lack of time and lack of opportunities.

1.2.3 Discovering the Archaeologists of Ireland 2007

The precursor to this project was undertaken between 2006 and 2008, capturing the archaeological profession in Ireland at the height of the economic boom and the associated high demand for an archaeological workforce. The survey, here after referred to as *DISCO 2007: Ireland*, estimated that approximately 1,709 archaeologists were working in Ireland (IE) and that they represented a 'young' profession, with the majority (51.5%) aged between 20 and 29 years. The profession was also quite gender balanced, consisting of just a 10% dominance of males. Of particular note was the high numbers of non-national archaeologists employed, with an estimated 44.5% of the workforce originally from another country, with a particular dominance of Polish immigrants. The archaeological sector also represented a graduate profession and with 80% holding a first or primary degree and 41% also having a postgraduate qualification. The average salary was calculated as €37,680 gross per year, which was noted as 2.75% lower than the national average at the time. It was also evident, however, that the majority of the workforce were earning less than this amount with the average salary pushed up by a small number of well-paid senior positions. Suggested skills shortages were in information technology, non-intrusive field investigations and conservation of artefacts and it was highlighted that future training was needed in project management, information technology, archaeological landscape characterisation and improved fieldwork skills.

1.3   Summary of Results

This is a summary of the results from the core data (Chapter 3), based on individuals working in archaeology in Ireland (IE) only. All island data is presented in Chapters 4–6.

Estimated number of archaeologists

The estimated number of archaeologists working in the archaeological sector in Ireland (IE) is approximately 338. This is an 80% decrease on that estimated in 2007 and is particularly evident in the current size of the workforce in the largest commercial companies based in Ireland, now averaging 19 staff versus 193 during 2007.

Age, gender, nationality and disability status

The majority of those employed in the archaeological sector are aged between 30 and 39 years (49%), with a further 26% aged between 40 and 49. In contrast to the 51.5% of individuals aged between 20 and 29 recorded in *DISCO 2007: Ireland*, the same age range has now decreased to just 7%.

The gender balance has remained more or less equal, with males maintaining a slight dominance of 2%.

The majority (84%) of the archaeological workforce are from Ireland. Of those that are non-nationals, most (62.5%) are from the United Kingdom, with a small number (12.5%) from Poland.

Three individuals with disability status are recorded as working in archaeology, representing just 2.3% of the workforce.

Staff qualifications

Archaeology remains a graduate profession. Approximately 98% of the workforce has at least a primary degree, of which 44% also hold a postgraduate qualification, 9% have a doctorate and 7% had held a post-doctorate position.

Work contracts

Of those individuals identified as employees (PAYE), 65% are on permanent contracts. The majority (57.5%) of individuals working in the archaeological sector are full-time, i.e. work

more than 30 hours per week, however, of those individuals on fixed-term contracts, just 58% are working full-time.

Salaries

The survey calculated that the average gross salary for a full-time individual working in the archaeological sector is €36,450 per year. This is a 3.3% decrease from that reported in the *DISCO 2007: Ireland* survey, but it is 1.3% higher than the national average salary (€35,970) reported for the last quarter of 2012. As with the previous survey, however, the majority (60%) of full-time individuals earned less than this average per year and again the figure is pushed up by a small number of well-paid senior positions.

Training needs and skills shortages

Most archaeological employers acknowledge the importance of Continuous Professional Development (CPD) for their staff and 50% have a training budget, although only 40% have a formal training plan. Most (90%) provide training and other development opportunities to their permanent staff, although only 50% offered the same to their fixed-term staff.

The main priority for archaeologically specific skills training was identified as desk-based research, followed by archaeological landscape characterisation, with Sole Traders also highlighting the importance of training methods related to conducting intrusive field investigations, such as geophysics.

Information technology was identified as the most important non-archaeologically specific skills training required, followed by marketing/sales, with Sole Traders also emphasising the importance of project management skills and further education/training generally.

Chapter Two: Methodology

2.1 Introduction

The survey model adopted was based on the *DISCO 2007: Ireland* study which facilitated cross-comparison with the statistics generated by that report. The survey was, however, also adapted to reflect the changing nature of the archaeological profession in Ireland as a result of the intervening economic downturn. The *DISCO 2007: Ireland* survey was circulated to a predetermined list of employers and self-employed archaeologists and while this survey maintained that approach it also sought responses from individual archaeologists, particularly those that were unemployed at the time and also those that had left the profession on the island of Ireland. Although for accuracy the latter two categories could not be included in the statistics for individuals employed in archaeology they are an important part of the story about the archaeological profession in Ireland today and have therefore been presented in Chapter 6.

As with the *DISCO 2007* survey, data gathering in Northern Ireland was undertaken by the UK partner but with additional data about archaeologists in Northern Ireland also collected by the Irish partner. The Institute of Archaeologists of Ireland is an all-island representative body and many archaeologists work in both jurisdictions. To ensure statistical accuracy in the transnational report, however, the archaeological companies and individual archaeologists that identified themselves as based in Ireland (IE) and Northern Ireland (NI) are separated for the core data questions presented in Chapter 3.

2.2 The questionnaire

The questionnaire was designed in consultation with an Advisory Panel. This panel consisted of representatives of a cross-section of the archaeological profession in Ireland. Forty individuals were invited to participate and twenty-one accepted. The composition of the Advisory Panel is detailed in Table 1 and included Conor McDermott and Patrizia La Piscopia who undertook the *DISCO 2007: Ireland* study on behalf of the IAI. All those who agreed to participate were circulated the questionnaire via email and asked to comment on the approach taken and the relevance of the queries. The then Board of the IAI were also consulted.

Representing	Affiliation	Contributor
DISCO 2007: Ireland	DISCO 2007: Ireland	Conor McDermott
	DISCO 2007: Ireland	Patrizia La Piscopia
	DISCO 2007: Ireland and commercial archaeology	Margaret Gowen
Third-level sector	Queen's University Belfast and Irish Post-Medieval Archaeology Group	Prof Audrey Horning
	National University of Ireland, Galway	Dr Stefan Bergh
	Institute of Technology, Sligo	Dr Fiona Beglane
	Institute of Technology, Dundalk	Dr Conor Brady
National Government	Forest Service, Department of Agriculture, Food and the Marine	Emmet Byrnes
	The Heritage Council of Ireland	Ian Doyle
	Railway Procurement Agency	Maria Fitzgerald
Local Government	Cork County Council	Mary Sleeman
	Fingal County Council	Gerry Clabby
Museum sector	National Museum of Ireland	Eamon P. Kelly
Commercial sector	National Roads Authority and Royal Irish Academy Archaeology Committee	Ronan Swan
	Irish Concrete Federation	Dr Charles Mount
	TVAS Ltd.	Kate Taylor
	Rubicon Heritage	Colm Moloney
	Northern Archaeological Consultancy Ltd.	Colin Dunlop
Other	Royal Society of Antiquarians of Ireland	Edmond O'Donovan
	Discovery Programme	Anthony Corns
	National Trust, Northern Ireland	Malachy McConway

Table 1 - Advisory Panel.

A digital questionnaire was the chosen method of survey. After careful consideration of various available software packages QuestionPro[2] was selected due to its 24-7 support facility, the way in which it would manage the statistics and its mobile capability, whereby archaeologists could complete the questionnaire on mobile devices such as smartphones and tablets. An email account (discoprojectireland@gmail.com) was also established for the project.

Once a comprehensive list of potential participants (see below) was generated an e-mail with a link to a survey URL was composed (see Appendix 1). The potential participants were divided into 'employers' (Organisations/Institutes and Limited Companies) and 'employees' and both groups were sent an invitation to participate on 13th November 2013. The chosen software also facilitated the issuing of reminders at specified intervals to those that had not completed the questionnaire, increasing in frequency closer to the deadline of 15th

---

[2] http://www.questionpro.com/

December 2012. These reminders were sent on the 29th November 2013, the 7th December 2013 and the 13th of December 2013 (see Appendix 2).

There were several recognised advantages to using an on-line digital survey such as the potential wide reach, flexibility in question diversity, including required completion of specific answers, ease of data entry and analysis, the low cost and the confidentiality capability (see below). There are also acknowledged disadvantages such as being skewed towards an internet-using population and unclear questioning resulting in incomplete questionnaires, but when weighted against the documented potential weaknesses of a paper survey, such as the high non-response rate and the tendency for selective responses or incomplete answers it was decided to proceed with a digital questionnaire (see Evans and Mathur 2005). Another significant factor in the decision was that the archaeological profession by its very nature requires many individuals to work outdoors and by providing a link to the questionnaire people could complete it remotely, using smartphones and other hand-held computers. Furthermore, it was felt that the possibility of capturing such a transient workforce might be improved if people could easily share the link to the digital questionnaire with their colleagues and friends. Of the 268 digital questionnaires started, 88% were on desktop or laptop computers, 8% were on smartphones and 4% were on tablets (Figure 1).

88% DESKTOP LAPTOP	7% Windows 8	7% Mac	84% Windows (other)	2% Other
8% SMARTPHONES	55% Android	45% iPhone	0% Windows 8	0% Other
4% TABLETS	67% iPad	11% Android	0% Windows 8	22% Other
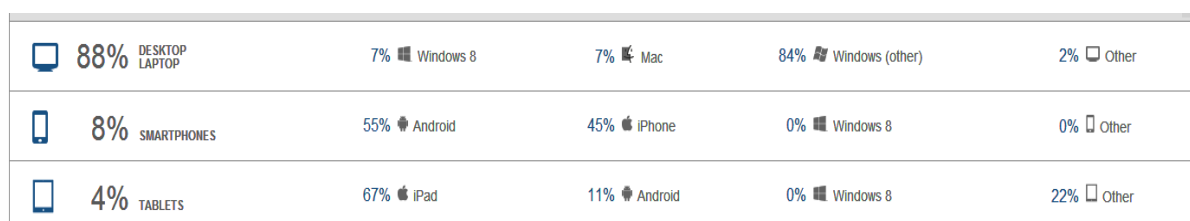
Figure 1 - Devices and operating systems used to access the digital questionnaire.

Once the deadline for submission of responses had passed and analysis began it was clear that the response rate from the third-level sector (Universities and Institutes of Technology), the National Government sector and the Museums sector was very poor. As a result, paper surveys with accompanying cover letters based on the original email were sent to the heads of ten organisations, urging them to delegate the task of completing the questionnaire to a suitable member of staff. Unfortunately this methodology was also predominantly ignored with only one questionnaire returned by this method.

2.2.1 The mailing list

The list of archaeological employers and archaeologists was generated by editing and amending the list compiled for the *DISCO 2007: Ireland* survey. A list of members provided

by the IAI and various sources on the internet, including local golden pages, commercial directories, museum websites, etc., were utilised to up-date the mailing list. A Facebook page was also established for the project[3] and this allowed people to contact us directly and submit their email address for inclusion on the mailing list. In total, the survey was sent to 641 email addresses. It was hoped that this approach of 'casting the net wide' would result in an accurate cross-section of the archaeological profession in 2013. A small number (13) of the email addresses were no longer valid and as a result a small percentage (2.03%) of questionnaires failed to reach the recipients.

2.2.2 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 respondents were assured of total confidentiality with regard to the answers that they provided. This was achieved in several ways:

- Using a digital questionnaire resulted in each response being assigned a unique identity code with no link to an employer or individual.
- The data collectors (Kerri Cleary and Niamh McCullagh) are bound by the confidentially of the agreement of collection of the information and no third parties are allowed to access the data.
- The report does not indicate which employers or individuals responded to the survey.
- No officers of the IAI (excluding Kerri Cleary) have access to the raw data.
- The raw data will be held in a secure location for five years in case it is required for verification of survey results, after which time it will be securely destroyed.

2.3   Responses

The questionnaire was viewed by 362 employers/individuals, 269 of whom started the survey, indicating an initial decline to participate rate of 25.7%. The respondents were divided into seven categories as illustrated in Table 2. Of these, 195 (72.5%) were based in Ireland (IE), 38 (14.1%) were based in Northern Ireland (NI), 29 (10.8%) were based in another country and the remaining 7 (2.6%) did not specify where they were based. The total number of respondents that provided sufficient data to indicate they were working in the archaeological sector at the time of the survey was 183 (68%), of these 153 (83.6%) were based in Ireland (IE) and 30 (16.4%) in Northern Ireland (NI). A total of 54 (20%)

---

[3] https://www.facebook.com/pages/Discovering-the-Archaeologists-of-Ireland-2012-2014/164889050373390

respondents were no longer working in archaeology on the island of Ireland and these individuals are detailed in Chapter 6.

Of those that started the survey, 134 completed the survey, providing an overall completion rate of just 50.37%. Within the 28 questionnaires undertaken by archaeological employers there was a very high incompletion rate; only ten (35.7%) completed the questionnaire to the end with the remaining 18 dropping out at various stages between Question 5 and Question 24 (see Chapter 3). Within the 241 questionnaires undertaken by individuals, only 124 completed the survey, indicating a drop off of 48.5% as the questionnaire proceeded (see Chapter 4). These issues account for the fluctuations in figures within each category of respondent.

Category of respondent	Total no. of responses	% of total responses	Ireland (IE) responses	Northern Ireland (NI) responses	responses from individuals based in another country	responses where country based was not specified
Employer - Organisation/Institute	**13**	4.80%	11	2	-	-
Employer - Limited Company	**15**	5.54%	13	2	-	-
Individual – PAYE employee	**116**	42.80%	82	21	13	-
Individual – Sole Trader	**55**	21.03%	47[4]	5	3	-
Individual - Unemployed	**16**	5.90%	11	4	1	-
Individual – No longer working in archaeology on the island of Ireland	**34**	12.55%	22	3	9	-
Individual – Employment status not specified[5]	**20**	7.38%	9	1	3	7
Totals	*269*	*100%*	*195*	*38*	*29*	*7*

 Table 2 - Total number of respondents by category and country.

---

[4] Of these 47 individuals, only 43 proceeded to answer the necessary related questions and are therefore included in the data presented in chapter 3.

[5] These 20 individuals did not complete the questionnaire as far as Question 19 (*Please tick one box that best describes your employment status*) where they could be identified as 'Sole Trader', 'Employee (PAYE)', 'Unemployed' or 'No longer employed in archaeology (or associated field) on the island of Ireland'.

Chapter Three: Core Data

3.1   Introduction

This survey forms part of a larger *Discovering the Archaeologists of Europe* project. The first survey ran from 2006 to 2008 and collated comparable data in twelve European states, allowing us to assess Ireland's archaeological workforce within an international industry and labour market (McDermott & La Piscopia 2008; Aitchison 2009). To facilitate cross-comparisons between the previous survey and the results obtained for the 21 European states involved in the current project, a set of twelve core data questions were established. This chapter will address these core data but will only incorporate results from archaeologists employed in Ireland (IE); responses from those employed in Northern Ireland (NI) have been incorporated into the report from the UK partner.

3.2   How many people work in archaeology?

There is no legal definition of an archaeologist in Ireland. Although it is long identified as a graduate profession (see Chapter 1) there is no legal requirement to have a degree in archaeology or a related subject to practice as an archaeologist.

There is, however, a strict licencing system in place under Section 26 of the National Monuments Act 1930 (as amended) for individuals who want to carry out an excavation for archaeological purposes[6]. In order to be granted an excavation licence it is necessary for an applicant to have passed an interview that assesses their competency to hold such a licence (see Chapters 4 and 5). The criteria for eligibility for interview is the holding of an academic qualification with a substantial archaeological content and relevant archaeological excavation experience in a supervisory capacity and the competency of the interviewee with regard to the following (Department of Arts, Heritage, Gaeltacht and the Islands 1999, 11):

- knowledge of Irish archaeology (including material culture);
- knowledge and experience of relevant archaeological excavation and survey techniques;
- knowledge and recognition of archaeological objects;
- knowledge and experience of appropriate responses to problems of storage and conservation of archaeological objects uncovered in the course of excavation;
- knowledge and experience of post excavation analysis;
- knowledge, experience and skills in the preparation of material for publication;
- knowledge of relevant legislation.

---

[6] See http://www.archaeology.ie/Licenses/LicenceforArchaeologicalExcavation/

The *DISCO 2007: Ireland* survey estimated that 1,709 archaeologists were working in the Republic of Ireland, although the figure of 1,635 was reported as likely to be a more realistic figure (McDermott & La Piscopia 2008, 12–14). The methodology employed consisted of separating the organisations that employed archaeologists into six main categories (large companies, medium companies, small companies, national bodies, local bodies and 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. A similar methodology was employed for this survey, however, if an organisation had not completed a questionnaire but the number of archaeological employees was known through other channels, such as on-line profiles and personal requests, those actual figures were incorporated. The sub-category of 'very large commercial company' no longer applied and the category of 'small commercial company' was combined with 'sole trader'; Museums were also presented in a separate category.

The estimated number of archaeologists employed in Ireland (IE) in 2013 is 338, this is an 80% decrease since the *DISCO 2007: Ireland* survey (Table 3). This decrease is particularly evident in the fact that the four largest commercial companies based in Ireland (IE) are now estimated to have 75 archaeological staff in total (an average of 19 each), whereas in 2007 the five largest commercial companies were estimated to have 966 archaeological staff in total (an average of 193 each). Even if these large numbers can be attributed to peaks in fixed-term temporary staff to fulfil demand based on seasonal and/or contract excavations the results from the current survey suggest that although there are still fluctuating numbers in employees the workforce required is far less, generally around 40 fixed-term employees (see Chapter 4).

	Number of contacted employers/ individuals	Number responded	Known number of archaeologists employed	Average number of archaeologists employed	Estimated number of archaeologists employed
Large Company	4	3	56	19	75
Medium Company	7	4	16	4	28
Small Company/Sole Trader	61	49	53	1	65
National Body	7	6	54	-	54
Local Body	16	9	9	1	16
Educational and Research bodies	14	7	80	-	80
Museums	15	3	11	1	20
Estimated number of archaeologists					*338*

Table 3 - Estimated number of archaeologists based in Ireland (IE).

3.2   Age and gender of individuals working in archaeology

The *DISCO 2007: Ireland* survey identified a 'young' profession, with 51.5% of the individuals employed in the archaeological sector aged between 20 and 29 years old and a further 40.1% aged between 30 and 39 years (McDermott & La Piscopia 2008, 5). Males and females were more or less equally represented in the profession with a small dominance of 10% by men but only in Commercial Organisations (*ibid*., 26).

The age and gender statistics for the *DISCO 2013* survey are presented in Tables 4–5. Thirteen employers, with 106 archaeological staff and 8 non-archaeological staff, and 43 sole traders provided the data. Analysis indicates that the age profile of archaeologists working in Ireland has returned to the figures recorded by CHL in 2002 (see Chapter 1), with 49% of individuals aged between 30 and 39 years and a further 26.2% aged between 40 and 49 years. This may somewhat represent the five years that have passed since the 2007 survey but at only 7.4%, the number of individuals aged between 20 and 29 years is notably low, particularly given the numbers of graduating with degrees in archaeology. This may reflect the near-necessity of gaining a degree before entering the archaeological workforce (see Aitchison and Rocks-Macqueen 2013, 95).

Age	Archaeological Employee (PAYE)				Sole Trader		Totals	Non-archaeological employee (PAYE)		Totals
	female (PS)	male (PS)	female (FTS)	male (FTS)	female	male		female	male	
<20	0	1	0	0	0	1	2	0	1	1
20-29	2	1	7	1	0	0	11	1	0	1
30-39	16	15	8	16	11	7	73	0	1	1
40-49	6	14	2	4	7	6	39	2	2	4
50-59	5	3	2	0	3	4	17	1	0	1
>60	0	2	1	0	3	1	7	0	0	0
Totals	*29*	*36*	*20*	*21*	*24*	*19*		*4*	*4*	
Total archaeological staff							*149*			
Total non-archaeological staff										*8*

Table 4 - General trends of age and gender of all individuals working in archaeology/archaeological companies (PS = Permanent Staff; FTS = Fixed-Term Staff).

Age	female	% of total	male	% of total	total	% of total
<20	0	0.00%	2	1.34%	2	1.34%
20-29	9	6.04%	2	1.34%	11	7.38%
30-39	35	23.49%	38	25.50%	73	48.99%
40-49	15	10.07%	24	16.11%	39	26.17%
50-59	10	6.71%	7	4.70%	17	11.41%
>60	4	2.68%	3	2.01%	7	4.71%
Totals	**73**	**48.99%**	**76**	**51.01%**	**149**	**100.00%**

Table 5 – General trends of age and gender of all archaeologists.

Males and females were almost equally represented in the profession, with 49% female and 51% male. These figures are comparable with national statistics for 2012, where 53.5% of the workforce is recorded as male (Central Statistics Office [CSO], www.cso.ie). Notable, however, is the dominance of females (6%) over males (1%) aged between 20 and 29 years, while the reverse is true for archaeologists aged between 30 and 39 years, with females at 23% and males at 26% and for archaeologists aged between 40 and 49 years, with females at 10% and males at 16%.

3.3   Disability status of individuals working in archaeology

Only 14 of the 24 employers based in Ireland (IE) that started the survey completed details about the number and types of employees they had (see Chapter 4). These 14 recorded a total of 96 archaeological staff (permanent and fixed-term) and 21 non-archaeological staff. Twelve of these employers proceeded to answer the question about disability status of employees, as defined in the Employment Equality Act 1998[7]. Within these organisations/commercial companies none of the 92 archaeological staff (permanent and fixed-term) or 20 non-archaeological staff was identified by their employer as having a disability. Of the 43 sole traders that answered the questionnaire, three identified themselves as having a disability. This indicates that at least 2.3% (3/130) of the archaeologists counted in the survey have disability status or 2% (3/151) of individuals that work within the archaeological sector.

Three individuals with disability status were also identified in the *DISCO 2007: Ireland* survey, however because of the large number of archaeologists counted at that time this represented just 0.3% of the 1097 workforce (McDermott & La Piscopia 2008, 31).

---

[7] The Employment Equality Act 1998 was amended by the Equality Act 2004, Section 27 of the Protection of Employment (Exceptional Collective Redundancies and Related Matters) Act 2007, Sections 82 and 83 of the Civil Law (Miscellaneous Provisions) Act 2008. The Acts are now known as The Employment Equality Acts 1998–2008. See http://www.equality.ie/Files/Guide-to-the-Employment-Equality-Acts-1998-2008.pdf

The 2.3% of archaeologists affected by disability is below the national average as indicated by data from the 2011 Irish Census, which indicates 6.2% of the Irish workforce aged 15 years and over are classified as having a disability (Central Statistics Office). Under Irish law a 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, disease or illness which affects a person's thought processes, perception of reality, emotions or judgement or which results in disturbed behaviour.

3.4   Country of origin of individuals working in archaeology

The *DISCO 2007: Ireland* survey demonstrated that a large number of archaeologists from overseas had been recruited to fulfil the growth in demand for archaeologists during the 'Celtic Tiger' years from 1995 to 2007. That survey estimated that 44.5% of the individuals employed in archaeology had non-national origins, with a dominance of Polish archaeologists, representing 23.5% of the non-national workers employed, followed by 5.4% British (McDermott & La Piscopia 2008, 30).

For those working in the archaeological sector in 2013 the country of origin was specified for 151 individuals; 101 archaeological and 7 non-archaeological employees in 12 organisations/commercial companies and 43 sole traders (Table 6). Of these the vast majority, 84.1% were from Ireland. Of the remaining 15.9% (n=24) that were non-national, the majority at 62.5% (n=15) were from the United Kingdom, followed by 12.5% (n=3) from Poland and a further 12.5% (n=3) from another, non-EU, European country. This represents a significant reduction in the number of non-nationals currently working in the archaeological sector in Ireland and reflects the decreased demand for archaeologists generally.

The 2011 Irish Census revealed that 15.08% of the working population were non-nationals and that of these the majority, at 25.91%, were Polish, with a further 17.49% from the United Kingdom (CSO). The significant decline in the number of Polish nationals working in the archaeological sector is therefore notable, as is the now dominance of individuals from the United Kingdom.

Region	Country	Permanent employee	Fixed-term employee	Sole Trader	Non-archaeological employee	% of non-national employees
EU	Ireland	43	38	40	6	
	United Kingdom	10	1	3	1	62.5%
	Germany	-	1	-	-	4.17%
	Gibraltar	1	-			4.17%
	The Netherlands	1	-	-	-	4.17%
	Poland	1	2	-	-	12.5 %
	Spain	-	1	-	-	4.17%
Other (non-EU) European country		2	-	-	-	8.32%
Totals		*58*	*43*	*43*	*7*	*100%*

Table 6 – Country of origin.

3.5   Are individuals employed full-time or part-time?

Eighty-three individuals were accounted for in relation to hours worked; 45 archaeological staff and 3 non-archaeological staff from six employers[8] (see Chapter 4) and 35 sole traders (Table 7). Overall, 57.5% of archaeologists were employed full-time, i.e. worked more than 30 hours per week, this drops to 56.6% when non-archaeological support staff are included. The majority (81.8%) of permanent archaeological employees were full-time, but only 58.3% of fixed-term archaeological employees were full-time. Significantly, the majority of sole traders, at 65.7% worked part-time, i.e. less than 30 hours per week.

These statistics are in contrast to the *DISCO 2007: Ireland* survey, where 97% of the staff employed in the archaeological profession (including support staff) worked full-time (McDermott & La Piscopia 2008, 55). It was noted this 3% working part-time was in-line with the national average for the second quarter of 2007, but when the statistics from the second quarter of 2013 are examined, 8% of those in employment are part-time underemployed[9]. While this is a notable increase in the number of individuals working part-time, it is clear that the level of part-time employment in the archaeological sector is considerably higher than the national average.

---

[8] One employer had previously recorded 23 staff in total but only accounted for 15 when completing the question about hours worked per week.
[9] Up to the second quarter of 2008 a person who had a part-time job was classified as underemployed if he/she was looking and available for another part-time job or a full-time job, since then it has been based on a new question relating to the respondent's satisfaction with his/her current hours. Thus, a respondent who works in a part-time job is classified as "underemployed" if he/she is looking and available for another job and has explicitly stated that the hours worked currently are "too few (CSO)

	full-time (>30 hpw)	% of total workforce	part-time (<30 hpw)	% of total workforce
Permanent (PAYE)	27	32.53%	6	7.23%
Fixed-term (PAYE)	7	8.43%	5	6.02%
Sole Trader	12	14.46%	23	27.71%
of archaeologists	*46*	*57.50%*	*34*	*42.50%*
Non-archaeological (PAYE)	1	1.21%	2	2.41%
Totals	*47*	*56.63%*	*36*	*43.37%*

Table 7 – Working hours for sole traders and permanent, fixed-term and non-archaeological staff.

3.6 Were more or few people employed in archaeology one year ago, three years ago and five years ago?

Eight of the employers responded when asked how the numbers of staff (permanent and fixed-term) varied over the last five years (Table 8). In 2008 the respondents were equally split between having fewer (37.5%) and the same number (37.5%) of permanent staff, whereas the majority (50%) had fewer fixed-term staff. In 2010 the majority (50%) now had the same number of permanent staff, but again most (37.5%) had fewer fixed-term staff, although 25% did record a greater number. By 2012 the majority (87.5%) employed both the same number of permanent employees (87.5%) and the same number of fixed-term employees (50%).

Staff type		2008 5 years ago		2010 3 years ago		2012 1 year ago	
Permanent	More	2	25%	2	25%	0	0%
	Fewer	3	37.5%	2	25%	1	12.5%
	Same	3	37.5%	4	50%	7	87.5%
Fixed-term	More	1	12.5%	2	25%	2	25%
	Fewer	4	50%	3	37.5%	1	12.5%
	Same	1	12.5%	1	12.5%	4	50%
	Don't know	2	25%	2	25%	1	12.5%

Table 8 – Variants in past staff numbers, from 2008 to 2012.

The *DISCO 2007: Ireland* survey revealed that the number of archaeologists employed in the five years since the CHL 2002 survey had increased by well over 260% but despite this the respondents were cautious when estimating the future size of their organisations/commercial companies (McDermott & La Piscopia 2008, 34–5). It was noted that the since 2002 the majority had maintained the same number of employees or fewer, until 2006 when the numbers increased at a constant rate. When looking to the future, 55% predicted that in the following year (2008) they would not increase in size, with only 26%

believing that their staff numbers would increase. Significantly, only 38% of the respondents anticipated an increase in staff numbers by 2010.

3.7 Is it expected that more or fewer people will be employed in archaeology next year and in three years' time?

When asked how they anticipated staff numbers would vary into the future (Table 9) the majority (62.5%) of the eight employers that responded believed that the number of permanent staff would stay the same for 2014 but they were more optimistic about an increase in fixed-term staff; 37.5% believed they would employ more and another 37.5% believed they would continue to employ the same number. When looking forward to 2016 the majority (37.5%) believed that they would employ fewer permanent staff, although 25% believed it would be a greater number, while 50% of employers believed that they would have more fixed-term staff.

Staff type		2014 Next year		2016 In 3 years	
Permanent	More	1	12.5%	2	25%
	Fewer	1	12.5%	3	37.5%
	Same	5	62.5%	1	12.5%
	Don't know	1	12.5%	2	25%
Fixed-term	More	3	37.5%	4	50%
	Fewer	1	12.5%	1	12.5%
	Same	3	37.5%	1	12.5%
	Don't know	1	12.5%	2	25%

Table 9 - Variants in future staff numbers, from 2014 to 2016.

3.8 Highest qualification obtained by individuals working in archaeology

This survey supports the results of the 2002 CHL report and the *DISCO 2007: Ireland* report, both of which indicated that archaeology in Ireland can be defined as a graduate profession. Of the 149 individuals surveyed, representing 43 sole traders and 101 archaeological staff and 5 non-archaeological staff in 11 organisations/commercial companies (Table 10), the majority at 44% had a postgraduate qualification, with an additional 38% holding a first degree. Of the remaining individuals a further 9% have doctorates and 7% have held a post-doctorate position. The respondents were also given the opportunity to state if a technical/craft qualification was their highest obtained but none were indicated.

The 2011 Irish Census revealed that of those individuals aged 15 and over whose full-time education has ceased, 31% have a third level qualification, rising from just 14% in 1991. The

85% of archaeologists that hold a third level degree or higher therefore represent a very well-educated workforce.

Of the 149 individuals detailed above, data was also collated on where 142 (95.3%) of them obtained their highest qualification; these represent 43 sole traders, 96 archaeological employees and 3 non-archaeological employees (Table 11). The majority of individuals working in the archaeological sector in Ireland have obtained their highest qualification in Ireland (74%), followed by England (10%), with 4% each from Northern Ireland and Scotland and just 0.7% from Wales. The remaining 6% indicated 'other' but only one specified where, Australia.

	Second-level, etc.	% of total workforce	First degree or HND	% of total workforce	Postgraduate	% of total workforce	Doctorate	% of total work force	Post doctorate	% of total workforce
Permanent	2	1.34%	20	13.42%	27	18.12%	4	2.68%	5	3.36%
Fixed-term	0	0.00%	28	18.79%	10	6.71%	3	2.01%	2	1.34%
Sole Trader	0	0.00%	8	5.37%	25	16.78%	7	4.70%	3	2.01%
of archaeologists	*2*	*1.39%*	*56*	*38.89%*	*62*	*43.06%*	*14*	*9.72%*	*10*	*6.94%*
Non-archaeological	2	1.34%	0	0.00%	3	2.01%	0	0.00%	0	0.00%
Totals	**4**	**2.68%**	**56**	**37.58%**	**65**	**43.62%**	**14**	**9.40%**	**10**	**6.71%**

Table 10 – Highest qualifications of individuals employed in the archaeological sector.

	Ireland	% of total work force	Northern Ireland	% of total workforce	England	% of total workforce	Scotland	% of total workforce	Wales	% of total workforce	Other	% of total workforce
Permanent	36	25.35%	2	1.41%	7	4.93%	5	3.52%	1	0.70%	4	2.82%
Fixed-term	34	23.94%	0	0.00%	3	2.11%	0	0.00%	0	0.00%	4	2.82%
Sole Trader	33	23.24%	4	2.82%	3	2.11%	2	1.41%	0	0.00%	1	0.70%
of archaeologists	*103*	*74.10%*	*6*	*4.32%*	*13*	*9.35%*	*7*	*5.04%*	*1*	*0.72%*	*9*	*6.47%*
Non-archaeological	2	1.41%	0	0.00%	1	0.70%	0	0.00%	0	0.00%	0	0.00%
Totals	**105**	**73.94%**	**6**	**4.23%**	**14**	**9.86%**	**7**	**4.93%**	**1**	**0.70%**	**9**	**6.34%**

Table 11 – Countries where highest qualifications were obtained.

3.9 Training needs and skills shortages

The employers were asked a series of questions in relation to their policies with regard to staff training (see Chapter 4) and ten respondents provided information on skills shortages and training needs. Overall, 90% indicated that training needs for both individuals and the organisation as a whole were recognised, however, only 40% indicated that they had a formal training plan, whereas 50% had a training budget and of these 80% (n=4) had direct control of that budget.

When asked if training or other development opportunities were provided for permanent staff, 90% of respondents indicated that they were (Figure 2). When asked the same question in relation to fixed-term staff and non-archaeological staff the answers suggested that while the majority of employers (50%) did offer fixed-term staff training they were still the category of employee least likely to receive such opportunities.

Figure 2 - Training opportunities for permanent, fixed term and non-archaeological staff.

This was followed by a request to detail how the employers developed their various categories of staff, whether it was through formal or informal on-job or off-job training (Figure 3). The results reinforce the interpretation that fixed-term staff are the least likely to receive any form of training. In contrast, permanent staff can receive a variety of training options, with a high percentage (81.8%) of employers offering formal off-job training, with 63.6% providing informal in-job training.
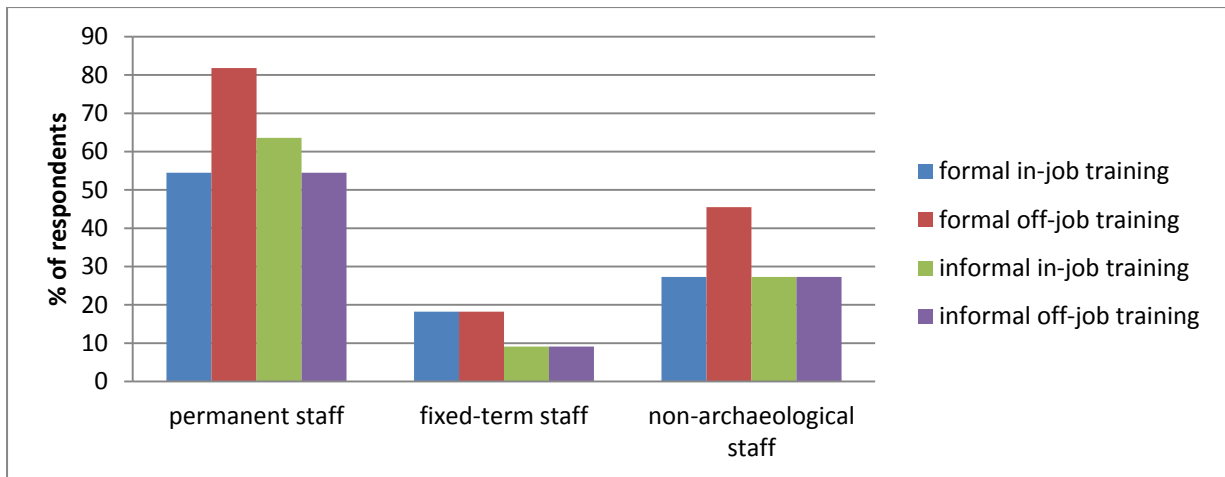
Figure 3 - Types of training offered to permanent, fixed term and non-archaeological staff.

Further in relation to staff training, 90% recorded how much time employees spent training, however, only 40% formally evaluated the impact of training on individual staff but 50% evaluated the impact of training on the organisation as a whole. The majority, at 60%, indicated that they did not operate a performance appraisal scheme.

All employers were also asked if they employ new entrants to the profession and 80% indicated that they did. Of these 8 employers, however, only 2 (25%) indicated that they would provide 'very considerable (>5 months)' training to these new entrants. The remainder indicated that they would supply either 0–1 months (37.5%) or 2–2 months (37.5%) training. When asked how well equipped with skills new entrants to the profession were, 60% believed new entrants were poorly equipped, with the remaining respondents split between 'adequately' and 'well' equipped (Figure 4a). This was followed with a question about how well currently available third-level courses match the requirements of the profession. Again the majority (50%) indicated that they believed third-level courses were a 'poor' match, 30% believed them to be 'adequate' and the remaining 20% believed them to be 'well' matched to the requirements of the profession (Figure 4b).
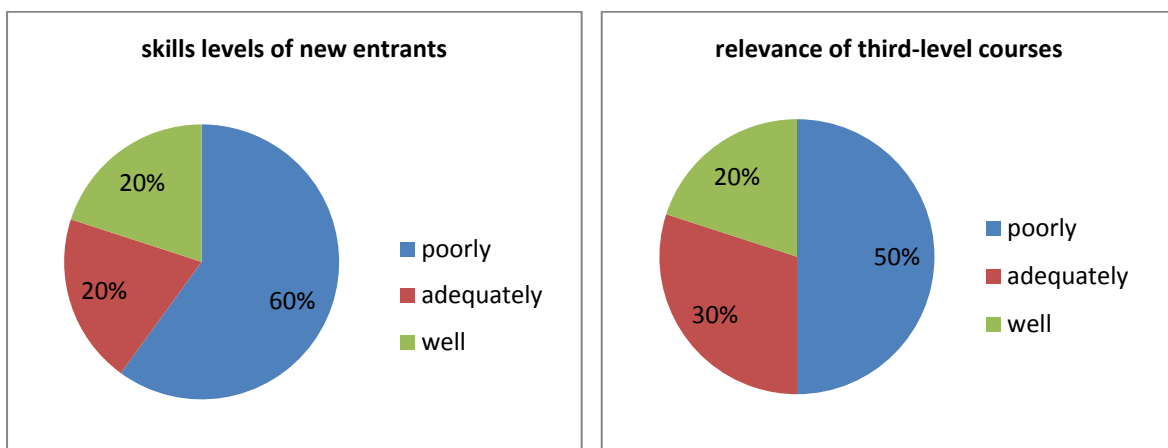
Figure 4 - Opinions of 10 employers on (a) how well equipped with skills new entrants to the profession are and (b) how well currently available third-level courses match the requirement of the profession.

35

3.9.1 Continuous Professional Development and Vocational Training

In general, as in the *DISCO 2007: Ireland* survey, archaeological employers were prepared to support and encourage individuals in Continuous Professional Development (CPD). Of the nine employers that answered, 8 (89%) were aware of CPD training and 67% (n=6) indicated that they would give 'considerable' or 'very considerable' support to staff working towards such courses. Indeed 9 out of 10 respondents (90%) said that they would both encourage and support employees to undertake CPD training, such as pay the fees or release the individual from work to accommodate attending a course. While 8 out of 10 respondents (80%) indicated that they value CPD training when employing new staff, only 2 (20%) said they would recognise CPD training as contributing to promotions and salaries of their employees.

In relation to Vocational Training, of the nine employers that answered, 4 (45%) were not aware of any VET training and a further 22% (n=2) did not know, however the majority at 67% (n=6) still indicated that they would give 'considerable' support to staff working towards such courses.

Although technically not employers, Sole Traders have the future potential to be employers and so they were also asked to comment on training needs and skills shortages. Of the 37 that answered, 92% (n=34) indicated that they valued CPD training, while 57% (n=21) were not aware of Vocational Training opportunities in archaeology and a further 21.5% (n=8) did not know.

3.9.2 Training needs and skills shortages

Ten employers also provided specific information on skills shortages and training needs. These were divided into archaeologically and non-archaeologically specific skills and respondents were asked about their short-terms needs in relation to these skills and to order them in terms of priority from 1 (most) to 3 (least). The results were weighted to present an accurate reflection of the employer's opinions on training needs and skills shortages.

To assist in answering, the archaeologically specific skills were divided into the following categories:
- conducting [direct] intrusive investigations [evaluation, excavation, etc.]
- contributing to intrusive investigations [evaluation, excavation, etc.]
- conducting [direct] non-intrusive field investigations [geophysical survey, etc.]
- contributing to non-intrusive field investigations [geophysical survey, etc.]
- archaeological landscape characterisation
- desk-based research
- conservation of artefacts or ecofacts
- artefact or ecofact research
- other [please specify]

The results presented in Figure 5 illustrate that employers believe that training their staff in desk-based research is the biggest priority (40%), followed by archaeological landscape characterisation (16%). Although a significant 16% indicated that other areas were also a priority for staff training none of the respondents elaborated on what they required. Of the remaining technical, archaeological skills, methods in conducting intrusive and non-intrusive field investigations were at 11% each, artefact or ecofact research was at 4% and contributing to non-intrusive field investigations at 2%. As illustrated in Figure 6, when Sole Traders were asked the same question they also indicated that the biggest priority for training and up-skilling was in desk-based research (23%), followed by conducting intrusive investigations (15%) and contributing to both intrusive (11%) and non-intrusive (11%) field investigations. Of the 12% that selected 'other', training in Bayesian analysis of radiocarbon dates, GIS and illustrations were specified.
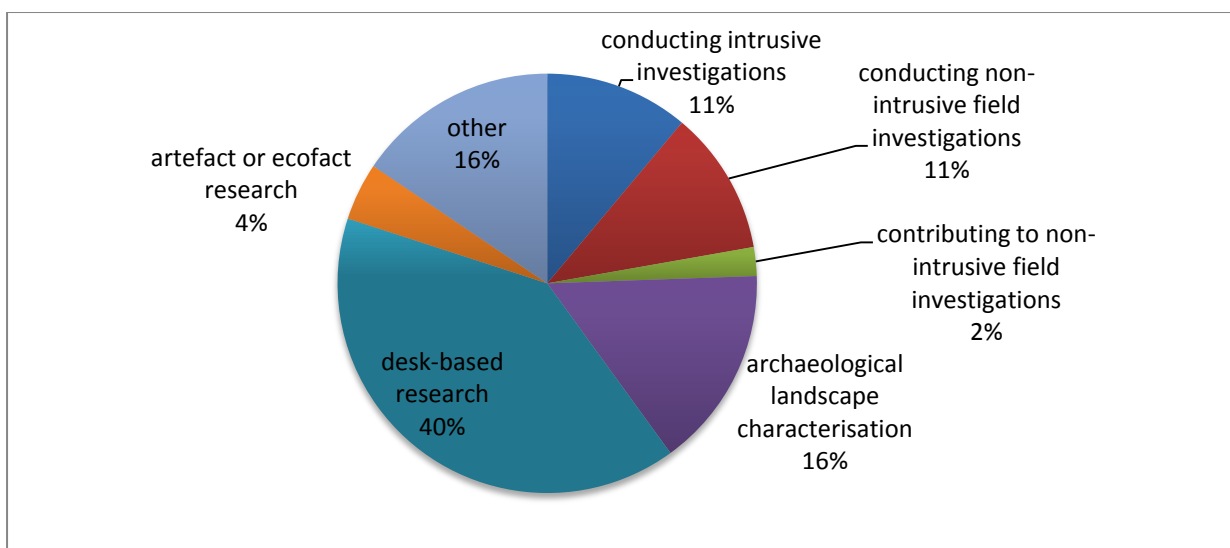
Figure 5 – Archaeologically specific skills required over the next year.
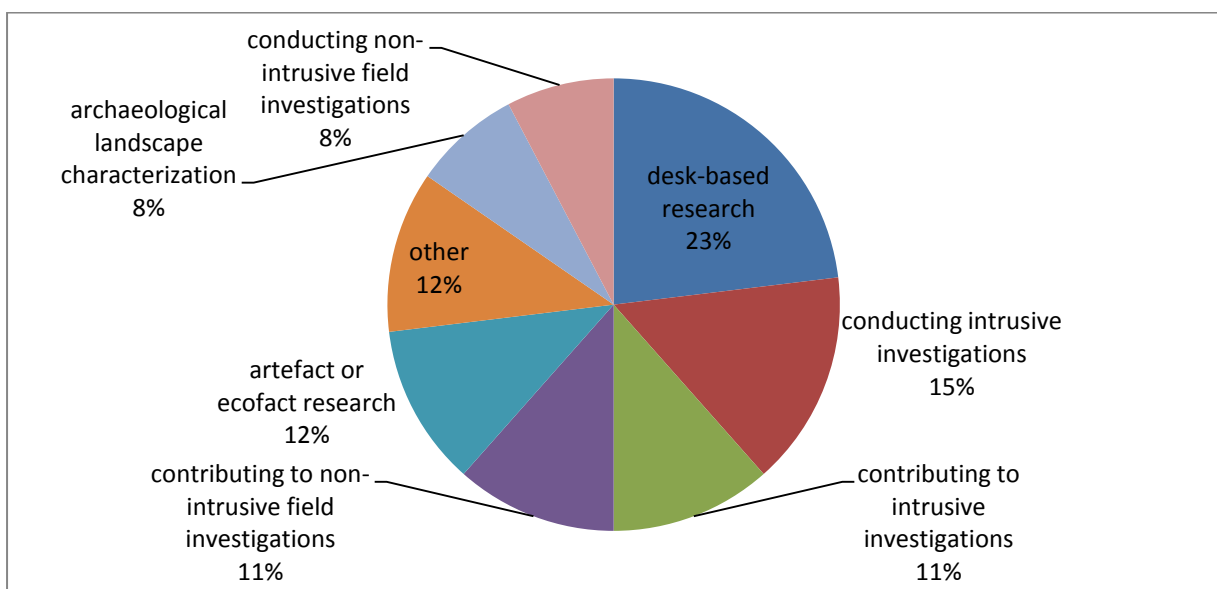
Figure 6 - Archaeologically specific skills required over the next year by Sole Traders.

To assist in answering, the non-archaeologically specific skills were divided into the following categories:

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

The results presented in Figure 7 illustrate that employers believe that the greatest skills shortages exist in information technology (33%), followed by marketing/sales (25%). The latter is particularly notable given the reduced demand for archaeologists following the building boom of the 'Celtic Tiger' years. General education/training and business skills are also deemed important at 13% each. Of the remaining non-archaeological skills, training in project management is at 12% and a related, people management skills are at 4%. As illustrated in Figure 8, when Sole Traders were asked the same question they also indicated that information technology was the biggest priority (23%), followed by project management (19%) and further education/training (19%), with a lesser emphasis on business skills (13%), languages (10%) and advocacy/influencing others (7%).
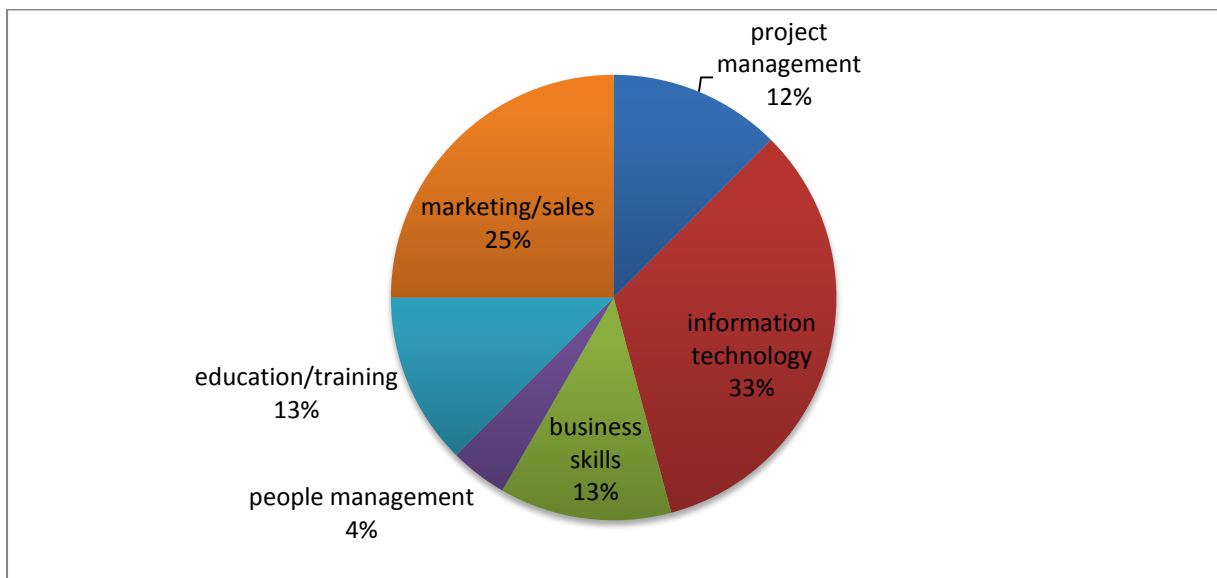
Figure 7 – Non-archaeologically specific skills required over the next year.
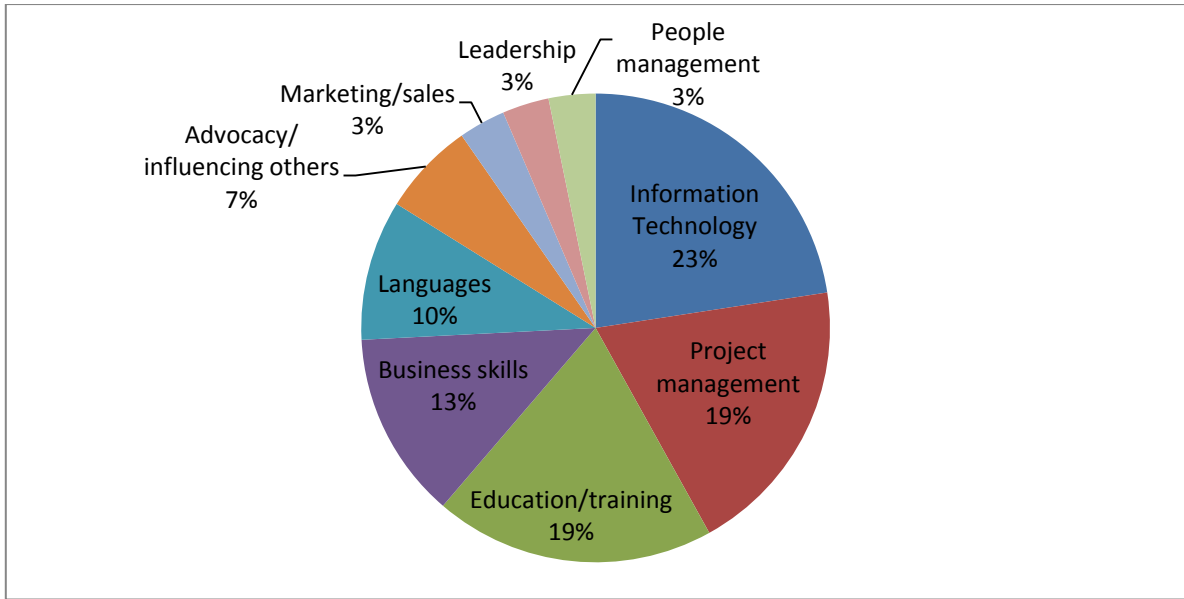
Figure 8 - Non-archaeologically specific skills required over the next year by Sole Traders.

3.10 Salaries

Only five employers, representing just 50 staff (31 permanent, of which four are non-archaeological staff and 19 fixed-term, of which one is non-archaeological staff), and 32 sole traders responded to the question about salaries in 2012. When asked if these employees worked full-time (>30 hpw) or part-time (<30 hpw), details for eight staff in one company were not included, reducing the total number of PAYE employees accounted for to 42, of these only 29 employees and 9 sole traders were recorded as full-time equivalents.

The average gross salary for a full-time archaeologist in Ireland (IE) calculated by this survey corresponds to €36,450 per year (Tables 12–13). This is a 3.3% decrease from that reported in the *DISCO 2007: Ireland* survey (McDermott & La Piscopia 2008, 43) but is 1.3% higher than the national average salary of €35,970 recorded by the CSO for the last quarter of 2012. When examined in more detail, however, it is evident that 60% of individuals earned less than this average (Table 13).

	Full-time permanent (PAYE)	**Full-time fixed-term (PAYE)**	**Full-time sole trader**	**Full-time Irish workers in Q4 of 2012***
Average	€39,428	€27,350	€33,560	€35,970
Sample size	24	5	9	1,551,500
Average salary for full-time employee in archaeological sector				**€36,449**

Table 12 – Average full-time earnings in archaeology in 2012 (* from CSO Earnings Hours and Employment Costs (EHECS) covering all sectors of the economy other than Agriculture, forestry and fishing).

	Lowest		Lower		Median		Upper		Highest		Average	
	€	%	€	%	€	%	€	%	€	%	€	No.
Organisation/ Institute	-	-	65,000	50%	71,500	0%	90,500	25%	103,000	25%	77,750	4
Limited Company	12,480	28%	22,700	28%	28,600	24%	36,400	12%	60,000	8%	30,880	25
Sole Trader	14,000	22%	16,500	22%	27,000	34%	31,450	11%	103,270	11%	33,560	9

Table 13 – Salary distribution by organisation/institute, limited company and sole trader.

A recent report on pay rates in archaeology confirms that most field archaeologists employed as Site Assistants and Site Supervisors earned far less than this average, at *c.* €18,000 and €23,000 per year respectively (Curtin *et al.* 2014). It was also emphasised that this was based on an assumed working year of 52 weeks, which was not the reality for many archaeologists.

If the private sector limited companies only are counted, the average for a permanent (PAYE) employee decreases by 19.4% to €31,763 per annum (see Table 12). This disparity between public and private sector wages is in-line with national statistics; by the end of the first quarter of 2014 the CSO recorded that the gap between earnings in the two sectors was growing, with the average weekly wage of a public sector worker almost €300 higher than the average private sector worker (http://businessetc.thejournal.ie/public-sector-wage-higher-300-than-private-sector-1637290-Aug2014/). Overall, national earnings figures show that across all sectors of the economy, wages have come down while working hours have gone up.

3.11 Types of contracts held by individuals working in archaeology

Fourteen employers indicated the types of contracts their employees were on. These were divided into permanent and fixed-term contracts. Employees on fixed-term contracts generally have short-term or temporary contracts whereby their employment ends on a specified date or when a specific task is completed[10]. Fixed-term contracts can range from a matter of months up to a period of a year or more and sometimes a contract can be renewed. Employees may not, however, be employed on a series of fixed-term contracts indefinitely:

---

[10]http://www.citizensinformation.ie/en/employment/employment_rights_and_conditions/contracts_of_employment/fixed_term_or_specified_purpose_contracts.html

- If an employee whose employment started before 14 July 2003 has completed 3 years' continuous service as a fixed-term employee, the employer may renew their fixed-term contract only once for a period of no more than 1 year.
- If an employee whose employment started after 14 July 2003 has been employed on 2 or more continuous fixed-term contracts, the total duration of those contracts may not exceed 4 years.

After this, if the employer wishes to renew the employee's contract, it must be an open-ended contract unless there are objective grounds justifying the renewal of the contract for a fixed term only.

The 2013 survey indicated that 65% (n=70) of all PAYE staff were on permanent contracts (Figure 9). Of those employed as archaeological staff, 63.2% (n=55) were on permanent contracts and the remaining 36.8% (n=32) were on fixed-term contracts. In relation to non-archaeological support staff, 71.4% (n=15) were on permanent contracts and the remaining 28.6% (n=6) were on fixed-term contracts. When those working as Sole Traders were asked, the majority were self-employed (90.4%; n=38), with the remaining 11.6% identifying themselves as sub-contracted (4.8%; n=2) and 'other (4.8%; n=2).
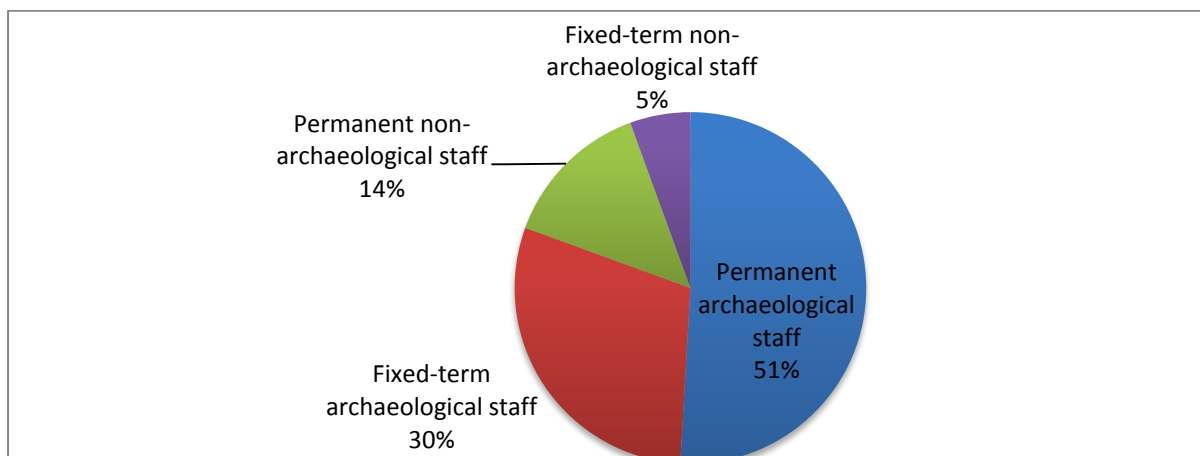
Figure 9 – Types of contracts held by PAYE individuals.

The *DISCO 2007: Ireland* survey similarly identified that the majority (79.4%) of non-archaeological staff were permanently employed, however, the reverse was true of archaeological staff, whereby 71.5% were on fixed-term contracts, almost double the number of the remaining 28.5% in permanent positions (McDermott & La Piscopia 2008, 20). This is systematic of the shift from a temporary high demand for field archaeologists to undertake large scale excavations as a result of the building boom during the 'Celtic Tiger' years to the post-economic downturn decline in demand for archaeologists on fixed-term contracts.

3.12 Types of organisations operating in archaeology

For consistency and comparative purposes the categories of structural basis and principal role of employers were maintained from the *DISCO 2007: Ireland* survey. When the employers were asked to select one description that best described their organisation/limited company, however, it was clear from the multiple selections (see Table 14) that many respondents were not comfortable with only assigning themselves to one category, perhaps reflecting the multi-disciplinary nature of archaeology in Ireland today.

Of the 22 employers based in Ireland, 68.2% (n=15) classified themselves as 'Commercial Companies', 18.2% (n=4) as 'National Government', 9.1% (n=2) as 'University/College' and 4.5% (n=1) as 'Local Government'. The majority of employers, at 53.3%, identified their role as 'field investigation and research services', 26.7% as 'educational and academic research services' and 20% as historic environment advice and information services'.

	Field investigation and research services	Historic environment advice and information services	Museum and visitor/user services	Educational and academic research services
National government	10% (n=3)	6.7% (n=2)	-	3.3% (n=1)
Local government	3.3% (n=1)	3.3% (n=1)	-	-
University/college	3.3% (n=1)	-	-	6.7% (n=2)
Commercial company	36.7% (n=11)	10% (n=3)	-	16.7% (n=5)
	53.3% (n=16)	**20% (n=6)**	**-**	**26.7% (n=8)**

Table 14 - Structural basis and principal role of 22 employers based in Ireland[11].

The employers were also asked if they had at any stage since the economic downturn in 2007 felt the need to diversify in order to access alternative income streams. Eighteen responded and of these 10 (55.5%) did and 8 (44.5%) did not. Of those that did, 8 had diversified into non-archaeological work and 2 into a different type of archaeological work.

Only 6 of these respondents answered the follow up questions related to the specifics of the work that was diversified into. Of these, 5 had diversified into 'non-archaeological work'; 2 spending <10% of their time and three spending >10<25% of their time undertaking work that ranged from diversification in education and construction services to various aspects of cultural heritage tourism. The remaining respondent had diversified for >50<75% of their time into 'a different type of archaeological work', specifically community-led projects.

---

[11] Eight of the respondents selected two options.

Chapter Four: Employers

A total of 28 respondents identified themselves as employers; 13 as an Organisation/Institute (46.4%) and 15 as a Limited Company (53.6%). Of these, 11 Organisations/Institutes and 13 Limited Companies were based in Ireland (IE) and 2 Organisations/Institutes and 2 Limited Companies were based in Northern Ireland (NI).

There was, however, a very high incompletion rate amongst this category of respondent (Figure 10); ten (35.7%) completed the questionnaire to the end, four dropped out at question 5 (*Please indicate what professional representative bodies, if any, this organisation is a member of*), two dropped out at question 11 (*Since 2007 has this organisation had to diversify in order to access alternative income streams?*), five dropped out at question 13 (*If YES to Q12, please specify % time spent and type of non-archaeological work*), one dropped out at question 16 (*Have these numbers varied in the course of the past year (2012)? If so, please indicate the minimum and maximum number of staff*), two dropped out at question 17 (*Please indicate the number of Permanent staff (PS), Fixed-term staff (FTS) and Non-archaeological staff (NA) working in this organisation by age and gender*) and four dropped out at question 24 (*Please indicate, in terms of number of staff, how many are employed in the following positions in your organisation?*).
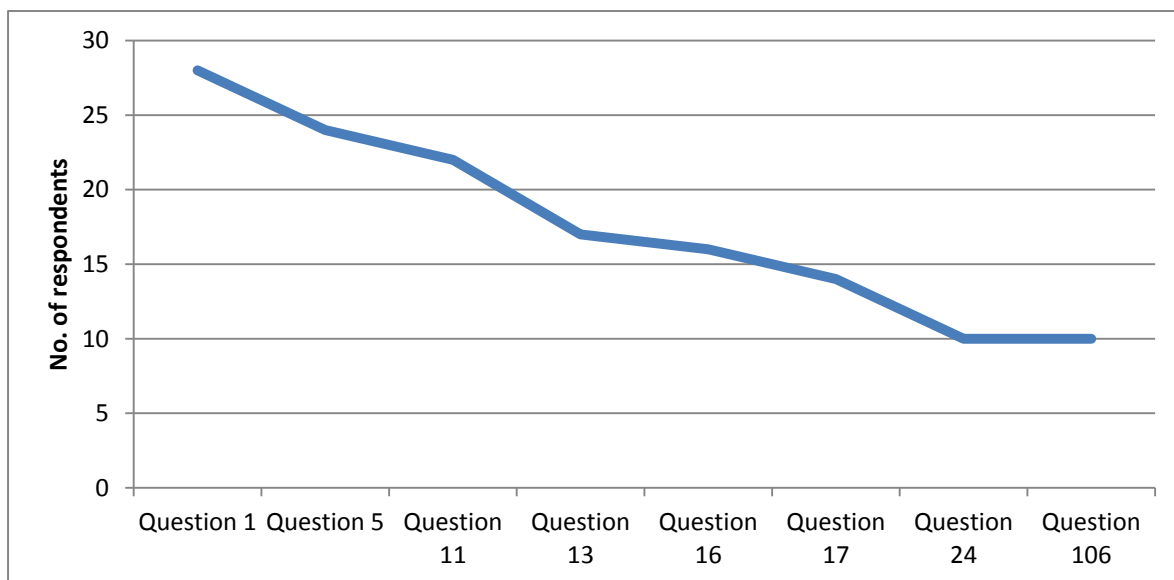
Figure 10 - Dropout rate for Employers questionnaire.

4.1 Profile

As detailed in Chapter 3, some respondents were reluctant to assign themselves to one category that best described the structural basis and principal role of their organisation/limited company (Figure 11). It was evident, however, that 'field investigation and research services' is the predominant role of most employers, particularly with commercial companies, while both national and local government operate a wide range of services across all or almost all of the principal roles identified.
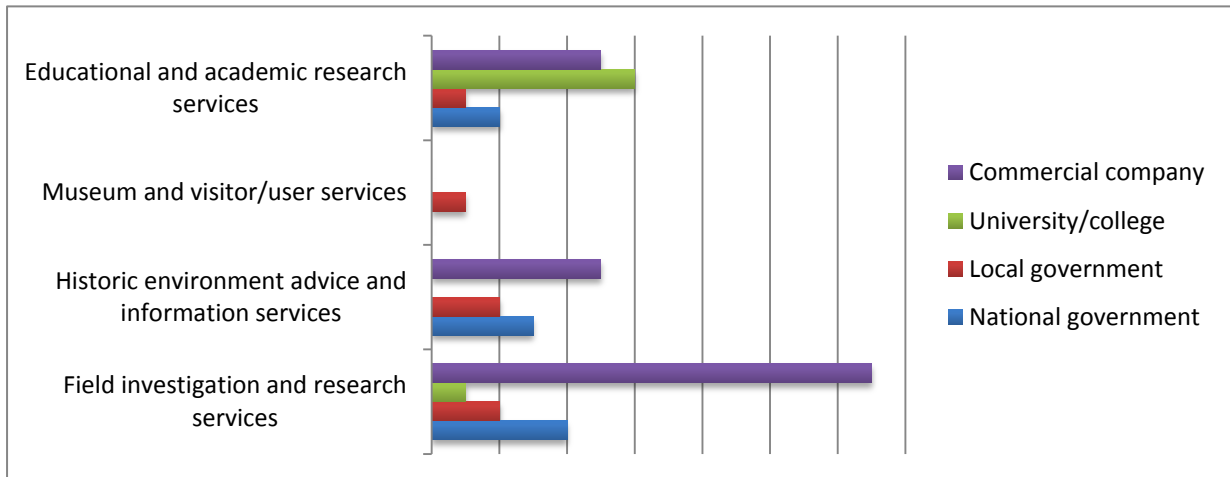
Figure 11 - Structural basis and principal role of 28 employers on the island of Ireland.

Twenty-four of the respondents specified how long, up to December 2012, they had been practicing archaeology and the results are presented in Figure 12. When the time period in years during which these 24 organisations had been in business where examined (Figure 13) it was clear that some of the Organisations/Institutes were long established, whereas the establishment of Limited Companies began in the mid-1990s and increased substantially in the early 2000s.
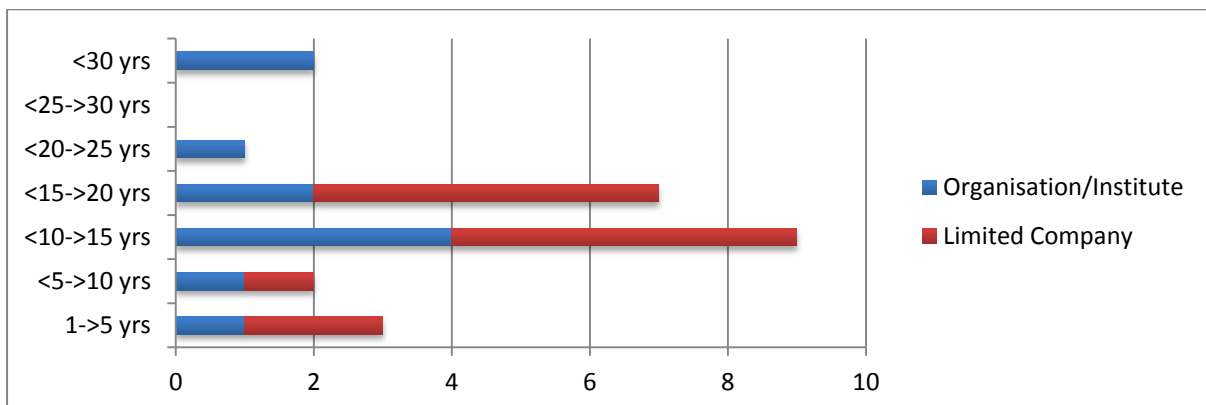
Figure 12 - Lifespan up to December 2012 of 24 employers.
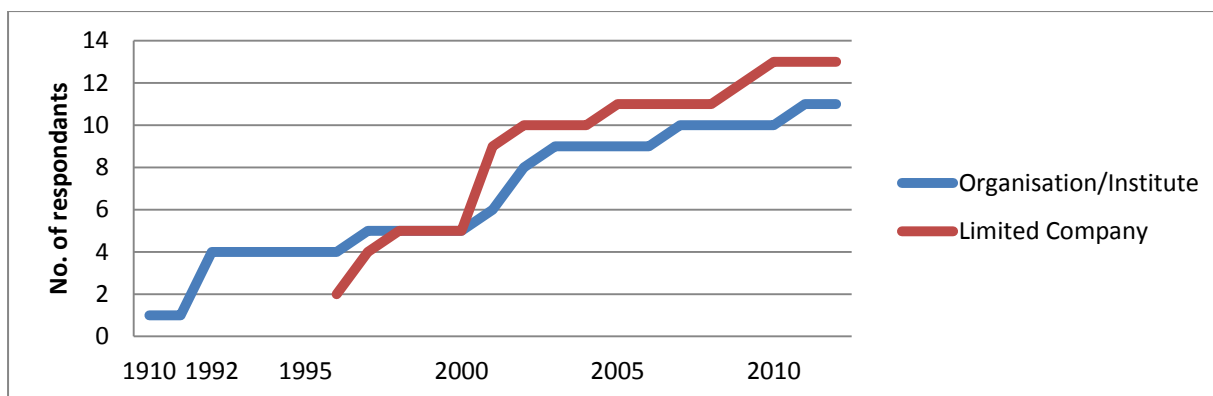
Figure 13 - Duration practicing archaeology for 24 employers.

4.1.1 Geographical Location

As detailed above, the majority (85.7%) of the employers were based in Ireland; the remaining 4 (14.3%) were based in Northern Ireland. When asked what percentage of time the organisation/limited company had spent working in that jurisdiction during the previous year (2012), half indicated that they had spent 100% (n=14) of their time working in the jurisdiction in which they were based, another 28.6% (n=8) had worked there for 80–99% of their time, 14.3% (n=4) had worked there for 60–79% of their time and the remaining 7.1% (n=2) had spent between 20% and 9% of their time working in the jurisdiction in which they were based.

This question was further elaborated and the employers were asked where they had mainly worked between 2007 and 2013 (Figure 14). As perhaps expected, the majority worked in the Ireland (IE) or Northern Ireland (NI) during this time, although several of the respondents specified multiple regions. For example, one Organisation/Institute indicated that it had worked in six areas during this period; Ireland, Northern Ireland, England, Scotland, Other EU member state and Other Non-EU member state (Far East, North Africa and the Americas), while another Organisation/Institute specified that it had worked in both the Ireland and Greece during this time. Three Limited Companies also indicated that they had worked in multiple jurisdictions between 2007 and 2013; one operating in Ireland, Northern Ireland and an Other Non-EU member state (South Atlantic), one operating in Ireland, Northern Ireland and Scotland and the third operating in Ireland, Northern Ireland, England, Scotland and Wales. It is clear, therefore, that many organisations work in several regions, both within and outside of the EU.

In relation to cross-border statistics, of those that responded 3 employers (all Limited Companies) based in Ireland (IE) indicated that they had also worked in Northern Ireland (NI) between 2007 and 2013, while just 1 Organisation/Institute based in Northern Ireland had also worked in Ireland between 2007 and 2013.
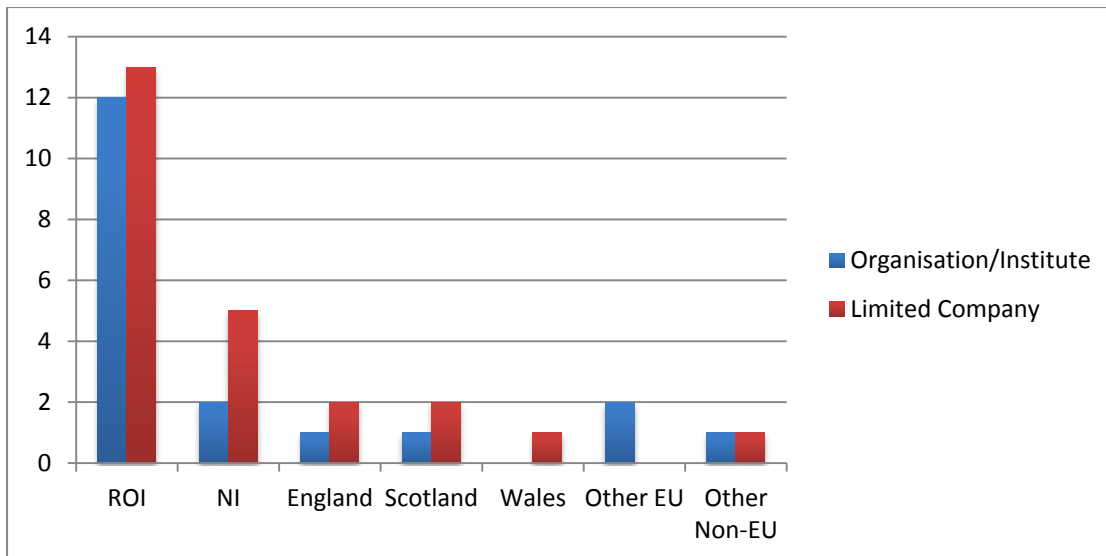
Figure 14 - Where 28 employers mainly worked between 2007 and 2013.

The geographical locations in which these employers were based was further refined into region by county (Figure 15), with the majority of respondents based in Dublin (35.7%), followed by Cork (14.3%) and Antrim (10.7%). These are consistent with general statistics for the regions, whereby Dublin contains 27.7% of the inhabitants of Ireland (IE) and Cork contains 11.3% (CSO Census 2011), while the Belfast metropolitan area contains over a third of the inhabitants of Northern Ireland (NISRA Census 2011).
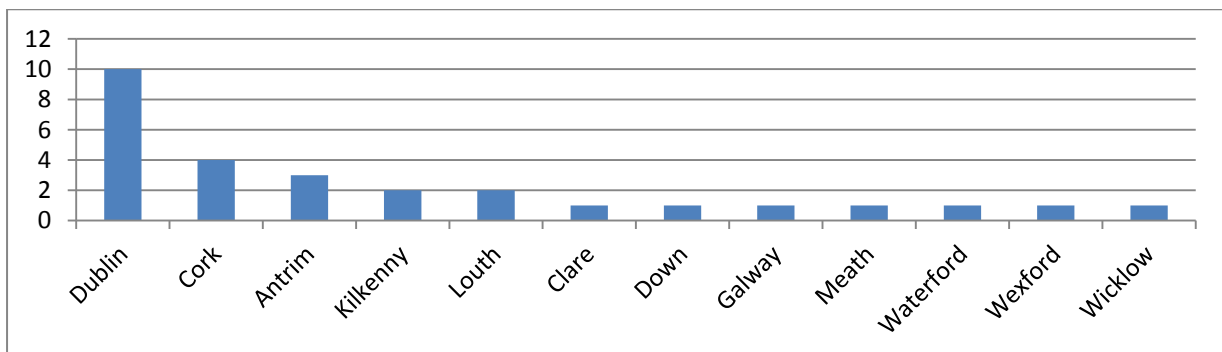
Figure 15 - Geographical distribution of 28 employers.

4.1.2 IAI/IfA Membership and Quality Standards

The employers were asked if they were a member of any professional representative bodies and 53.6% (n=15) indicated that they were. Of these, 13 respondents were members of the

Institute of Archaeologists of Ireland (IAI)[12], three of which were also members of the Institute for Archaeologists (IfA), a fourth was a member of the Institute for Archaeologists (IfA) only and one respondent was a member of another representative body, The Register of Professional Archaeologist (RPA) in the USA. These responses are also further broken down in Figure 16. In relation to cross-border statistics; of the Limited Companies, two based in Ireland (IE) were also members of the IfA and two based in Northern Ireland (NI) were members of the IAI, one of which was also a member of the IfA.
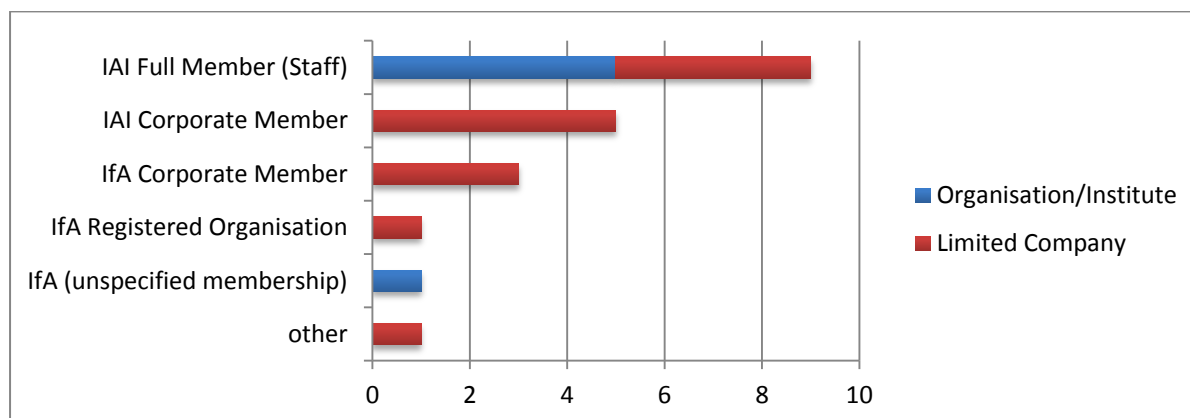
Figure 16 - Membership of professional representative bodies, as reported by 15 employers.

Subsequently a more specific question was posed about the position of the employer towards the IAI, which is an all-island representative body (Table 15). The questionnaire asked if the organisation was registered as a member of the IAI and, in the case of a negative answer, it was asked to specify the reasons for not committing (Table 16). The reasons specified under 'other' were uncertainty about eligibility, the cost involved and that individual staff were members.

IAI registration	Number of responding employers	%
registered archaeological institute	10	41.7%
working towards application	0	0%
considered, not yet started process	1	4.2%
considered and rejected	1	4.2%
not considered	4	16.7%
don't know	1	4.2%
not answered	7	29.2%

Table 15 - Positions on IAI registration.

---

[12] Five indicated that they were 'Corporate Members' (4 in Ireland and 1 in Northern Ireland) and 8 (all in Ireland) indicated that staff were 'Full Members'

Reason	Number of responding employers	%
too much paperwork	0	0%
time not available	0	0%
benefits not clear	3	23.1%
seemed irrelevant	1	7.7%
part of a larger Organisation that will not commit	2	15.4%
other	4	30.8%
not answered	3	23.1%

Table 16 - Reasons for non-commitment to IAI registration.

The employers were asked if they adopted a quality assurance system. The responses from ten respondents are illustrated in Figure 17a; the one positive response indicated that they used the ISO 9000 system. Where the answer was negative the participants were subsequently asked why they had not committed to a quality system. The majority (37%) indicated that they did not have time, 25% said the benefits were not clear, another 25% said it seemed irrelevant and one respondent (13%) said that they were currently undertaking the process (Figure 17b). The Northern Ireland participants were also asked about Investors in People (IiP) and just one respondent stated that they had not considered it.
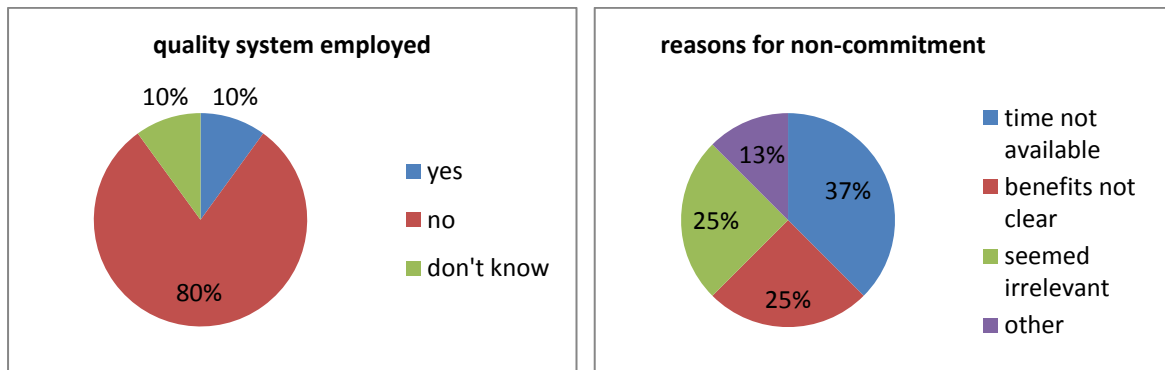
Figure 17 - Quality assurance systems: (a) participation and (b) reasons why not.

4.2 Staff

Six Organisations/Institutes and ten Limited Companies answered questions about how many members of staff were employed in 2013, two of which were based in Northern Ireland (see Chapter 3 also). The total number of employees accounted for was 161; 84 (52.2%) were permanent employees and 77 (47.8%) were classed as fixed-term staff. Of these employees, 18 of the permanent staff and six of the fixed-term staff were classified as non-archaeological staff, resulting in a total of 66 individuals employed in permanent

positions as archaeologists and 71 employed in fixed-term positions as archaeologists (Table 17). Of all the staff employed in the archaeological sector, 72.7% were by Irish based employers and 27.3% by Northern Irish based employers.

Employees		IE Organisation/ Institute	% of total	IE Limited Company	% of total
Archaeological	permanent	10	6.21%	45	27.95%
	fixed-term	11	6.83%	30	18.63%
Total archaeological employees IE		**21**	**13.04%**	**75**	**46.58%**
Non-archaeological	permanent	6	3.73%%	9	5.59%
	fixed-term	3	1.86%	3	1.86%
Total non-archaeological employees IE		**9**	**5.59%**	**12**	**7.45%**
TOTAL IE		*30*	*18.63%*	*87*	*54.04%*
Employees		**NI Organisation/ Institute**		**NI Limited Company**	
Archaeological	permanent	0	0.00%	11	6.83%
	fixed-term	0	0.00%	30	18.63%
Total archaeological employees NI		**0**	**0.00%**	**41**	**25.47%**
Non-archaeological	permanent	0	0.00%	3	1.86%
	fixed-term	0	0.00%	0	0.00%
Total non-archaeological employees NI		**0**	**0.00%**	**3**	**%**
TOTAL NI		*0*	*0.00%*	*44*	*27.33%*
TOTAL		*30*	*18.63%*	*131*	*81.37%*

Table 17 - Total number of staff reported by 16 employers.

4.2.1 Variations in staff numbers

When asked if the number of staff had varied over the course of the past year (in 2012), only nine (two Organisations/Institutes and seven Limited Companies, two of which were based in Northern Ireland) of the 16 respondents indicated that it had (see Table 18). As expected, the number of fixed-term archaeological employees in commercial companies is the most likely to fluctuate in relation to labour-market needs. In Organisations/Institutes there was, however, also a notable increase from one to four (300% increase) in the number of archaeologists employed in permanent positions and also the number employed in fixed-term positions from six to nine (50% increase).

Nine employers (IE and NI)			minimum employees	maximum employees
Organisation/Institute	Archaeological	permanent	1	4
		fixed-term	6	9
	Non-archaeological	permanent	5	5
		fixed-term	0	3
Limited Company	Archaeological	permanent	40	42
		fixed-term	13	132
	Non-archaeological	permanent	6	6
		fixed-term	1	1
Total all			***72***	***202***
Seven employers (IE only)			minimum employees	maximum employees
Organisation/Institute	Archaeological	permanent	1	4
		fixed-term	6	9
	Non-archaeological	permanent	5	5
		fixed-term	0	3
Limited Company	Archaeological	permanent	31	33
		fixed-term	7	102
	Non-archaeological	permanent	4	4
		fixed-term	1	1
Total IE only			***55***	***161***

Table 18 - Variation in staff numbers over the course of 2012, as detailed by 9 employers.

The Organisations were subsequently asked how the numbers of staff (permanent and fixed-term) varied over the last five years (Figures 18–19; see also Chapter 3). Nine responded, three Organisations/Institutes and six Limited Companies, one of which was based in Northern Ireland. In relation to permanent staff it was indicated that in 2008 the respondents were equally split between having more staff, fewer staff or the same number of staff, whereas the majority had less (33%) or the same (22%) number of fixed-term staff. By 2010 the majority (77%) had more or the same number of permanent staff but for the majority of respondents the number of fixed-term staff was still less (33%), although 22% did record a greater number. By 2012 the vast majority (89%) had the same number of permanent employees, with the remaining 11% recording fewer. Likewise, the majority (44%) of Organisations recorded the same number of fixed term employees in 2012, with the remaining 22% recording more, 11% recording fewer and 22% did not know.

When asked how they anticipated staff numbers would vary into the future (Figures 18–19) the majority believe that the number of permanent staff would stay the same for 2014 but they were more optimistic about an increase in fixed-term staff, while by 2016 the decision on more or fewer permanent staff was equally split, whereas the majority believed that there would be an increase in fixed-term staff.

permanent staff estimated growth 2008-2016
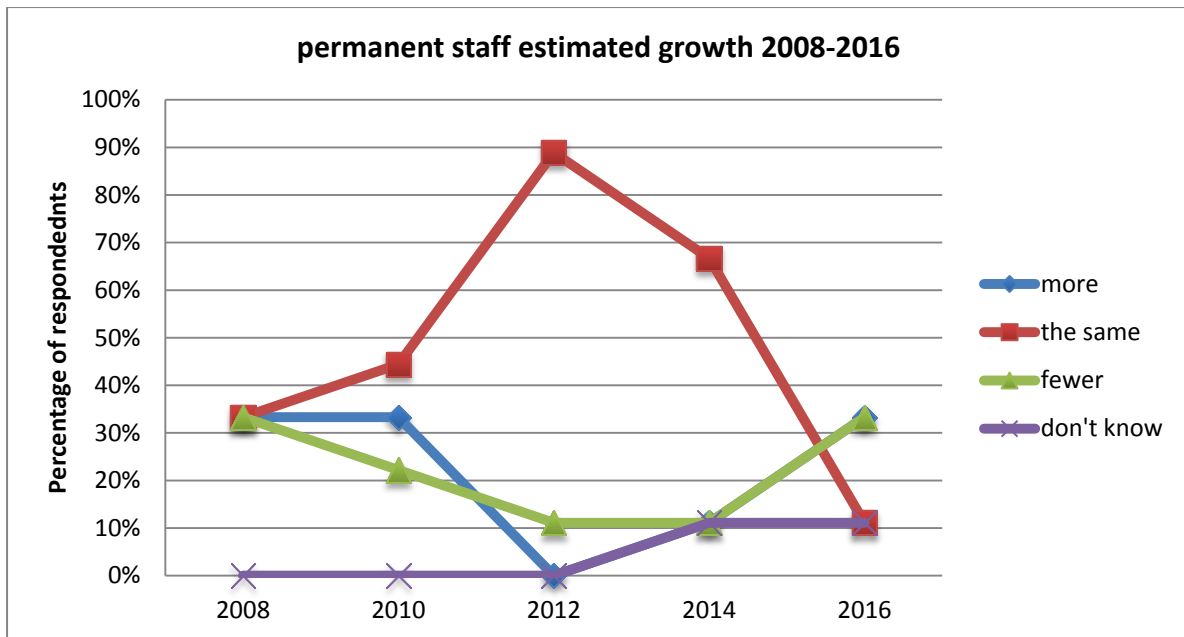
Figure 18 - Permanent staff estimated growth 2008–2016 as reported by 9 employers.

fixed-term staff estimated growth 2008-2016
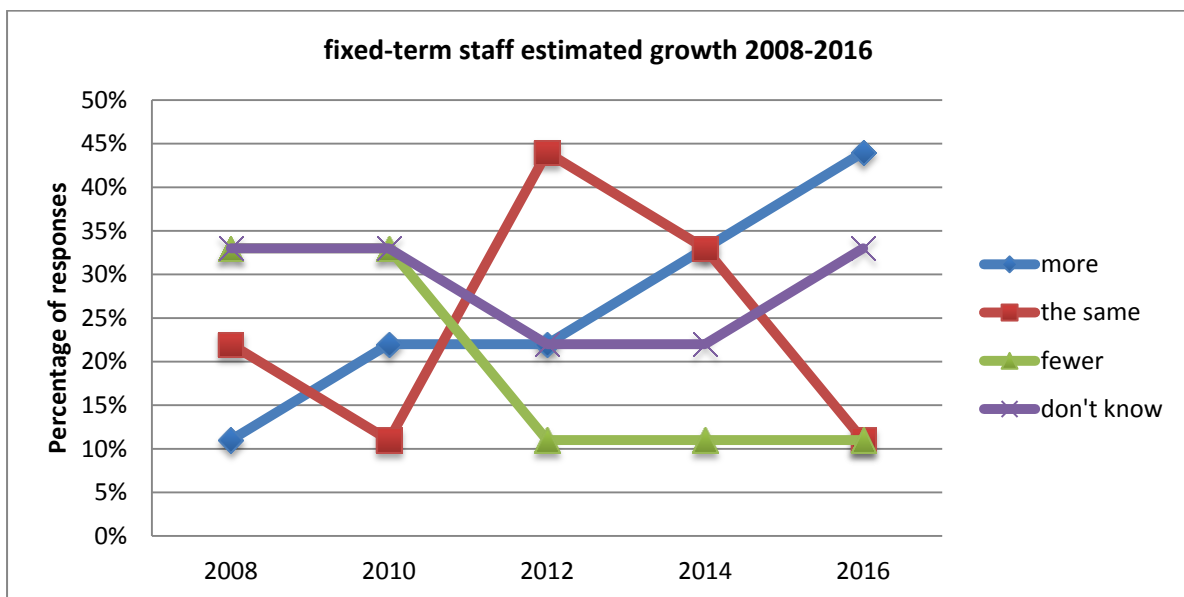
Figure 19 – Fixed-term staff estimated growth 2008–2016 as reported by 9 employers.

4.2.2 Age and Gender

Employers were asked to provide information on age and gender of their employees. Five Organisations/Institutes and 10 Limited Companies answered the question (see also Chapter 3). Tables 19–20 illustrate how the age and gender balance differed between permanent and fixed-term archaeological employees and between archaeological and non-archaeological employees. As indicated above, based on inconsistent figures provided by five respondents the numbers of employees fluctuated to 157; 114 in Ireland (IE) and 43 in

Northern Ireland. Of these five, three responses differed by one or two individuals, but the remaining two differed considerably in the number of fixed-term archaeological employees that were counted, consistent with a fluctuating workforce to fulfil demand based on temporary contracts awarded.

Gender balance in archaeological employees on the entire Island of Ireland (n=149) is 85 male (57%) to 64 female (43%), representing a 24.7% difference. When broken down to those employed by organisations/companies based in Ireland (IE) only the total is 106 archaeological employees divided into 57 male (53.8%) and 49 female (46.2%), representing a 14% difference. A further 8 individuals are identified as employed in non-archaeological roles in Ireland (IE) only and these are split 50:50 between male and female. This indicates a slight increase in the number of females since the *DISCO 2007: Ireland* survey; at that time males had a small dominance of 10% while by 2013 they have a smaller dominance of just 7%.

In comparison to national statistics for 2012 the figure for Ireland (IE) is comparable, where 53.5% of the workforce was male. The figures for Northern Ireland (NI), where 65.1% (n=28) are male and 34.9% (n=15) are female, do differ slightly from the national average, where 53% of the workforce are male (CSO and NISRA). Due to the small survey sample available for Northern Ireland, however, it is difficult to determine if this gender imbalance, of 65% male to 35% female, is a true reflection of the archaeological sector in Northern Ireland.

	female (PS)	% of total workforce	female (FTS)	% of total workforce	*% of archaeological workforce*	female (non-archaeological)	% of total workforce
<20	0	0.00%	0	0.00%	*0.00%*	0	0.00%
20-29	3	1.91%	18	11.46%	*14.09%*	1	0.64%
30-39	19	12.10%	8	5.10%	*18.12%*	0	0.00%
40-49	6	3.82%	2	1.27%	*5.37%*	2	1.27%
50-59	5	3.18%	2	1.27%	*4.70%*	1	0.64%
>60	0	0.00%	1	0.64%	*0.67%*	0	0.00%
Totals	33	21.01%	31	19.74%	*42.95%*	4	2.55%

Table 19 - Age divisions of female staff (permanent and fixed-term archaeological and non-archaeological) as reported by 15 employers.

	male (PS)	% of total workforce	male (FTS)	% of total workforce	*% of archaeological workforce*	male (non-archaeological)	% of total workforce
<20	1	0.64%	0	0.00%	*0.67%*	1	0.64%
20-29	2	1.27%	20	12.74%	*14.77%*	0	0.00%
30-39	21	13.38%	16	10.19%	*24.83%*	1	0.64%
40-49	16	10.19%	4	2.55%	*13.42%*	2	1.27%
50-59	3	1.91%	0	0.00%	*2.02%*	0	0.00%
>60	2	1.27%	0	0.00%	*1.34%*	0	0.00%
Totals	**45**	**28.66%**	**40**	**25.48%**	***57.05%***	**4**	**2.55%**

Table 20 - Age divisions of male staff (permanent and fixed-term archaeological and non-archaeological) as reported by 15 employers.

If the archaeological employment contracts are examined, 52.35% (n=78) are permanent employees and 47.65% (n=71) are on fixed-term contracts. When gender is analysed in relation to contract types (Figure 20) there is a 26.7% dominance of males in permanent positions and a 22.5% dominance of males in fixed-term positions. When Northern Ireland is excluded the percentage difference between males and females in permanent contracts drops to 19.4% and the difference in fixed-term contracts drops to 4.8%. In 2012 in Northern Ireland 5.4% of female employees and 4.7% of male employees were on temporary (fixed-term) contracts, while of those with permanent jobs, 41% of females and 13% of males were part-time (NISRA/Department of Finance and Personnel).
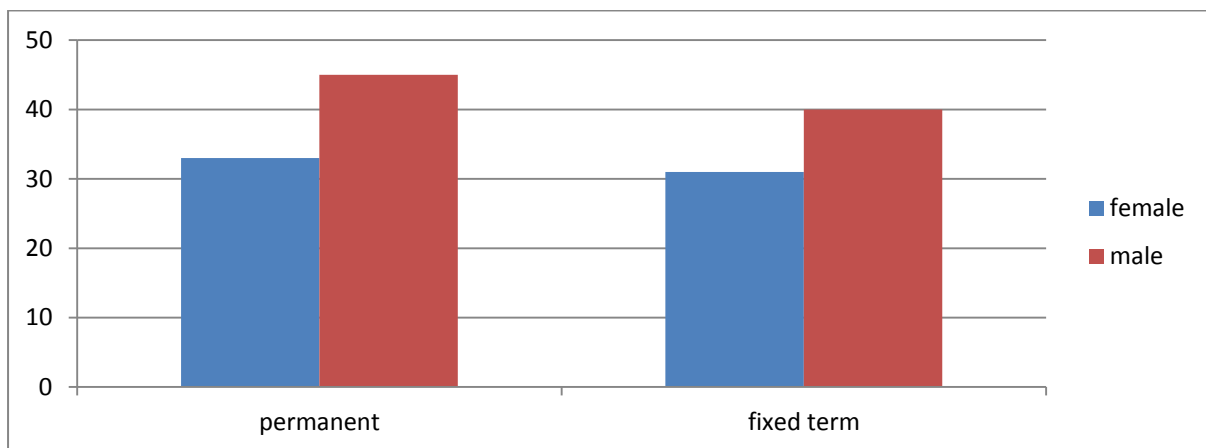
Figure 20 - Gender division between permanent and fixed-term archaeologists as reported by 15 employers.

When age is similarly analysed in relation to contract types (see Tables 19–20; Figures 21–22) the majority (51.3%) of permanent employees are aged 30–39 years and the majority (53.5%) of fixed-term employees are aged 20–29 years. When Northern Ireland is excluded the majority (47.7%) of permanent employees are similarly aged 30–39 years but the majority (58.5%) of fixed-term employees are also aged 30–39 years.

If the age and gender statistics are examined more closely it is clear that there is a notable decline in female archaeologists aged in their 30s and 40s, whereas the decline in male archaeologists is slightly later, aged in their 40s and 50s (Figures 21–22). This trend is comparable with the national statistics from Ireland (IE) in 2011 (Figure 23), where the highest participation rate for women was in the 25–34 age group, while for men it was in the 35–44 age group. Also notable is the slight dominance of female archaeologists aged 50–59 and over 60 (8 female : 5 male), which is in contrast to the national statistics, whereby the participation rate for older women aged 55–59 is 56.5% and 34.9% for women aged 60–64 compared to men, with participation rates of 74.2% and 55.8% respectively. Comparable statistics were not accessible for Northern Ireland, although what was available suggests similar patterns in 2012: 18–24 age group comprised 63.3% of male cohort and 57.9% of female cohort; 25–49 age group comprised 91.5% of male cohort and 79.5% of female cohort and 50+ age group comprised 46.4% of male cohort and 34% of female cohort (Labour Market Bulletin 24).
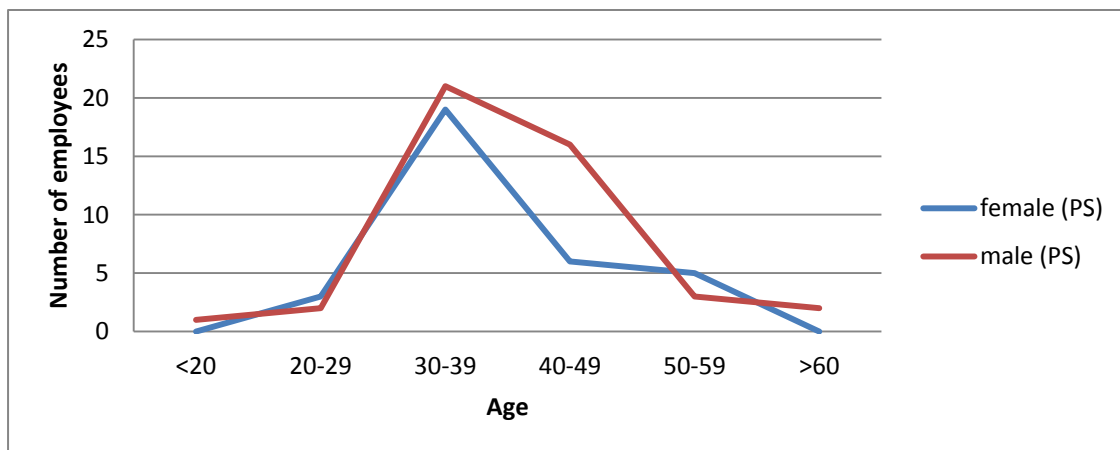
Figure 21 - Age and gender trend of permanent archaeological employees as reported by 15 employers.
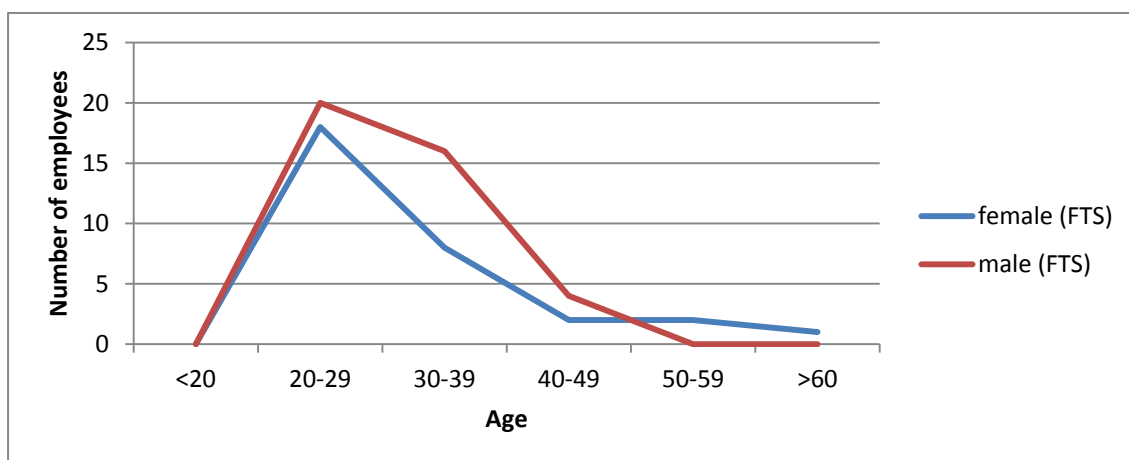
Figure 22 - Age and gender trend of fixed-term archaeological employees as reported by 15 employers.
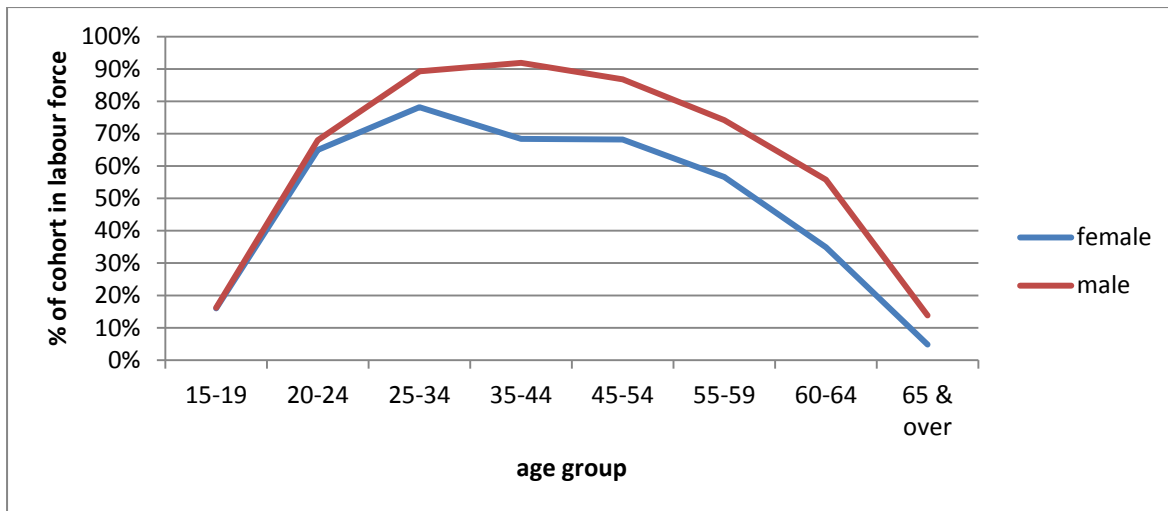
Figure 23 – Age and gender trends of labour force in Ireland (IE) in 2011 (data from CSO 2011 report on *Men and Women in Ireland*).

4.2.3 Nationality and ethnic diversity

Only five employers provided information about how many people working in the organisation/limited company were from a county other than Ireland or the United Kingdom. This reflects a significant change in the archaeological profession since the *DISCO 2007: Ireland* survey when 44.5% of professionals employed in Ireland (IE) were non-nationals or 39.1% if 'British' is excluded (McDermott & La Piscopia 2008, 30). If we use the figure above of 157 employees and presume that those that did not answer had no non-Irish/UK employees, then just 14.5% of people working in archaeological employment on the island of Ireland are non-nationals (Table 21).

Although asked to insert specific details about the country of origin of non-Irish/UK staff, none of the three respondents did so. In 2007 (*ibid*.), 26% of the immigrants (non-Irish or UK) working in archaeology were from Poland and this country remains the origin of the majority of non-national workers (56.5%) in 2013, however, the significant decrease in the number of employees means that Polish archaeologists now account for just 8.3% of the total workforce.

The 2011 Irish Census indicated that the number of Irish residents born outside Ireland had increased by 25% since the 2006 Irish Census and accounted for 17% of the overall population, with the greatest numbers of non-nationals from the UK (England and Wales) and Poland (CSO).

Region	Nationality	Permanent	Fixed-term	% of non-national employees	% of total employees
EU	Germany	0	1	4.35%	0.6%
	Gibraltar	1	0	4.35%	0.6%
	Netherlands	1	0	4.35%	0.6%
	Poland	1	12	56.52%	8.3%
	Spain	0	3	13.04%	1.9%
	Sweden	1	0	4.35%	0.6%
Other European country (non-EU)		2	0	8.70%	1.3%
Any other country		0	1	4.34%	0.6%
		6	**17**	**100%**	**14.5%**

Table 21 - Non-national (Ireland or UK) archaeological staff as reported by five employers.

The second question asked employers to specify the ethnic origins of staff members. The choices offered were based on the 2011 Irish Census and were as follows: White Irish; White British; White Irish Traveller; White British Traveller; Any other White background; Black Irish; Black British; Black African; Any other Black background; Asian Irish; Asian British; Asian Chinese; Any other Asian background; Will not specify.

Five Organisations/Institutes and nine Limited Companies answered the question, which was posed for both permanent and fixed-term archaeological staff and non-archaeological staff (Table 22). As for the *DISCO 2007: Ireland* survey, the archaeological sector in Ireland has almost no significant ethnic diversity and this can perhaps be coupled with the low number of non-European workers as per Table 21. Of the 153 staff represented, 66.7% are 'White Irish', 12.4% are 'White British' and 19.6% are 'Any other White background'.

	White Irish	%	White British	%	Any other White background	%	Asian Irish	%	Will not specify	%
Permanent	46	30.07%	17	11.11%	7	4.58%	1	0.65%	1	0.65%
Fixed-term	49	32.03%	1	0.65%	23	15.03%	0	0.00%	0	0.00%
Non-archaeological	7	4.58%	1	0.65%	0	0.00%	0	0.00%	0	0.00%
Totals	**102**	**66.68%**	**19**	**12.41%**	**30**	**19.61%**	**1**	**0.65%**	**1**	**0.65%**

Table 22 - Ethnic diversity, as reported by 14 employers.

4.2.4 Disabilities

Each employer was asked to identify the number of staff with a disability, as defined in the Employment Equality Act 1998 (ROI) or the Disability Discrimination Act 1995 (UK). None were identified in comparison to three in the *DISCO 2007: Ireland* survey (but see Chapters 3 and 5).

4.2.5 Qualifications

As detailed in Chapter 3, this survey supports the results of both the 2002 CHL report and the *DISCO 2007: Ireland* report, in confirming that archaeology in Ireland can be defined as a graduate profession. Five Organisations/Institutes and eight Limited Companies answered questions about the highest qualifications of 150 of their staff (Figure 24; Table 23). At 56%, (n=84), the majority of the employees had a third-level first degree, with an additional 31% (n=46) holding a postgraduate qualification and a small percentage (9%) identified as holding a doctorate (n=7) or post-doctorate (n=7) qualification. The remaining 4% (n=6) held a second-level qualification, such as Junior Cert, Leaving Cert (LC/LCA/LCVP) FETAC, BTEC, A Level, Highers, GNVQ, GSVQ, GCSE and S-Grade.
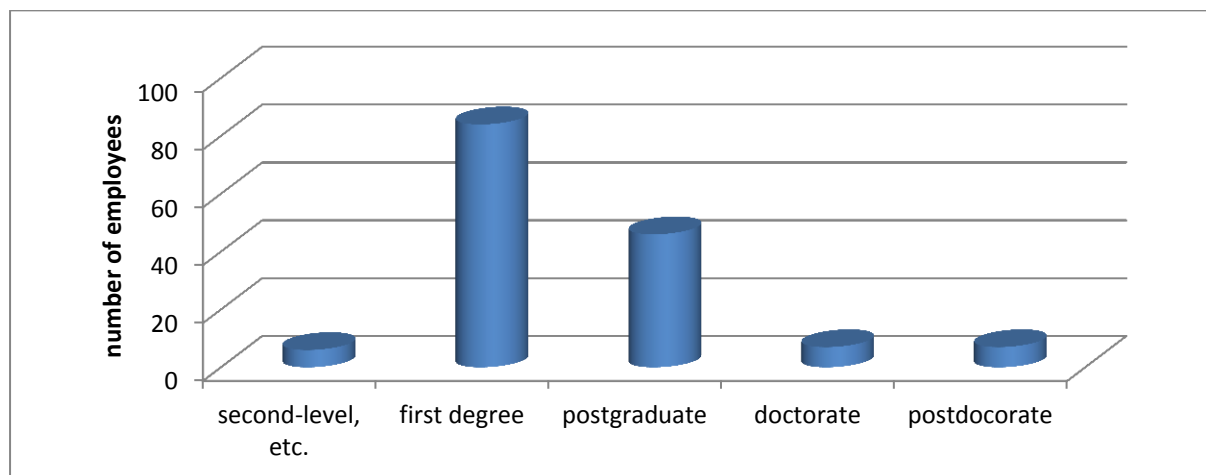
Figure 24 – Highest qualifications of staff, as reported by 13 employers.

Of the 71 permanent archaeological employees, 5.6% had a second-level qualification and of the remaining 94.4% with a third-level qualification, 36.6% had a first degree, 45.1% a postgraduate qualification, 5.6% a doctorate and 7.1% had held a post-doctorate position (Table 23). Of the 73 fixed-term archaeological employees, all had a third-level qualification; 79.5% had a first degree, 13.7% a postgraduate qualification, 4.1% a doctorate and 2.7% had held a post-doctorate position. Of the 6 non-archaeological employees, 33.3% had a second-level qualification and the remaining 66.7% had a postgraduate qualification.

	Second-level, etc.	%	First degree or HND	%	Post-graduate	%	Doctorate	%	Post-doctorate	%
Permanent	4	2.67%	26	17.33%	32	21.33%	4	2.67%	5	3.33%
Fixed-term	0	0.00%	58	38.67%	10	6.67%	3	2.00%	2	1.33%
Non-archaeological	2	1.33%	0	0.00%	4	2.67%	0	0.00%	0	0.00%
	6	**4.00%**	**84**	**56.00%**	**46**	**30.67%**	**7**	**4.67%**	**7**	**4.66%**

Table 23 - Highest qualifications of permanent and fixed-term archaeological staff and non-archaeological staff as reported by 13 employers.

	IE	%	NI	%	England	%	Scotland	%	Wales	%	Other	%
Permanent	36	25.17%	13	9.09%	8	5.59%	5	3.50%	1	0.70%	5	3.50%
Fixed-term	43	30.07%	6	4.20%	3	2.10%	0	0.00%	0	0.00%	19	13.29%
Non-archaeological	2	1.40%	1	0.70%	1	0.70%	0	0.00%	0	0.00%	0	0.00%
	81	**56.64%**	**20**	**13.99%**	**12**	**8.39%**	**5**	**3.50%**	**1**	**0.70%**	**24**	**16.79%**

Table 24 - Jurisdiction where highest qualifications of permanent and fixed-term archaeological staff and non-archaeological staff were obtained, as reported by 13 employers.

The employers were subsequently asked in what jurisdiction their staff had obtained their highest qualifications and answers were provided for 143 of the 150 employees detailed above. The jurisdictions offered were; Ireland (IE), Northern Ireland (NI), England, Scotland, Wales and Other (Table 24). As somewhat expected the majority, at 56.6%, had obtained their highest qualification in Ireland (IE), with an additional 14% from Northern Ireland (NI). A relatively large percentage, at 16.8%, indicated 'Other', but despite requesting them to specify where, none did.

4.3   Post Profiles

The numbers of staff (permanent, fixed-term and non-archaeological) employed in specific roles was provided by 12 employers, 5 Organisations/Institutes and seven Limited Companies. Seventy-two post profiles were listed (see Appendix 3.1) and these were taken from the *DISCO 2007: Ireland* survey for consistency and comparative purposes. By including a wide variety of post titles the aim was to capture the diversity of roles within archaeology. A total of 98 staff were accounted for; 59 permanent archaeological staff, 22 fixed-term archaeological staff and 17 non-archaeological staff. These were assigned to 31 of the post titles listed and which can be divided into 14 post profiles (Table 25). The most common profile identified was related to project management (24.5%), followed by archaeologists (21.4%), consultants (13.3%) and office staff (11.1%). Notably those that are assigned to non-archaeological positions vary from administration to technical work related to AutoCAD and GIS, surveying and illustrating to a CEO and a Consultant.

Post profile	%	Post title	PS	FTS	Non-archaeological
Archaeologist	21.43%	Archaeologist	14	4	0
		Field archaeologist	0	3	0
Associate Professor	1.02%	Associate Professor	1	0	0
Company Management	2.04%	General Manager	1	0	0
		Office Manager	1	0	0
Consultant	13.27%	CEO	0	0	1
		Company Director	8	0	0
		Consultant	0	0	1
		Heritage Consultant	1	0	0
		Managing Director	2	0	0
EIA/EIS Archaeologist	4.08%	E.I.A. Archaeologist	3	0	0
		EIS Manager	1	0	0
GIS/CAD Technician	5.10%	AutoCAD Technician GIS/CAD	2	1	1
		GIS Manager GIS/CAD	0	0	1
Illustrator	2.04%	Illustrator	0	0	2

Lecturer	2.04%	Lecturer	2	0	0
Office Staff	11.22%	Administration	2	0	9
Project Management	24.49%	Archaeologist grade I	1	0	0
		Director	2	0	0
		Licence eligible Director	4	2	0
		Licensed Archaeologist	3	4	0
		Project Manager	1	0	0
		Project Manager/Senior Archaeologist	1	0	0
		Senior Archaeologist	1	2	0
		Site Director	3	0	0
Researcher	5.10%	Researcher	0	5	0
Site Assistant	2.04%	Archaeologist grade III	2	0	0
Specialist	3.06%	Osteoarchaeologist	1	0	0
		Post-excavation & conservation	2	0	0
Surveyor	3.06%	Senior Surveyor	0	0	1
		Surveyor	0	1	1
			59	**22**	**17**

Table 25 – Staff post profiles, as reported by 12 employers.

4.3.1 Excavation licence eligible

The employers were also asked how many of their staff were 'licence eligible'; the Irish system of requiring a licence to excavate for an archaeological purpose is outlined in Chapter 3. Fourteen employers answered, 5 Organisations/Institutes and 9 Limited Companies, indicating that a total of 48 staff were licence eligible (30.8% of 156 employees). This was divided further into 33 (69%) permanent archaeological staff and 15 (31%) fixed-term archaeological staff (Figure 25). Of the two employers based in Northern Ireland, 4 permanent staff and 2 fixed-term staff were licence eligible in Ireland (IE). Overall, 41.8% of all permanent staff and 19.5% of all fixed-term staff were excavation licence eligible.
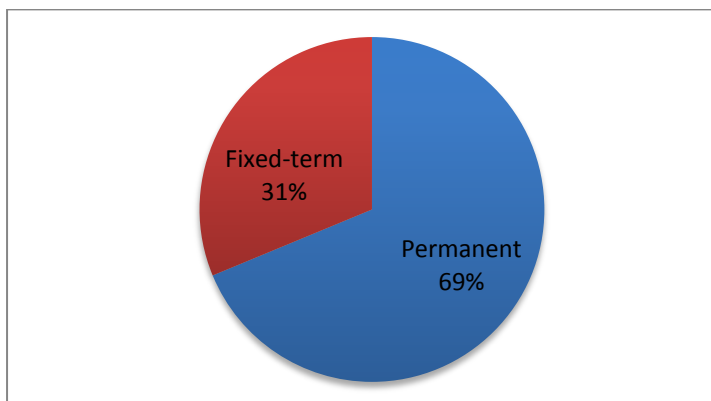
Figure 25 - Percentage of permanent and fixed-term archaeological staff that are licence eligible in Ireland (IE), as reported by 14 employers.

4.3.2 Consultants

The employers were asked if they had brought in outside specialists or consultants in the last year (2012) for specific non-archaeological purposes and/or technical archaeological purposes. Of the 11 respondents, the majority (63.6%; n=7) indicated that they had and of these, most (57%; n=4) had employed consultants for information technology-related work, while the remaining responses indicated that consultants had been employed for a wide variety of other roles; leadership, people management, education/training, marketing/sales, project management, advocacy/influencing others and 'other', specified as environmental consultancy.

When asked whether or not outside consultants had been employed for technical archaeological purposes, of the seven respondents five (71.4%) indicated that they had and of these, the majority (60%; n=3) had employed consultants for the conservation of artefacts or ecofacts. Specialists had also been employed to conduct non-intrusive field investigations, such as geophysical survey, etc. (40%; n=2) and artefact or ecofact research (40%; n=2), while the remaining responses indicated that consultants had been employed for a wide variety of other roles; to conduct intrusive investigations, such as evaluation, excavation, etc., for desk-based research and for 'other' reasons, specified as building recording.

In relation to the employment status of these consultants, only five employers replied and all indicated that the individuals were self-employed/sub-contracted, i.e. not taken on as short-term PAYE employees.

4.4 Working hours

Employers were asked to provide the number of staff, in all categories, that worked full-time (more than 30 hpw) and part-time (less than 30 hpw). This question was designed to determine if a significant number of employees are now on part-time contracts as has been speculated since the economic downturn. There seems to have been a reluctance to answer this question and also some confusion (two respondents indicated the number of hours per week instead of the number of employees), resulting in a low response rate of only seven employers (two Organisations/Institutes and five Limited Companies), totalling 75 employees (Figure 26). Of these, 56% were full-time (>30 hpw) and 44% were part-time (<30 hpw). The majority (85%; n=34) of all permanent archaeological staff worked full-time, while just over half (58.3%; n=7) of all fixed-term archaeological employees worked full-time. The majority (66.7%; n=2) of all non-archaeological staff also worked part-time.
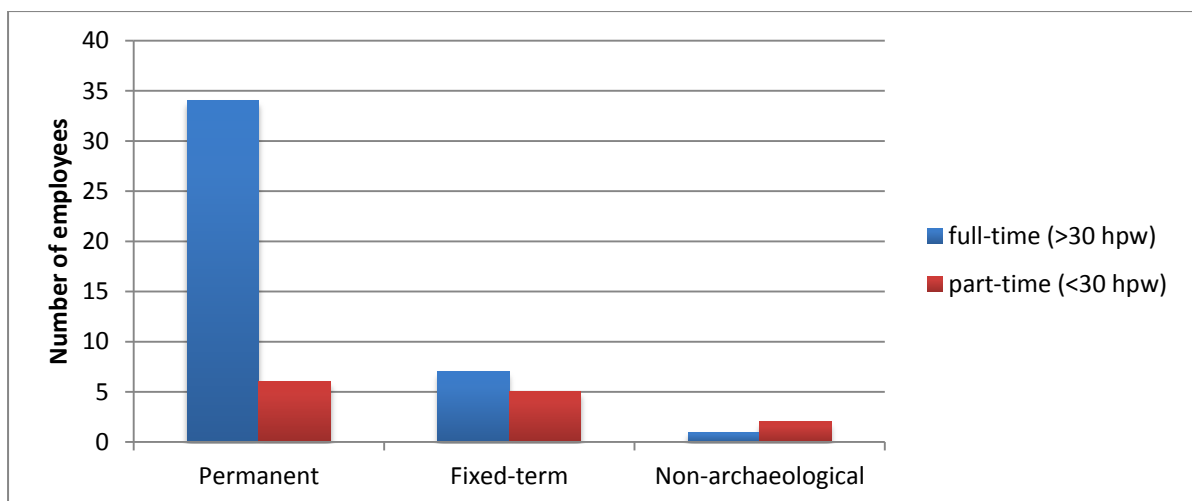
Figure 26 - Working hours per week (hpw) for permanent, fixed-term and non-archaeological staff, as reported by 6 employers.

4.4.1 Flexible working arrangements

The employers were also asked if staff were provided the opportunity to job share or use other flexible working arrangements. The majority (80%) said yes, with only 10% indicating no and 10% did not know. This is an increase from the *DISCO 2007: Ireland* survey where 5% of employers provided flexible working arrangements (McDermott & La Piscopia 2008, 54).

4.4.2 Duration of employment

To determine if the labour market was static or if people were frequently moving between employers and contracts we asked the respondents to indicate the length of employment to date of their various staff. Eight employers, three Organisations/Institutes and five Limited Companies, representing 62 employees indicated that the majority of staff in permanent (58%), fixed-term (16%) and non-archaeological (5%) positions had been with the organisation for longer than two years, with the remaining 21% (n=13) of staff having been recruited in the last two years, only two of which were for permanent archaeological positions (Table 26).

		Organisation/ Institute	% of total	Limited Company	% of total
Up to 3 months					
	Permanent	0	0.00%	0	0.00%
	Fixed-term	2	3.23%	1	1.61%
	Non-archaeological	1	1.61%	0	0.00%
3–6 months					
	Permanent	0	0.00%	0	0.00%
	Fixed-term	0	0.00%	1	1.61%

	Non-archaeological	0	0.00%	0	0.00%
6–12 months					
	Permanent	1	1.61%	0	0.00%
	Fixed-term	1	1.61%	0	0.00%
	Non-archaeological	2	3.23%	0	0.00%
12–24 months					
	Permanent	0	0.00%	1	1.61%
	Fixed-term	1	1.61%	2	3.23%
	Non-archaeological	0	0.00%	0	0.00%
> 24 months					
	Permanent	10	16.13%	26	41.94%
	Fixed-term	6	9.68%	4	6.45%
	Non-archaeological	0	0.00%	3	4.84%
TOTAL		24	38.71%	38	61.29%

Table 26 – Length of employment of various staff categories, as reported by 8 employers.

4.4.3 Vacancies

When asked if the organisation/limited company had experienced any difficulties filling an advertised vacancy in the last year 100% of the respondents (11 employers) indicated that they had not. This is in slight contrast to the *DISCO 2007: Ireland* survey which recorded that 13% of the respondents at that time did have some difficulty (McDermott & La Piscopia 2008, 58). This is not surprising given the high demand for archaeologists during the economic boom and the large decrease in demand since the downturn.

4.4.4 Salaries

Responses on salaries from six employers were deemed valid, two Organisations/Institutes and four Limited Companies, one of which was based in Northern Ireland. As to be expected, data was presented in euro (€) by five employers and in British Pound Sterling (£) by one employer. Of these six, three did not provide any data for fixed-term and non-archaeological staff (which can not necessarily be taken that they do not employ any).

As detailed in Chapter 3, the average gross (before tax) salaries for full-time PAYE employees in the five organisations/limited companies based in Ireland (IE) is €39,428 for permanent staff (reduced to €31,763 per annum for private sector limited companies only) and €27,350 for fixed-term staff. As only one limited company based in Northern Ireland answered this question the sample is not statistically viable, although the average salary for a permanent full-time employee was record as £20,465, which is approximately €25,700.

These salary statistics have not, however, taken account of the large number of archaeologists that are currently working part-time (>30 hpw); which could be as high as 44% of PAYE employees and 72% of Sole Traders (see Chapter 3; Section 4.4.7).

4.4.5 Pay scales

When asked if these salaries were tied to any pay scale system 50% (n=5) of employers indicated that they were and the remaining 50% (n=5) said they were not. Of those that were, three were Organisations/Institutes and two were Limited Companies; two were within the Civil Service pay scale system, one was within a University/College pay scale and two operated within a locally defined/own pay scale system. The employers were also asked if they operate a performance-related pay scheme and of the 10 respondents only one did (10%), one did not answer the question (10%) and the remaining eight (80%) said they did not.

4.4.6 Income Sources

The employers were asked several questions in relation to sources of income. Firstly, what their main source of revenue was in 2008 and again in 2012, this indicated that there have been some changes (Figure 27). Most notably, the percentage of respondents reliant on both public and private monies through development-led archaeology has decreased since 2008. The numbers accessing public monies through education and training has increased considerably between 2008 and 2012 and those relying on public money through research grants has remained consistent. The increase in those selecting the 'other' option was specified as also relating to education and training but to private monies.
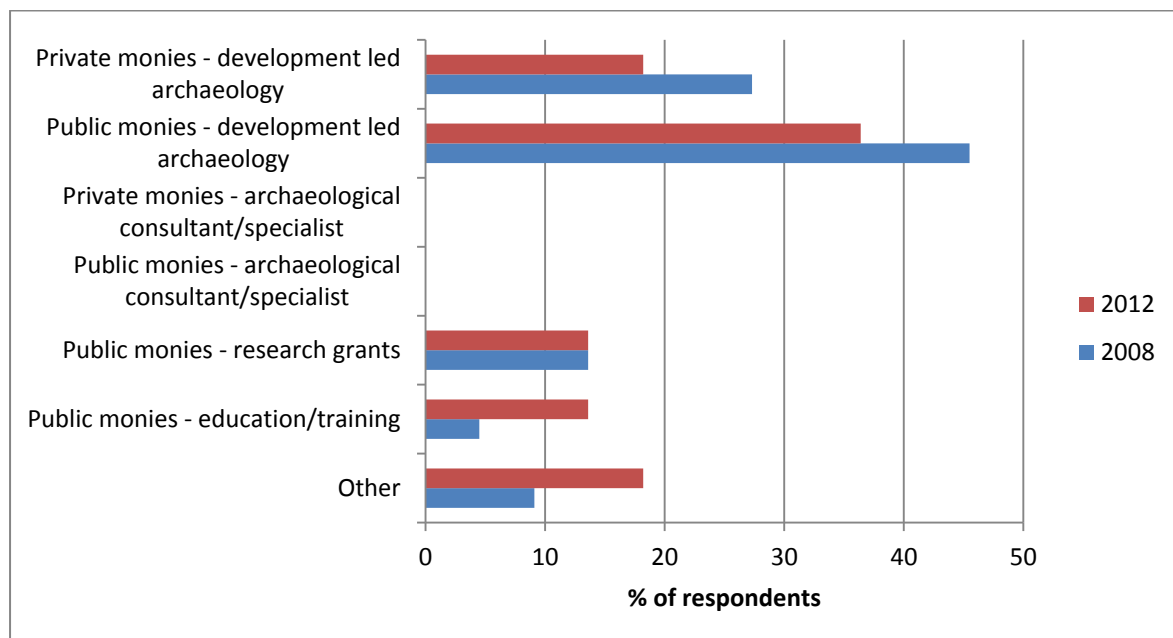
Figure 27 - Main sources of income in 2008 and in 2012 for 11 employers.

The employers were also asked how many of the various paid positions were funded by establishment income or project income (grants/contracts). Eight respondents, three Organisations/Institutes and five Limited Companies, answered and from a total of 69 staff, 34 (49.3%) were funded by establishment income and 35 (50.7%) by project income. When broken down further, of the 23 employees attached to Organisations/Institutes, 78.3% (n=18) were funded by establishment income, whereas in Limited Companies it was as low as 34.8% (n=16). This confirms a significant reliance on grants and contracts within the archaeological profession, particularly for commercial companies.

When asked how many publically advertised tenders the organisation/limited company had submit in 2012 the majority (37%; n=4) indicated none, however, all of these were classified as Organisations/Institutions. Of the remaining seven Limited Companies, one had submit 1–5 tenders, three had submit 6–15 tenders and another three had submit 16–30 tenders (Figure 28a). When asked how many invitations to submit a quotation for work they had received in 2012, 27.3% (n=3) indicated none, all of which were classified as Organisations/Institutions; the fourth Organisation/Institution had been invited to submit 6–15 quotations. The remaining employers were Limited Companies and three (27.3%) said 16–30 invitations, one (9.1%) said 31–50 and 27.3% (n=3) said over 51 (Figure 28b).

All 11 employers indicated that they had not issued any publically advertised tenders in 2012 but three (27.3%) had issued 1–5 invitations to submit a quotation for work in 2012, one (9.1%) had issued 6–15 invitations and the remaining respondent had issued over 51 invitations.
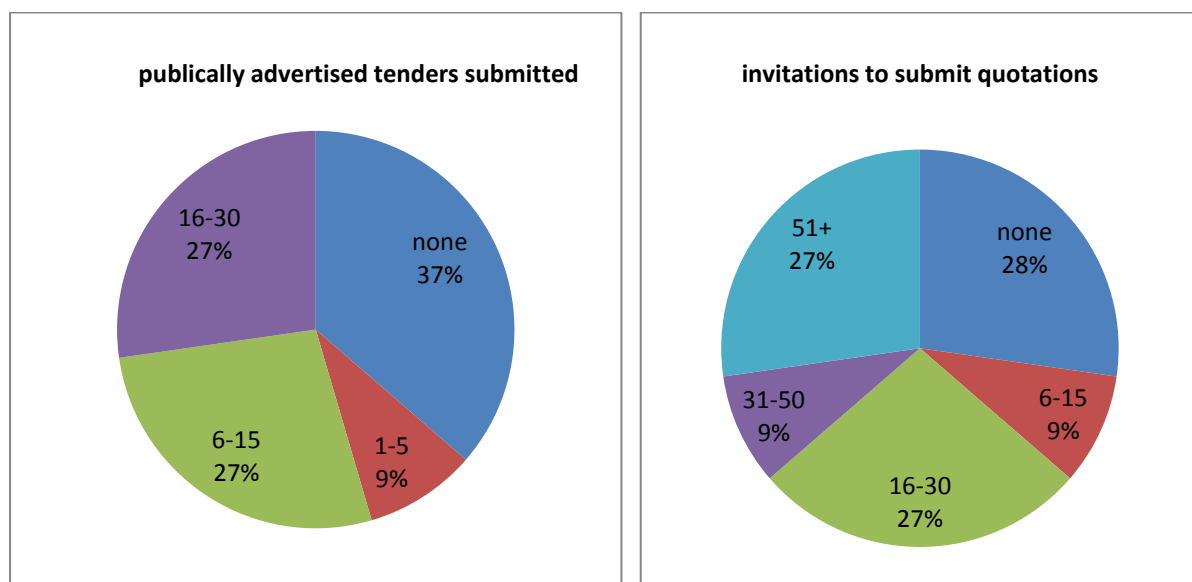
Figure 28 - Tracking sources of revenue in 2012 through (a) publically advertised tenders and (b) invitations to submit a quotation for work.

4.5 Rights and Benefits

To gain an understanding of what, if any, changes had emerged in relation to the rights and benefits that employers guaranteed their employees since the *DISCO 2007: Ireland* survey a series of questions were posed about pensions, paid leave, flexible working hours and any other benefits.

4.5.1 Pensions

There is no legal obligation on employers in Ireland (IE) to provide occupational pension schemes for employees, however, more and more employers are putting schemes in place and there is positive government encouragement to do so.

Employers were asked if permanent and fixed-term employees had access to a pension scheme other than a Standard PRSA (Personal Retirement Savings Account). Reponses from 10 employers, three Organisations/Institutes and seven Limited Companies, indicated that 50% had another scheme in place for permanent employees, but for fixed-term employees the majority (70%) did not provide access to an alternative pension scheme (Figure 29). Where answered, permanent employees had access to either contribution schemes (60%) or defined benefit schemes (40%), while the one employer that provided access to fixed-term employees specified that it was a defined contribution scheme.

Employers were also asked to specify pension contributions for employees on establishment income and project income (see Section 4.4.9 above). Three Organisations/Institutes and four Limited Companies responded, indicating that no employees on project income received a pension contribution from their employer but of the 34 employees funded by establishment income, 13 (38.2%) received a pension contribution.
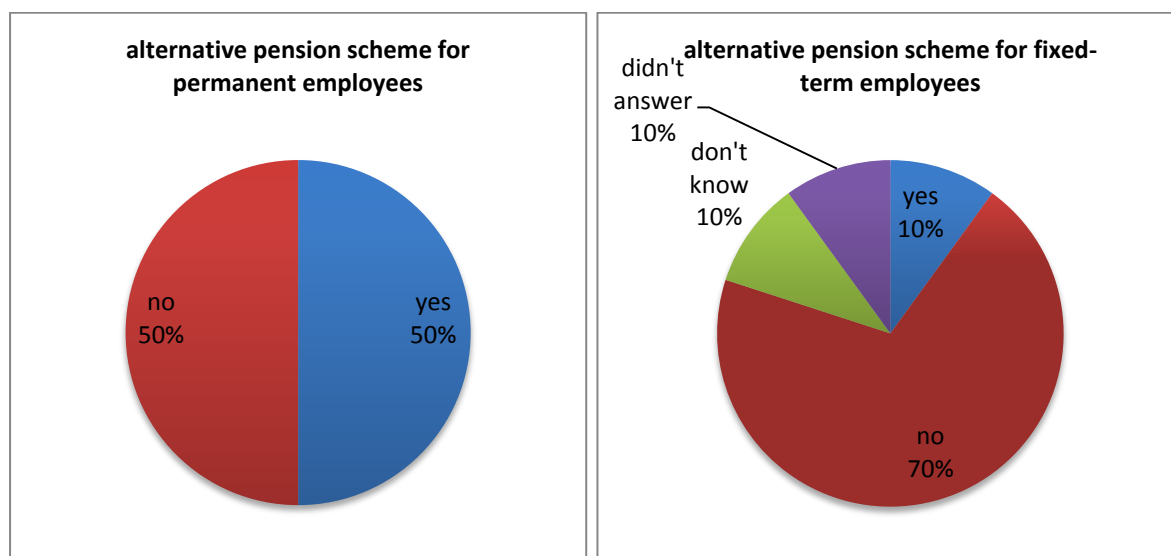
Figure 29 - Access to alternative pension scheme for (a) permanent and (b) fixed-term staff, as reported by 10 employers.

4.5.2 Paid annual leave

Ten employers, three Organisations/Institutes and seven Limited Companies, answered questions about the various types of paid leave for their employees. The first was whether or not employees receive more days paid holiday leave per annum than the statutory minimum entitlement in their jurisdiction[13]; the majority did not (70%) but three (30%) indicated that they did.

4.5.3 Sick pay

The second question was whether or not permanent and fixed-term employees received paid sick leave (or if based in Northern Ireland, over and above Statutory Sick Pay). In Ireland (IE) an employee has no right under employment law to be paid while on sick leave but in Northern Ireland (NI) the Statutory Sick Pay Act 1994 can cover an individual out of work for four days or more. Employers based in Ireland (IE) therefore generally include their own polices on sick pay in their employee contracts. Of the 10 employers, eight offered sick pay to permanent staff, but only three covered those on fixed-term contracts (Figure 30).
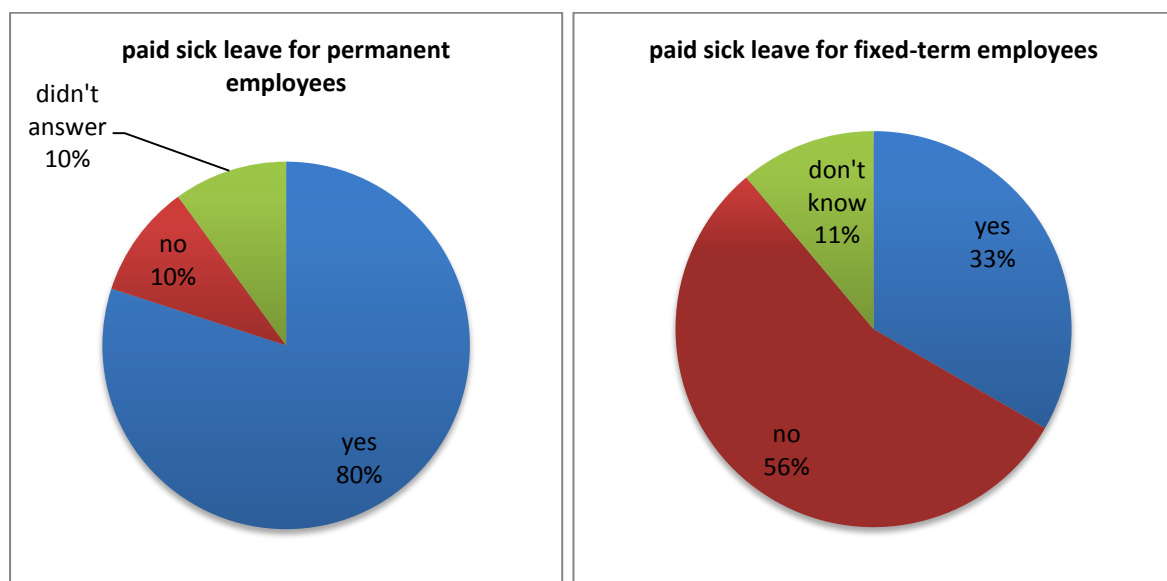
Figure 30 - Paid sick leave for (a) permenent and (b) fixed-term staff, as reported by 10 employers.

---

[13] In Ireland (IE) the *Organisation of Working Time Act 1997* provides for a basic annual paid leave entitlement of 4 weeks, although an employee's contract can give greater rights. In Northern Ireland (NI) the *Working Time (Amendment) Regulations (Northern Ireland) 2007* increased workers' holiday entitlement from 4 weeks to 4.8 weeks (24 days if you work a five day week) from 1 October 2007 and to 5.6 weeks (28 days if you work a five day week) from 1 April 2009, *pro-rata* for those working part-time. Both increases may include bank and public holidays.

4.5.4 Maternity and paternity leave

The ten employers were also asked about maternity and paternity leave. Firstly, whether or not female employees received paid maternity leave over and above Statutory Maternity Pay[14] and secondly whether male employees received paid paternity leave. In Ireland (IE) paternity leave is not recognised in employment law and so employers are not obliged to grant male employees special paternity leave, either paid or unpaid. In Northern Ireland (NI) employers are generally obliged to pay male employees Ordinary Statutory Paternity Pay for one or two consecutive weeks.

According to the responses from employers, 40% offer additional paid maternity leave and 30% offer paid paternity leave (Figure 31). The employers were also asked if female employees availed of the entitlement to take additional unpaid maternity leave and 50% said that they did, 10% said no, 30% indicated that they did not know and 10% did not answer the question (Figure 32a). When asked if the male employees received the opportunity to take unpaid paternity leave, the majority at 80% said yes with only 20% saying no (Figure 32b).
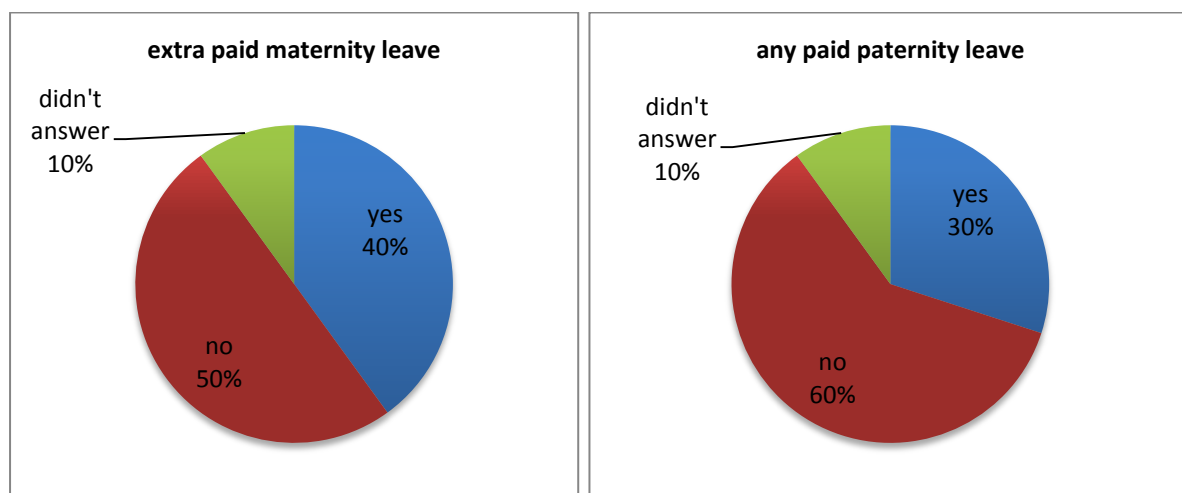
Figure 31 - Access to (a) additional paid maternity leave and (b) paid paternity leave for staff, as reported by 10 employers.

---

[14] In Ireland (IE) the Maternity Protection Acts 1994 and 2004 provide the statutory minimum entitlements in relation to maternity at work, including maternity leave. Since 1 March 2007, women are entitled to 26 weeks' maternity leave together with 16 weeks additional unpaid maternity leave. Irish employers are not obliged to pay women on maternity leave as those who have sufficient PRSI contributions are paid by the State (currently, Department of Social Protection). In Northern Ireland (NI) employers are obliged to pay and under Statutory Maternity Leave women are entitled to 26 weeks of Ordinary Maternity Leave and 26 weeks of Additional Maternity Leave.
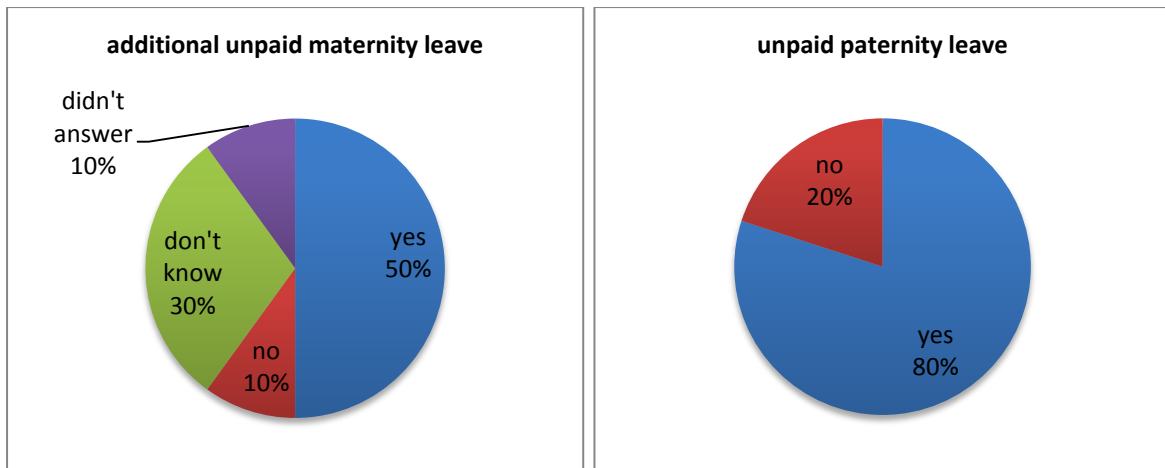
Figure 32 - Access to (a) additional unpaid maternity leave and (b) unpaid paternity leave for staff, as reported by 10 employers.

4.5.5 Other employee benefits

All 10 employers indicated that they provide their employees with subsidised accommodation and/or a subsistence allowance. When asked to provide details of any other employee benefits that the organisation provided three responded (all Limited Companies; two IE and one NI). These varied from paying membership subscriptions of professional representative bodies to health insurance and an annual allowance for wet weather clothing.

4.6 Trade Unions

The 10 employers were asked if there were any recognised trade unions in their workplace. The majority (60%) said no, three said yes and one did not know (Figure 33). Where there was, IMPACT, SIPTU and IFUT (Irish Federation of University Teachers) were the recognised trade unions.
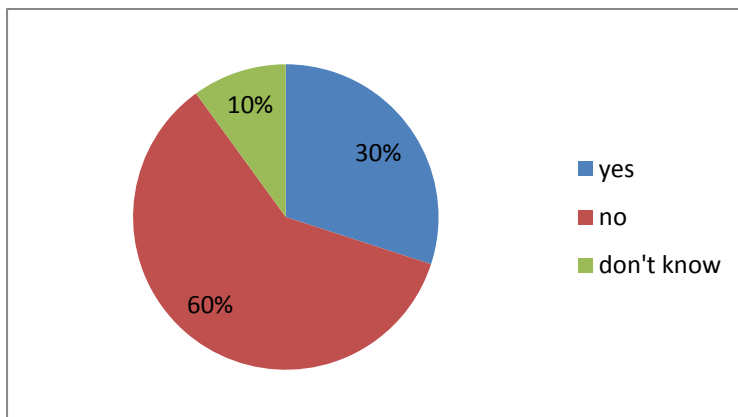
Figure 33 – Trade unions in the workplace, as reported by 10 employers.

4.7   Internships

In Ireland (IE) generally it is recorded that recent years have seen fewer employment opportunities for new graduates and the rise of 'intern culture', a form of quasi-work experience, frequently unpaid or for small stipends, and usually informal in arrangement. Furthermore, the Social Welfare and Pensions Act 2011 introduced the national internship JobBridge scheme and specifically provided that an intern under that scheme is 'deemed not to be an employee'.

Out of 10 employers, just two indicated that they had taken on interns between 2007 and 2013, both of which had participated in JobBridge. No other (non-JobBridge) internships were offered by any of the employers.

JobBridge is a National Internship Scheme in Ireland (IE) that provides work experience placements for a 6 or 9 month period to jobseekers that are unable to get a job without experience, either as new entrants to the labour market after education/training or as unemployed workers wishing to learn new skills. It is aimed at people who have been either getting a jobseeker's payment or signing for credits for at least 3 months (156 days). The scheme was launched on 1st July 2011 and as of 26th March 2014, 27,282 placements had commenced[15]. The majority of participants (44%) are aged 25–34 years and the majority (68%) are placed with private companies. Employers participating in the scheme can be from the public or private sectors or from the community and voluntary sector. To qualify the host organisation (HO) must have at least one full-time employee working 30 hours a week or more. The internship must not displace an existing employee and the HO must have no vacancies in the area of activity where the internship is offered.

The one Organisation/Institute that had participated in JobBridge had done so for the last three years (2011–2013), while the one Limited Company had taken on interns for the last two years only. One male intern was active in 2011, while both employers indicated female interns for both 2012 and 2013. If we interpret this as a maximum of five interns (providing the female interns are not the same individuals across two years), it was subsequently indicated that at least three (minimum of 60%) were offered contracts of employment following completion of the JobBridge scheme.

When asked about future internships, two (20%) of the employers indicated that they were considering offering internships in 2014, seven (70%) said they were not and one (10%) did not answer. Of the two that were, only one indicated that they would not register for JobBridge, the other did not answer.

---

[15] http://www.jobbridge.ie/toolkit/JobBridgeData.pdf

4.8   Staff Training and Development

As detailed in Chapter 1, the identification of training needs and skills shortages is a core aim of this project, specifically in relation to training investment, information to aid business planning and improve organisational performance and to provide Vocational Education and Training (VET) providers with information on employers' needs. The majority of the data on this topic was provided by 10 employers based in Ireland (IE) and this is detailed in Chapter 3 (Section 3.9); only one employer based in Northern Ireland provided data so the combined answers are summarised below in Table 27.

4.8.1   Attitudes to training

	% Yes	% No	% Don't know
Are training needs for the individuals and the organisation recognised?	81.8%	9.1%	9.1%
Are training or other development opportunities provided for permanent staff?	81.8%	9.1%	9.1%
Are training or other development opportunities provided for fixed-term staff?	45.5%	36.4%	18.2%
Are training or other development opportunities provided for non-archaeological staff?	63.6%	18.2%	18.2%
Do you have a formal training plan?	36.4%	63.6%	-
Do you have a training budget?	45.5%	54.5%	-
Is the budget under the Employers direct control?	45.5%	45.5%	9.1%
Do you record how much time employees spend training?	81.8%	18.2%	-
Is the impact of training on individuals formally evaluated?	36.4%	54.5%	9.1%
Is the impact of training on the organisation formally evaluated?	45.5%	54.5%	-
Do you operate a performance appraisal scheme?	36.4%	63.6%	-

Table 27 – Attitudes to training needs, as reported by 11 employers.

When the employers were asked if they recognised/rewarded academic and professional qualifications from outside their country, the majority at 80% (n=8) said that they did, one did not and one did not know. When asked if they recognised/rewarded membership of professional bodies from outside their country, again the majority (80%; n=8) again said yes but two (20%) said they did not.

4.8.2   Vocational Qualifications and Continuing Professional Development

The employers were asked if they were aware of any Vocational Qualifications in archaeological practices and only 27% indicated that they were (Figure 34a). When asked how much support they would offer staff to work towards such qualifications, the majority (54.5%) said 'considerable', 36.4% indicating 'little' and one did not answer.

The employers were also asked if they were aware of any Continuing Professional Development (CPD) in archaeology. The majority at 73% said that they were (Figure 34b) and when asked how much support they would offer staff to work towards CPD courses and training, 36.4% said 'little', 36.4% said 'considerable', 18.1% said 'very considerable' and one did not answer. Employers were also asked if they encouraged individuals to engage in CPD and again the majority at 81.1% said that they did, with just 18.2% indicating that they did not.

When asked if the organisation/limited company valued CPD training when employing new staff, the majority at 72.7% (n=8) said that they did. Most (81.8%) respondents also indicated that they would support employees to undertake CPD training, such as paying the fee or releasing the individual from work, but when asked if CPD training was a contributing factor in relation to promotions and salaries the majority (72.7%; n=8) said that it was not, although two (18.2%) indicated that it was. When asked how well currently available CPD courses match the requirements of the profession the majority (46%) said adequately, but a high 27% said very poorly (Figure 35a).
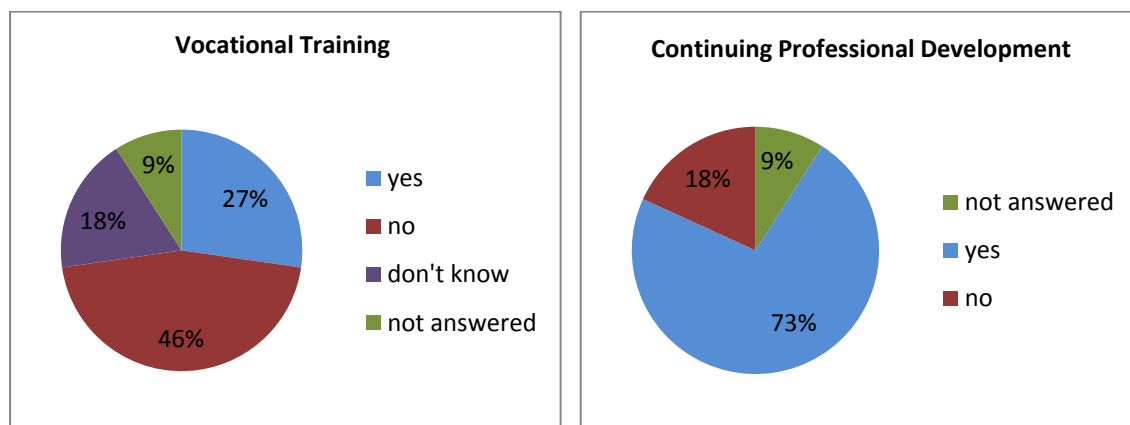
Figure 34 - Awareness of (a) Vocational Training and (b) Continuing Professional Development within 11 employers.
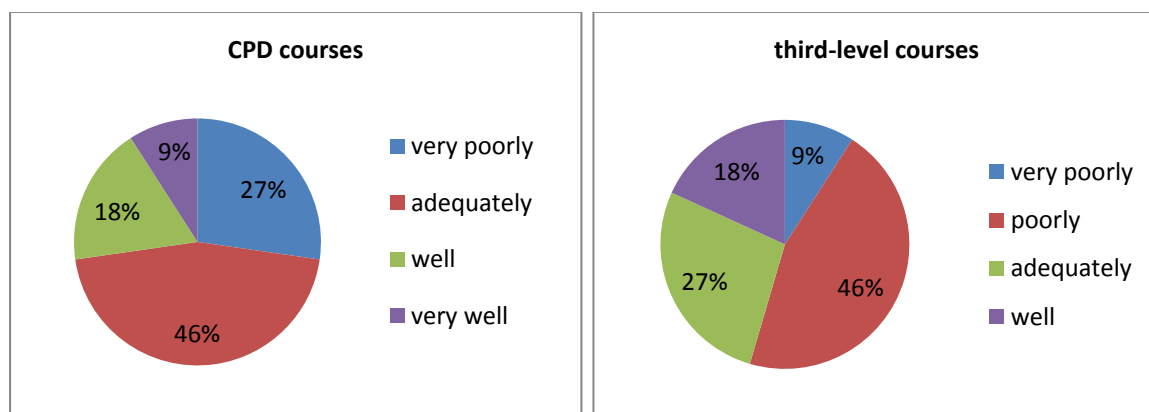
Figure 35 – Opinion of 11 employers as to whether (a) Continuing Professional Development (CPD) courses and (b) third-level courses match the requirements of the profession.

4.8.3 New entrants to the profession

The majority (72.2%) of employers indicated that they did employ new entrants to the profession and of these eight, most indicated that they either provided 'very little' training to these new entrants, i.e. 0–1 month (37.5%; n=3) or 'little', i.e. 2–3 months (37.5%; n=3), with just two (25%) employers indicating that they offered 'very considerable' training, i.e. >5 months. The increase in willingness to hire new entrants is notable in comparison with the division recorded by the *DISCO 2007: Ireland* survey, where 45% would hire new entrants but 48% preferred experienced professionals (McDermott & La Piscopia 2008, 36–7).

When asked how well equipped with skills new entrants to the profession were, the majority (64%) of employers believed that new entrants were either 'poorly' or 'very poorly' equipped, with the remaining respondents split between 'adequately' (18.2%) and 'well' (18.2%) equipped. This was followed with a question about how well currently available third-level courses match the requirements of the profession. Again the majority (54.5%) indicated that they believed either 'poorly' or 'very poorly', 27.3% felt them to be 'adequate' and the remaining 18.2% thought third-level courses were 'well' matched to the requirements of the profession (Figure 35b).

4.8.4 Training needs

Archaeological skills	%
conducting intrusive investigations	10.42%
contributing to intrusive investigations	-
conducting non-intrusive field investigations	10.42%
contributing to non-intrusive field investigations	2.08%
archaeological landscape characterisation	14.58%
desk-based research	37.50%
conservation of artefacts or ecofacts	-
artefact or ecofact research	10.42%
other	14.58%
Non-archaeological skills	**%**
leadership	-
project management	22.20%
information technology	29.60%
business skills	11.10%
people management	3.70%
languages	-
education/training	11.10%
customer care	-
marketing/sales	22.20%
advocacy/influencing others	-
other	-

Table 28 – Archaeological and non-archaeological skills as prioritised by 9 employers.

As detailed in Chapter 3, the employers were asked to identify what training needs were priorities over the next year (2014), in both technical archaeological skills and non-archaeological skills (Table 28). Desk based research was identified as the most prominent archaeological area requiring further training investment, closely followed by archaeological landscape characterisation and 'other', although none of the respondents specified what they considered to be 'other'. In relation to non-archaeological skills, information technology was identified as requiring the most additional training, closely followed by marketing/sales and project management.

4.9   Third-level Institutions

All the third-level institutions on the island of Ireland that teach Archaeology or Archaeology-related subjects were contacted; the relevant heads of each institute were sent an email with instructions and a link to the electronic questionnaire. As no responses were received paper copies of the questionnaire were subsequently posted to all institutions. Only one respondent completed the questions designed for a third-level institution. These questions were specifically intended to gather information on the number of undergraduates, postgraduates (Masters, MPhil and PhD) and postdoctoral fellows three years ago (2010), one year ago (2012), this year (2013) and anticipated three years into the future (2016) and five years into the future (2018). The questionnaire was designed in this way so that the results could be compared with those gathered by the *DISCO 2007: Ireland* survey, which indicated that more students were continuing their education to get a postgraduate degree (McDermott & La Piscopia 2008, 36). The results from the single respondent are shown in Figure 36 but there is relatively little statistical value in just one dataset.
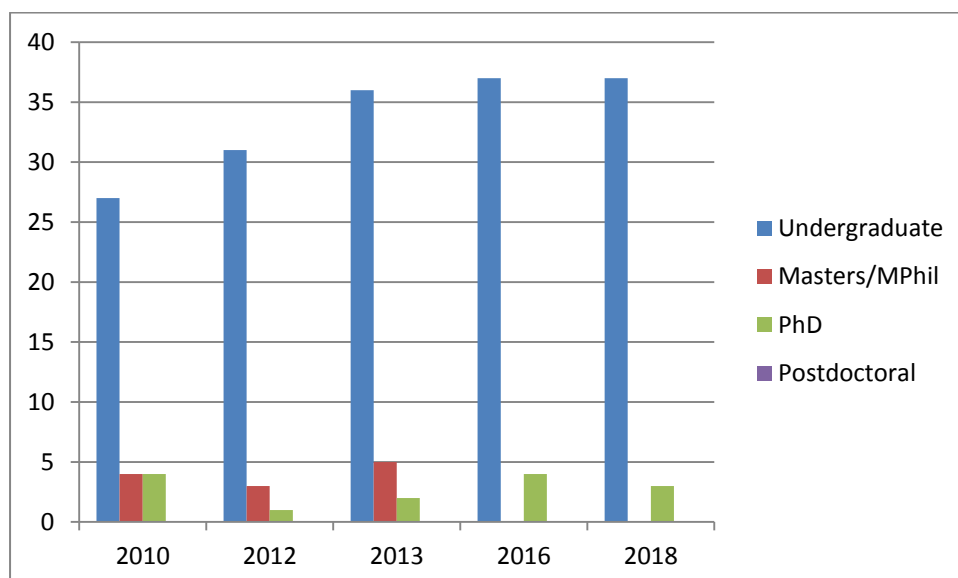
Figure 36 – Past and future anticipations of archaeology graduates, as provided by one third-level institute.

Chapter Five: Employees and Self-Employed Individuals

The total number of archaeologists to respond to the individual questionnaire was 241, however when those no longer working in archaeology on the island of Ireland are extracted along with unemployed archaeologists (see Table 2; Chapter 6) and the 7 individuals that did not specify where they were based the total number of archaeologists responding as currently employed in the archaeological profession on the island of Ireland was 165. When we look at the response statistics, with a start of 241 individuals this number was reduced to 124 by the last question. A drop off of 48.5% as the questionnaire proceeded. This accounts for fluctuation in figures within a given category.

Of these 165 individuals, 138 (83.6%) were based in Ireland (IE) and 27 (16.4%) were based in Northern Ireland (NI) (see Section 5.2). The details provided by the 43 Sole Traders based in Ireland are detailed in Chapter 3, as well as incorporated into the general statistics detailed in this chapter. To avoid double counting individuals within the data provided by the employers for the core questions detailed in Chapter 3 the 65 PAYE employees based in Ireland are only incorporated into the statistics in this chapter.

5.1 Employment Profile

Two hundred and twenty-one respondents (91.7% of 241 individuals) specified their employment status; 47% (n=103) identified themselves as PAYE employees within archaeological organisations/companies and 23% (n=52) were Sole Traders (Figure 37). Of the remaining individuals, 23% (n=50) no longer worked in archaeology on the island of Ireland and 7% (n=16) were unemployed at the time of answering the questionnaire. By taking the questionnaire, however, the latter two categories still identify themselves as archaeologists and are detailed in Chapter 6.
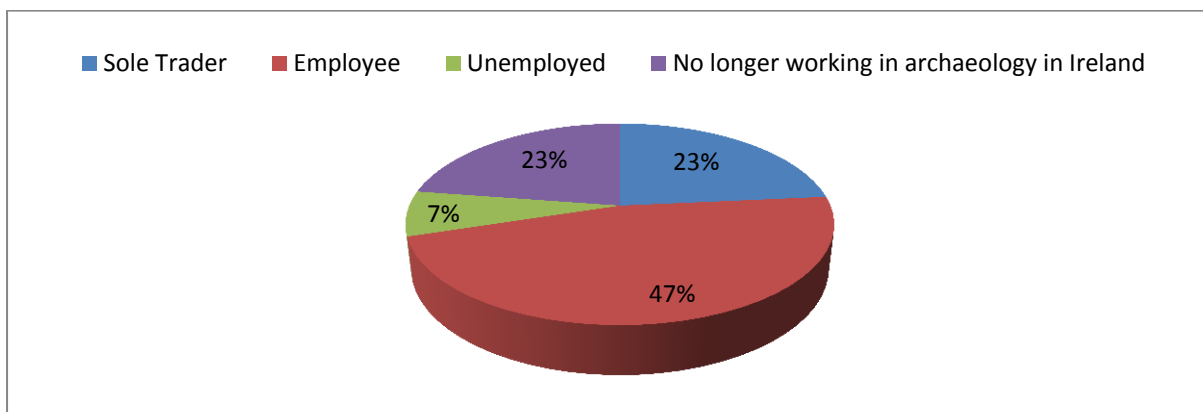
Figure 37 - Employment status of 221 individuals.

Of the 155 individuals that identified themselves as PAYE employees and Sole Traders, 153 (98.7%) went on to specify how long they had been practicing archaeology (Figure 38). The majority at 23% (n=35) had been working in the archaeological sector for greater than 10 but less than 15 years, closely followed by 21% (n=32) that had worked in archaeology for greater than 15 years but less than 20 years. Significantly, only 12% of individuals had been in the archaeological profession for less than 5 years and a further 14% for more than 30 years.
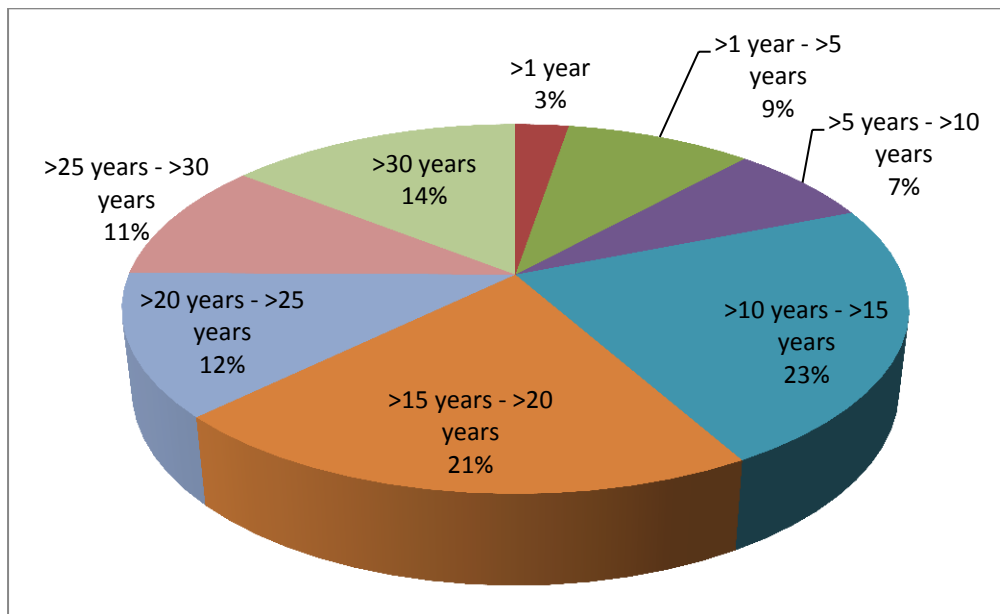
Figure 38 – Duration up to December 2012 practicing archaeology (153 individuals).

5.1.1 Employment status

Sole Traders

Fifty-two individuals originally selected this category of employment; 51 of whom went on to answer the questions about their Sole Trader status. Of these individuals, 92% (n=47) indicated that they were self-employed, 4% were subcontracted and 4% referred to themselves as 'other'.

PAYE Employees

One hundred and three archaeologists based in Ireland identified themselves as PAYE employees and when asked if they had permanent or fixed-term contracts 101 individuals responded (98%). The majority (72%; n=76) of those were in permanent employment and 28% (n=25) were on a fixed-term contract (Figure 39a). Of these 101 respondents, a total of 78 individuals also specified what sector they worked in; 66.7% (n=52) were employed in the

Public Sector and 32% (n=25) in the Private Sector, with 1.3% (n=1) listing 'other' and specifying 'semi-state' (Figure 39b).
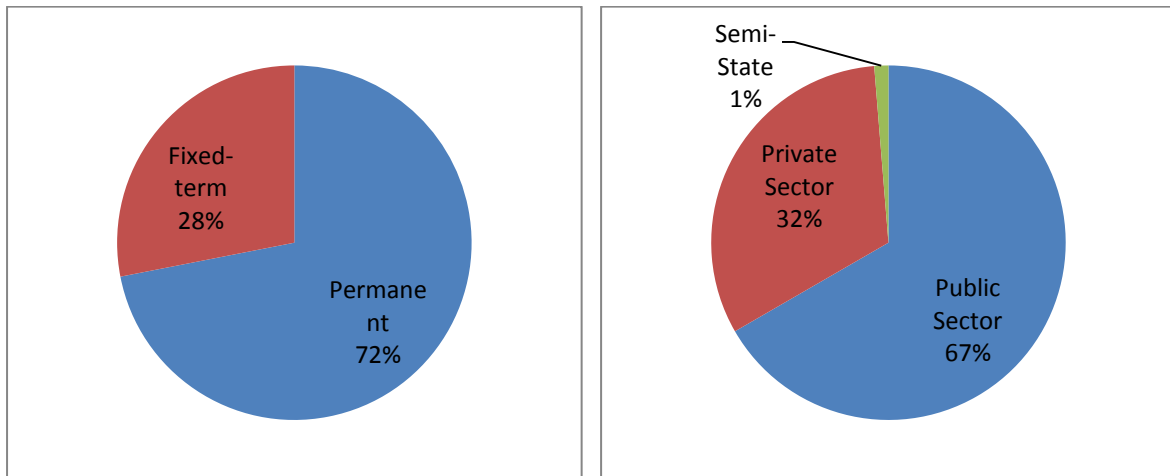
Figure 39 – Employment status of 90 PAYE employees; (a) permanent and fixed-term contracts and (b) public or private employment sector.

5.1.2 Full-time and part-time employment

In order to deal with the issue of part-time or full-time employment, individuals were asked how many hours per week they were contracted to work as archaeologists. A total of 121 individuals (78% of 155 individuals) answered the question and of these 28% (n=34) worked part-time hours and the majority (72%; n=87) worked full-time hours or more (Figure 40). Within those working full-time, 45 worked 30–39 hours per week, 35 worked 40–49 hours per week and 7 worked over 50 hours per week.
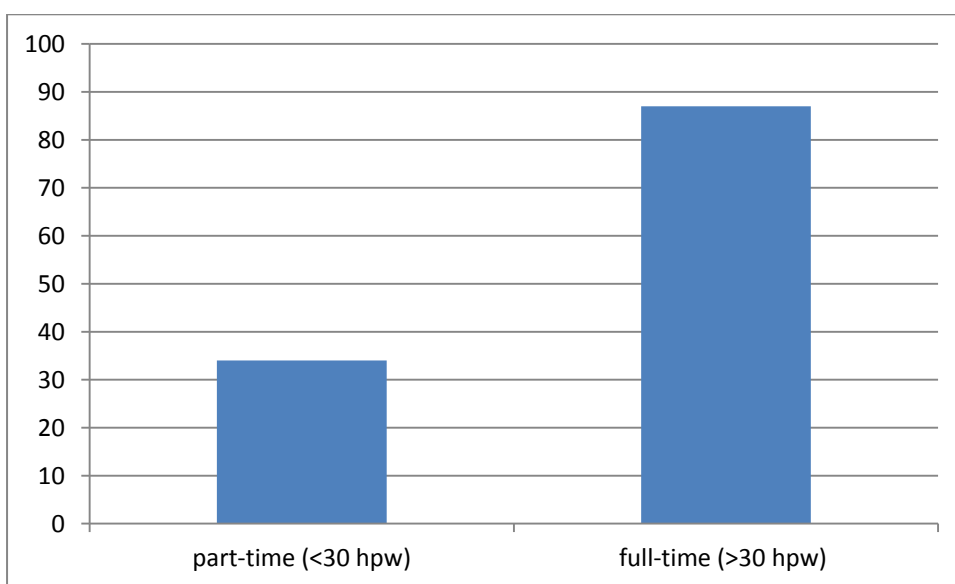
Figure 40 - Working hours per week (hpw) for 121 individuals.

5.1.3 Income sources

When individuals were asked about sources of income it was not surprising, given that 66% (103 of 155) were PAYE employees, that of the 116 that responded, 56% had not submit any publically advertised tenders in 2012. Of those that had submitted tenders, the majority (77%) had applied for between 1 and 5 tenders (Table 29).

Publically advertised tenders	No. of respondents	% of respondents	% of participants
None	75	64.66%	-
1–5	33	28.45%	80.49%
6–15	3	2.59%	7.32%
16–30	3	2.59%	7.32%
31–50	0	0.00%	0.00%
50+	2	1.71%	4.87%
Total	*116*	*100%*	*100%*

Table 29 - Number of publically advertised tenders submitted by 116 individuals in 2012.

As a result of the procurement system, a total of 58 individuals (50% of 116 individuals) had also been invited to submit quotations for work in 2012 (Table 30). Of these, the majority (55%) had been invited to submit between 1 and 5 quotations, followed by 24% with between 6 and 15 quotations and just 7% had been invited to submit over 50 quotations. Of those that had submit quotations, the majority (57%) had won 1–5 quotations, followed by 19% winning 6–15 quotations (Table 31). Of the remaining individuals, 8% did not win any quotations, 8% won 16–30 quotations, 5% won 31–51 quotations and just one (2%) individual won over 50 quotations.

Invitations to submit a tender	No. of respondents	% of respondents	% of participants
None	58	50.00%	-
1–5	32	27.59%	55.17%
6–15	14	12.07%	24.14%
16–30	5	4.31%	8.62%
31–50	3	2.59%	5.17%
50+	4	3.45%	6.90%
Total	*131*	*100%*	*100%*

Table 30 - Number of invitations to submit a tender received by 116 individuals in 2012.

No. of successful quotations	No. of respondents	% of respondents
None	5	8.62%
1–5	33	56.90%
6–15	11	18.97%
16–30	5	8.62%
31–50	3	5.17%
50+	1	1.72%
Total	*58*	*100%*

Table 31 - Number of quotations won by 58 individuals in 2012.

5.2   Geographical Location

Geographical distribution has been clearer to establish in the methodology of this survey when compared to the previous *DISCO 2007: Ireland* survey. The method of targeting individuals as well as organisations has allowed for higher specification of geographical basis. As mentioned above, of the 155 individuals that identified themselves as currently working in archaeology, 129 (83.2%) were based in Ireland and 26 (16.8%) were based in Northern Ireland (Figure 41).
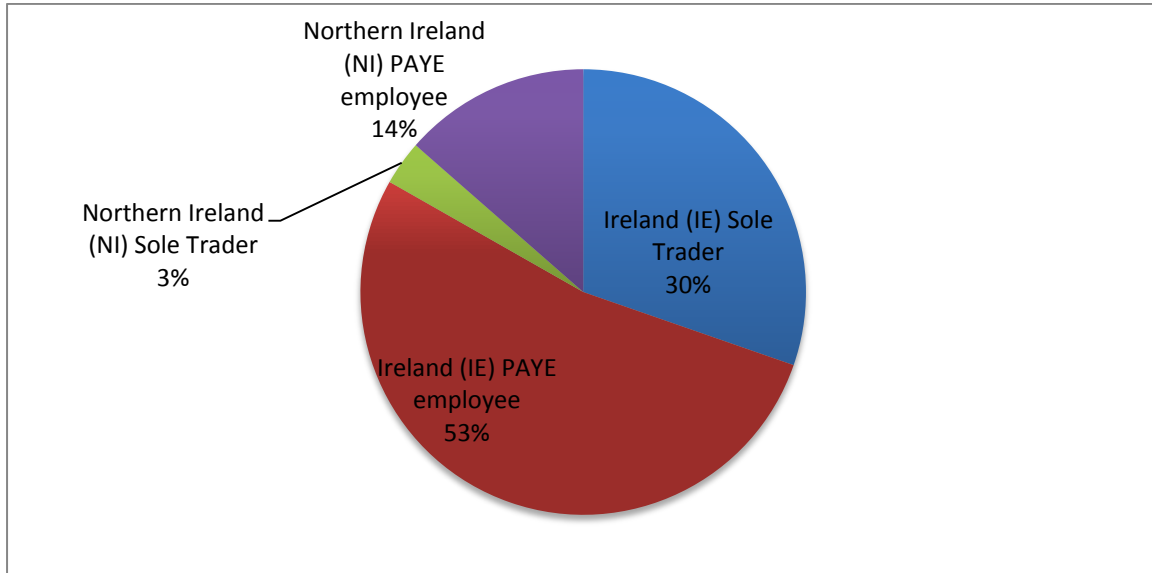
Figure 41 - Geographical location of 155 individuals currently working in archaeology.

The 129 individuals based in Ireland (IE) also went on to specify where they were based by County and of these the majority at 36% identified Dublin, followed by 19% based in Cork (Figure 42). Galway and Louth have the next highest concentrations with 5% each. Between

2% and 4% of archaeologists were based in Clare, Kildare, Kilkenny, Limerick, Mayo, Sligo, Waterford, Wexford and Wicklow. Seven counties record no archaeologists; Cavan, Leitrim, Longford, Monaghan, Offaly, Roscommon and Westmeath. While it is difficult to draw close comparisons based on the differing methodology, the *DISCO 2007: Ireland* concentrations in Wexford (30.5%; 335/1097) and Waterford (22.1%; 242/1097) are not as apparent in 2013. The high concentration of survey respondents based in Dublin remains unchanged.
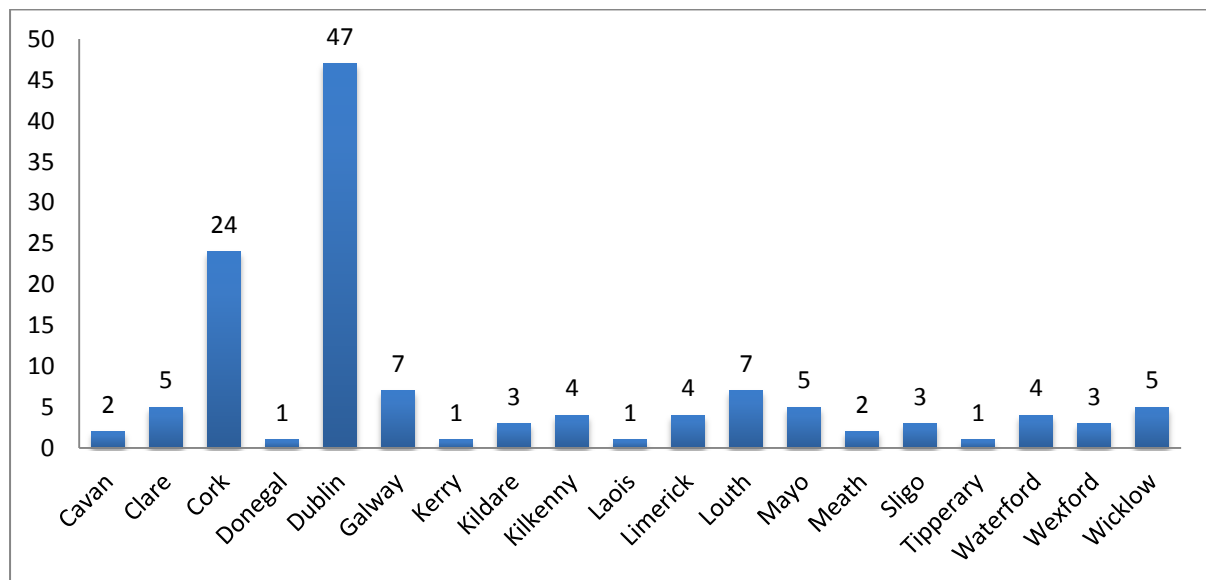
Figure 42 - Geographical distribution of 129 archaeologists working in Ireland (IE).

In Northern Ireland, 81% of the 26 (n=21) respondents are concentrated in Antrim while 7.5% (n=2) are in Down, 7.5% (n=2) in Armagh and 4% (n=1) in Derry/Londonderry. There were no respondents based in Fermanagh or Tyrone.

5.3   Personal Profiles

5.3.1 Country of origin

When asked to specify their country of origin, 61% (n=103) the 155 individuals identified themselves as from Ireland (IE), 17% (n=27) where from Northern Ireland and 16% (n=25) were from other countries (Figure 43). Of the latter, the majority were from other EU countries (n=22), detailed as the UK and Scotland, Sweden, Croatia and Spain, with the remaining three respondents from the USA (Figure 44).
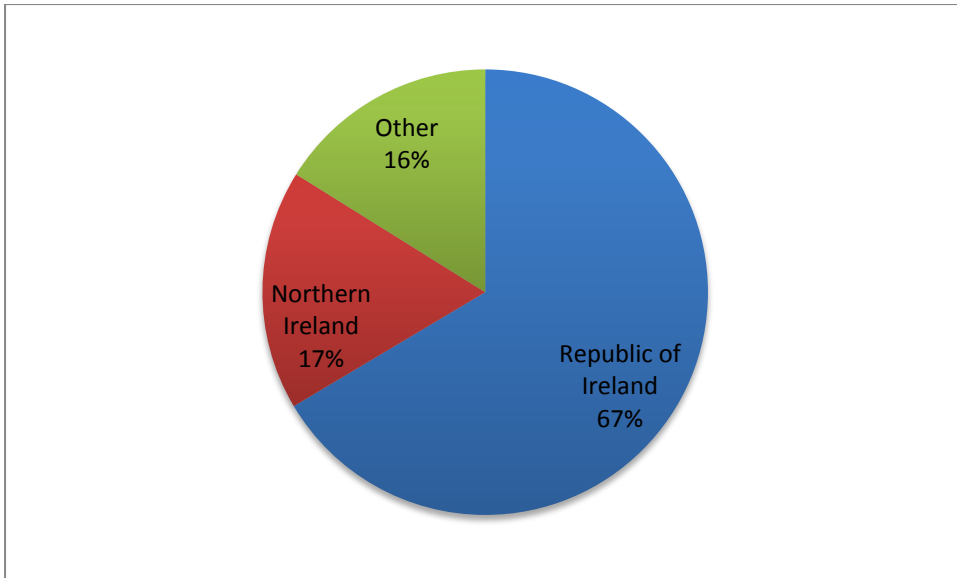
Figure 43 - Country of origin of 155 individuals.
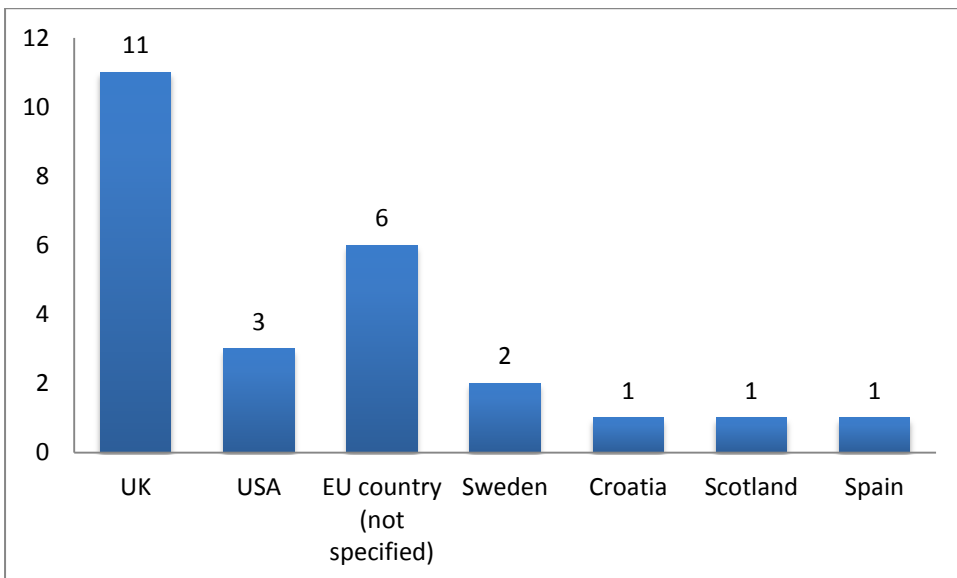
Figure 44 - Country of origin of 25 individuals from outside the island of Ireland.

5.3.2 Age and gender

Of the 155 respondents, 56 were aged between 30 and 39, reflecting the highest age category at 36%, while 8% (n=13) were below the age of 29 (Figure 45a). Gender was split more or less equally with there being just three more female than male (Figure 45b and Table 32). The highest percentage of respondents, at 20.6% (n=32), were female archaeologists aged 30–39, followed by 24 males (15.4%) in the same age category (Table 32).
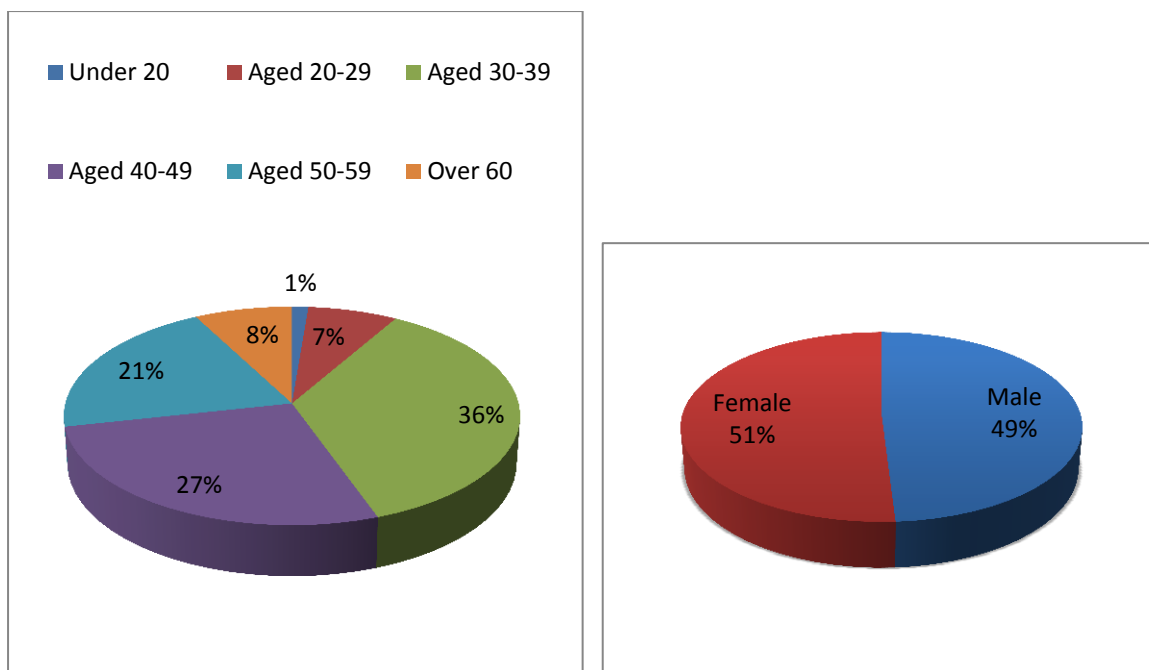
Figure 45 – The (a) age profile and (b) gender division of 155 individual respondents.

	female	% of total gender	male	% of total gender	Total % per age group
<20	0	0.00%	2	1.29%	1.29%
20-29	7	4.52%	4	2.58%	7.10%
30-39	32	20.65%	24	15.48%	36.13%
40-49	21	13.55%	21	13.56%	27.10%
50-59	13	8.39%	19	12.26%	20.65%
>60	6	3.86%	6	3.86%	7.73%
Totals	*79*	*50.97%*	*76*	*49.03%*	*100%*

Table 32 - Age and gender profiles of 155 individuals.

When these statistics are broken down further by gender, 40.5% of the female respondents were in the 30–39 age group, 26.5% were 40–49 and 16% were 50–59 years old (Table 33). Thirty-five of these women (44.3% of 79 individuals) were licence eligible, 53 were Employees (PAYE) and 27 were Sole traders. Of these female respondents, those based in Northern Ireland consisted of 3 licence eligible, 6 PAYE employees and 2 Sole Traders. Of the male respondents, 31.5% were aged 30–39, 28% were in the 40–49 age group and 25% in the 50–59 age group. Forty-four of these males were licence eligible (55.7% of 79 individuals), 50 were Employees (PAYE) and 25 were Sole traders. Of these male respondents, those based in Northern Ireland consisted of 4 licence eligible, 15 PAYE employees and 3 Sole Traders.

	female	% of total female	male	% of total male
<20	0	0.00%	2	2.63%
20-29	7	8.86%	4	5.26%
30-39	32	40.51%	24	31.58%
40-49	21	26.58%	21	27.64%
50-59	13	16.46%	19	25.00%
>60	6	7.59%	6	7.89%
Totals	*79*	*100%*	*76*	*100%*

Table 33 - Age and gender divisions of 155 individuals.

5.3.3 Nationality and ethnic diversity

It was decided to break down the issue of ethnic diversity further in this survey to reflect the national statistics census so that comparisons may be drawn on a national scale. In *DISCO 2007: Ireland* there were 6 options, in this survey there were 15 options based on the 2011 Irish Census: white Irish, white British, white Irish traveller, white British traveller, any other white background, black Irish, black British, black African, any other black background, Asian Irish, Asian British, Asian Chinese, any other Asian background, will not specify and other.

Just one individual did not answer this question, of the remaining 154, 73% of the individuals classified themselves as 'White Irish', 16% as 'White British' and 4% as 'Any other White Background' (Figure 46). Two of the individuals that selected 'Other' identified themselves as 'White Northern Irish'. Just 3% of respondents chose not to specify.
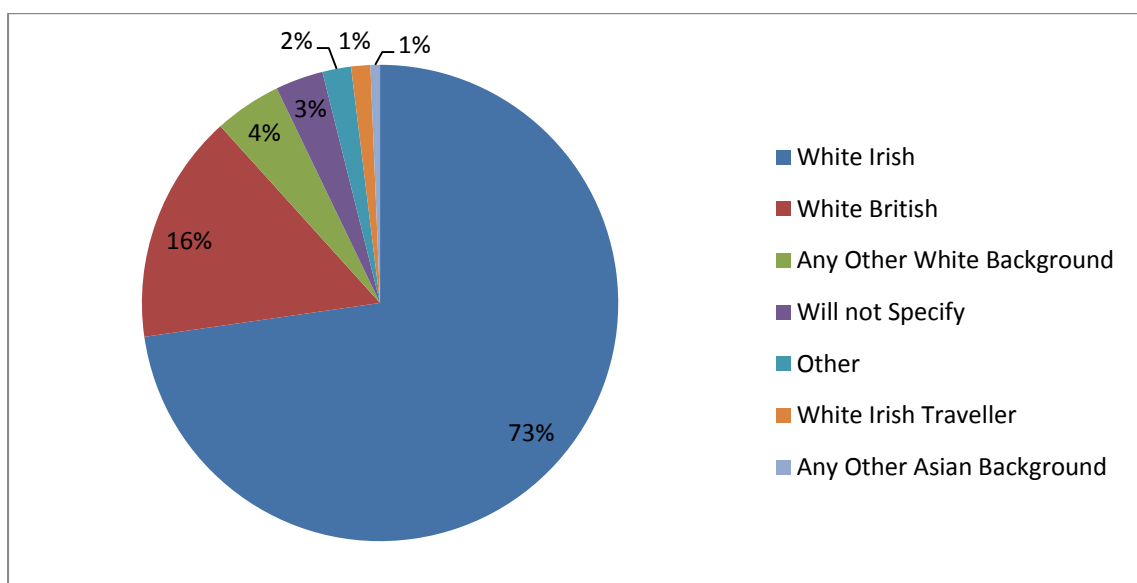
Figure 46 - Ethnic diversity of 154 respondents.

The *DISCO 2007: Ireland* report did not ask for such specifications within the category of 'White' so it is not possible to determine fluctuation, however in this survey 95.5% of respondents chose a 'White' category. This indicates that since 2007 there has been no significant ethnic diversification within the archaeological sector in Ireland.

5.3.4 Disabilities

Just over 3% (n=5) of the 155 individuals surveyed considered themselves to have a disability, as defined in the Employment Equality Act 1998 (ROI) or the Disability Discrimination Act 1995 (UK). As detailed in Chapter 3, three of these individuals were Sole Traders based in Ireland, the remaining two were Sole Traders based in Northern Ireland. This is a significant change from the *DISCO 2007: Ireland* survey where all 2/3 of those with disabilities were recorded as being in office employment.

Although meaningful statistics with such a small sample size are difficult, 20% (n=2) of those with disabilities were under the age of 20, 40% (n=2) were aged 30–39 years and the remaining individual was aged 40–49 years. Perhaps this reflects an increase in the accessibility of archaeology as a career option. On a national scale however it is below the recent trends which see 8% of the potential workforce as having a disability (QNHS 2010). This trend also differs from the national level of the prevalence of disability increasing with age (Watson *et al*. 2012) as there is a higher percentage (13.5%) of the national workforce aged 55–64 with a disability (CSO 2008, table 1.10), while only 3.8% is aged 18–34.

5.3.5 Qualifications and professional associations

When asked about their highest academic qualification in archaeology or a related field, the 155 respondents indicated a highly educated workforce (Figure 47) with 57% (n=88) having postgraduate qualifications, a further 19% (n=29) holding a doctorate and 7% (n=11) having held a postdoctoral position. Of the remaining 27 individuals, all 17% have a third-level first degree.

The majority (61%; n=94) of these highest qualifications were obtained in Ireland (IE), followed by 15% (n=23) in Northern Ireland and 14% (n=22) in England (Figure 48). Of the 5% from other countries these were detailed as Australia, Croatia, Germany, Netherlands, Spain, Sweden and the USA.
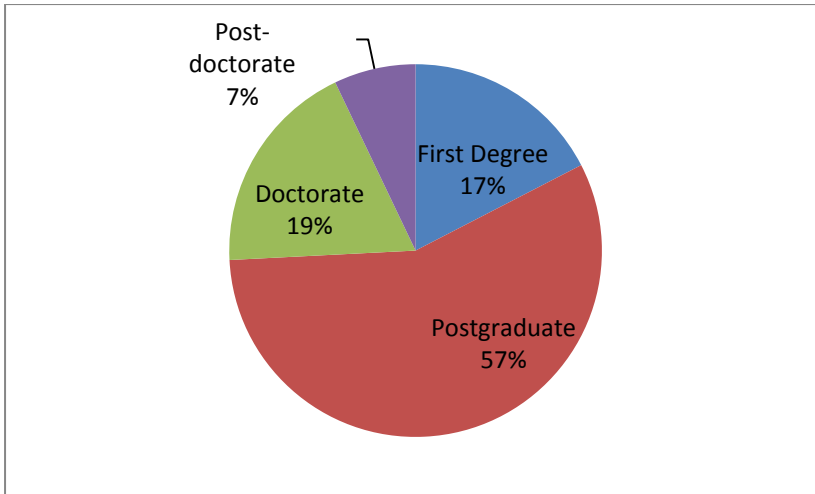
Figure 47 - Highest academic qualifications of 155 individuals.
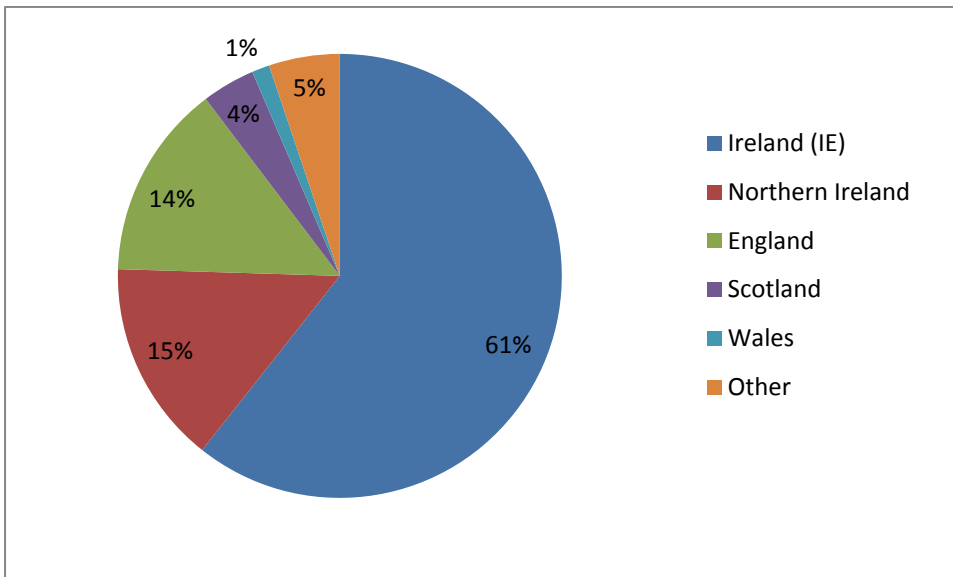
Figure 48 – Geographical locations where highest qualifications of 155 individuals were obtained.

A total of 107 individuals (69% of 155 individuals; 96 based in IE and 11 based in NI) indicated that they were a member of the Institute of Archaeologists of Ireland, 84% were Full members, 5% each were Student and Graduate members respectively, 4% were Associate members and 1% each were Corporate and Honorary members (Figure 49). Fifteen archaeologists (9.7% of 155 individuals) responded that they were members of the Institute for Archaeologists (IfA) and the membership types are illustrated in Figure 50.

Membership of other organisations by 8 individuals were specified; these included the Association of Environmental Archaeology (AEA), the European Association of Archaeologists (EAA), the Society of Antiquaries of London, the International Council on Monuments and Sites (ICOMOS) and the Teaching council of Ireland.
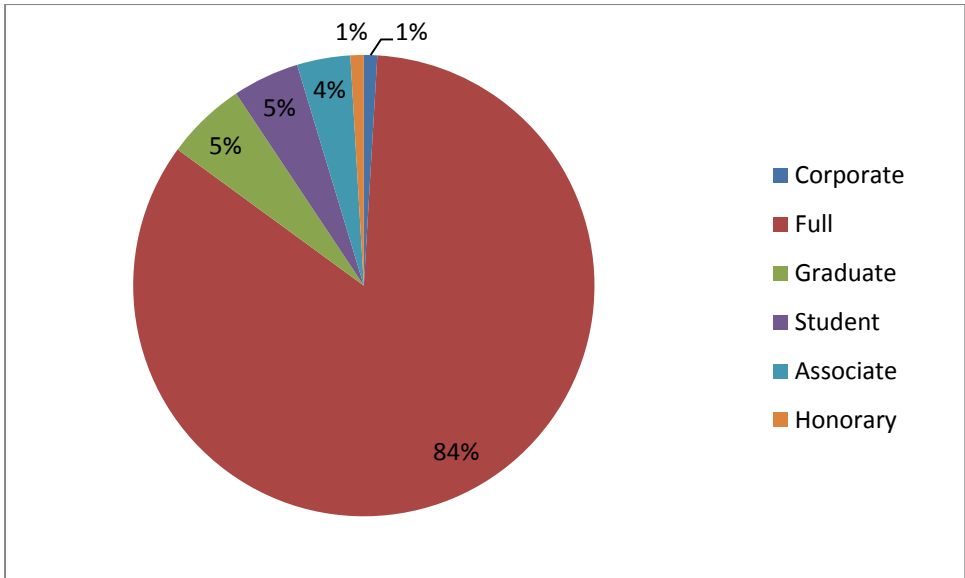
Figure 49 - Institute of Archaeologists of Ireland (IAI) membership type of 107 individuals.
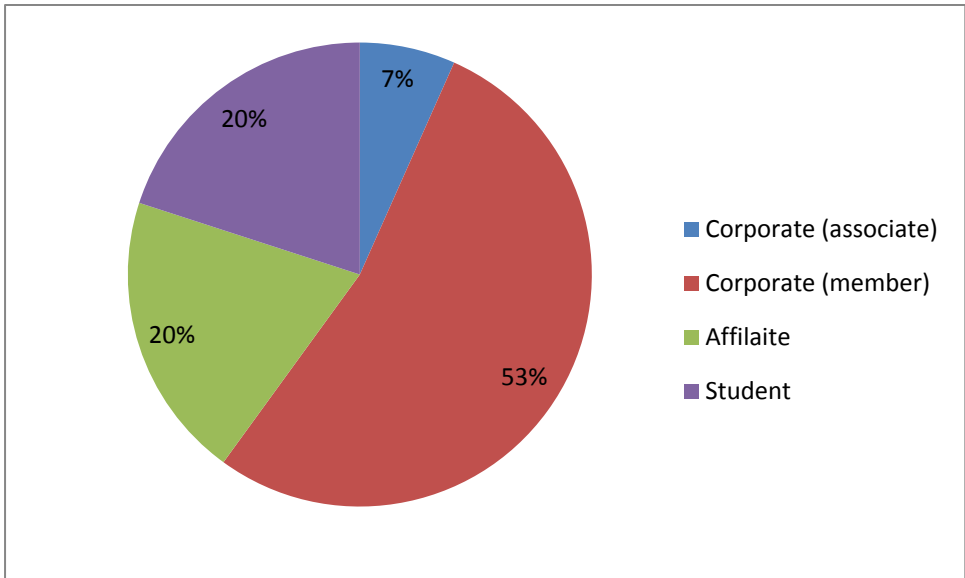
Figure 50 - Institute for Archaeologists (IfA) membership type of 15 individuals.

5.3.5 Trade Unions

Out of the 152 individuals (98% of 155 individuals) that indicated whether or not they were a member of a Trade Union, just 31.5% (n=48) were; 40% of these were members of IMPACT and 30% were members of SIPTU (Services Industrial Professional and Technical Union). Others were members of University and College Union (UCU), Teachers Union of Ireland (TUI), UNITE and NIPSA.

5.4   Training and Development

Of those that responded, 88.6% of individuals were aware of CPD training within the archaeological practice but only 26.4% were aware of vocational qualifications in archaeological practice (Table 34). Of the 140 respondents to this question, 90.7% indicated that they valued CPD training. Almost three-quarters (68.99% n=89/129) of those that answered, believed that currently available CPD courses do match the requirements of the profession, although of these, most (53.49%) felt that they were only adequate. The remaining quarter of the respondents believed that current CPD courses either poorly (23.26%) or very poorly (7.75%) matched the requirements of the profession.

Satisfaction levels with currently available third-level courses was similar with 73.33% (n=99/135) believing that courses do match the requirements of the profession, although most of these (50.37%) felt that they were only adequate. The remaining respondents believed that third-level courses either poorly (21.48%) or very poorly (5.19%) matched the requirements of the profession.

Continuing Professional Development	Yes	No	Don't know
Are you aware of CPD courses and training in archaeological practice?	124	12	4
%	*88.57%*	*8.57%*	*2.86%*
Do you value CPD training?	127	13	-
%	*90.71%*	*9.29%*	-
Vocational Training	**Yes**	**No**	**Don't know**
Are you aware of vocational qualifications in archaeological practice?	37	78	25
%	*26.43%*	*55.71%*	*17.86%*

Table 34 - Attitudes of 140 individuals to Continuing Professional Development (CPD) and Vocational Training in archaeology.

As detailed in Chapter 3, when asked to identify gaps and shortages in terms of archaeological and non-archaeological skills the question was posed in the style of creating an order of priority for a list of identifiable skills, requiring the individuals to indicate what would be their priority in the next two years, 2013–2014. Respondents were also allowed to choose 'other' skills that did not appear in the list.

Non-archaeologically specific skills identified as being the most important were project management and information technology with education and training also being a high priority (Figure 51). In terms of archaeological skills the priorities identified in high percentages were desk-based research, archaeological landscape characterisation and artefact or ecofact research (Figure 52).
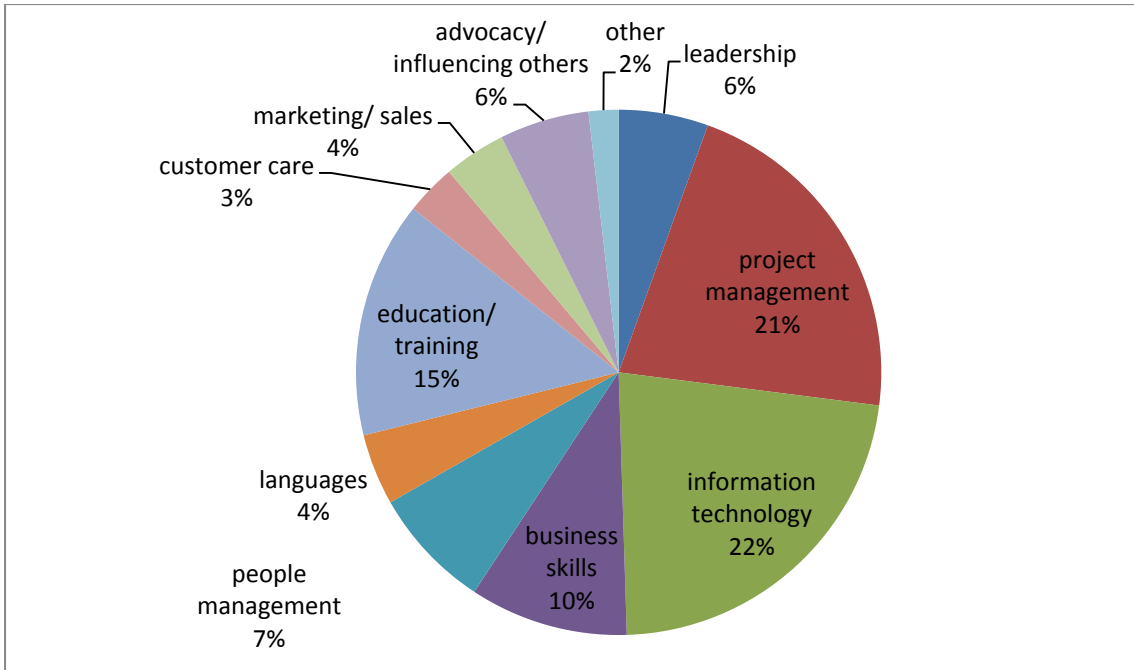
Figure 51 - Non-archaeologically specific skills areas in order of priority.
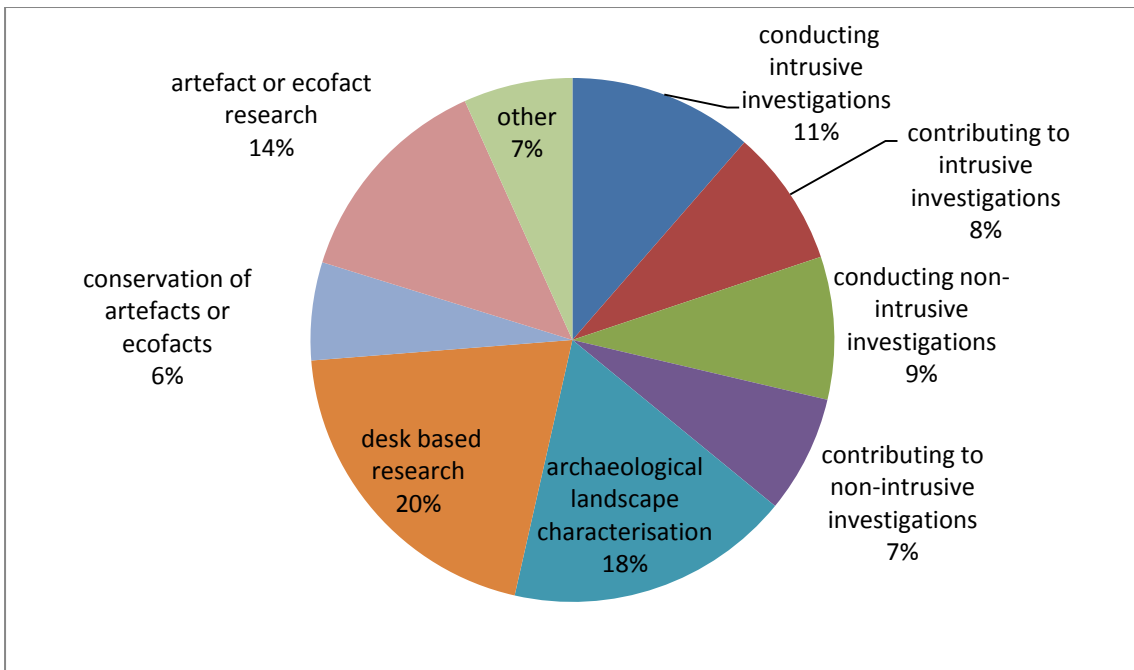
Figure 52 - Archaeologically specific skills areas in order of priority.

When these non-archaeological and archaeological skills priorities are examined for both sole traders and PAYE employees (Table 35), we see that for non-archaeological skills Sole Traders preference was information technology, while PAYE employees favoured project management. For archaeological skills both placed the greatest emphasis on desk-based research, although Sole Traders equally favoured archaeological landscape characterisation.

Non-archaeological skills	Sole Trader	PAYE Employee
leadership	4%	8%
project management	16%	22%
information technology	20%	19%
business skills	13%	9%
people management	3%	11%
languages	7%	3%
education/training	17%	14%
customer care	3%	4%
marketing/sales	6%	3%
advocacy/influencing others	7%	6%
other - specify below	4%	1%
Non-Archaeological skills	**Sole Trader**	**PAYE Employee**
conducting intrusive investigations	14%	11%
contributing to intrusive investigations	7%	9%
conducting non-intrusive investigations	5%	9%
contributing to non-intrusive investigations	6%	9%
archaeological landscape characterisation	18%	15%
desk-based research	18%	20%
conservation of artefacts or ecofacts	9%	5%
artefact or ecofact research	16%	15%
other	7%	7%

Table 35 - Non-archaeological and archaeological skills priorities for Sole Traders and PAYE employees.

5.5   Future Proofing and Employment Safety

In the closing section of the individuals' questionnaire, respondents were asked a number of questions relating to their security in terms of personal and professional safety whilst working in archaeology.

Individuals were asked if they had private health insurance that covered the work place, of the 107 respondents (69% of 155 individuals), 22.4% (n=24) indicated that they did, 51.4% (n=55) did not and 26.2% (n=28) did not know.

Of the 107 respondents, most also indicated that they did not have Professional Indemnity Insurance, with 69.2% (n=74) answering no and just 30.8% (33) answering yes. Taking part in a Private Pension Scheme was also not a priority for many working in a Irish Archaeology, with only 37.6% (n=44/117) of the respondents contributing to a private pension scheme.

In relation to individuals paying PRSI, the majority (48.2%; n=53) of the 110 respondents were paying into the Class A scheme but over 33.6% (n=37) did not know what scheme they were contributing to. Of the remainder, 5.5% and 8.2% were paying into Class S and Voluntary Contributions respectively, the schemes for those whom are self-employed. The remaining 4.5% indicated that they did not pay into any of the listed schemes.

Chapter Six: Individuals Unemployed and No Longer Employed in Archaeology on the island of Ireland

6.1 Unemployed

At Question 18 nineteen of the individual respondents identified themselves as currently unemployed, however, two respondents indicated that they were currently students and one that they were retired so these individuals were moved from the statistics about unemployed archaeologists to those about people 'no longer working in archaeology on the island of Ireland' (see Section 5.2 below). Of the 16 remaining respondents, three selected 'unemployed' but did not answer the related questions that followed. This resulted in initial core data for 16 individuals and complete statistics for 13 individuals.

6.1.1 Profile

Of the initial sixteen respondents (5.95% of 241 individuals), 11 (68.75%) were based in Ireland (IE), four (25%) in Northern Ireland (NI) and the remaining individual (6.25%) was abroad. The regional divisions of the 15 individuals in Ireland are illustrated in Figure 53, with Dublin comprising 33.3% (n=5) and Antrim 20% (n=3). The national statistics for unemployment levels in 2012 were 14.7% in the Republic of Ireland (CSO) and 8.5% in Northern Ireland (NIRSA).
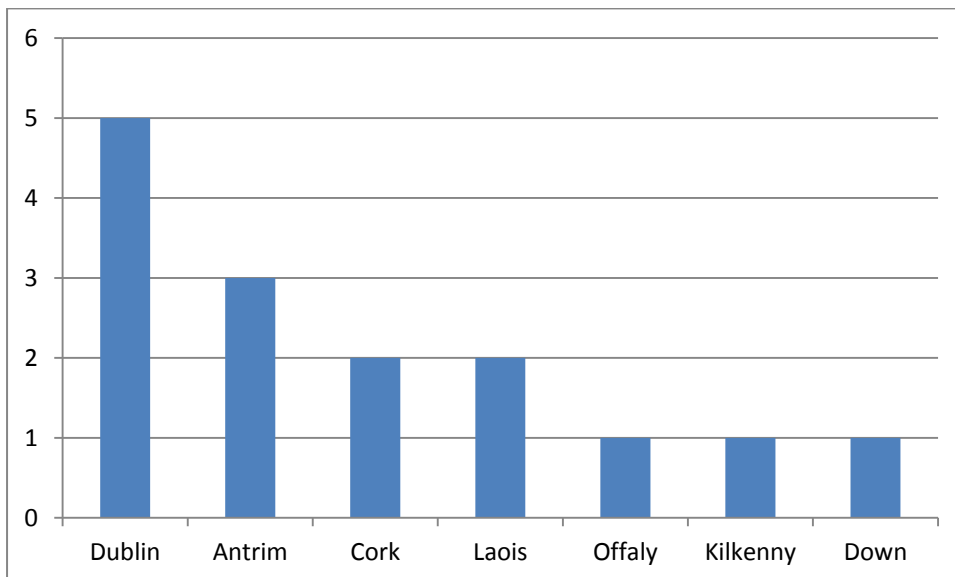
Figure 53 - Geographical distribution of 15 unemployed respondents based in Ireland (IE) and Northern Ireland (NI).

When asked what percentage of time they had spent working in 2012 in the jurisdiction in which they were based, i.e. Ireland, Northern Ireland or Other, 37.5% (n=6) had spent 100% of their time and 18.75% (n=3) had spent 0% of their time working in the jurisdiction in which they were based. Of those remaining, three had spent less than 50% of their time working where they were based and four had spent between 50% and 93% of their time working there.

When the individuals were asked where they had mainly worked between 2007 and 2013, the majority (67%) indicated Ireland (IE), although four of the respondents did specify multiple regions (Figure 54). Fourteen percent indicated Northern Ireland, 5% Scotland, 5% Wales and the remaining 9% specified North America and 'abroad'.
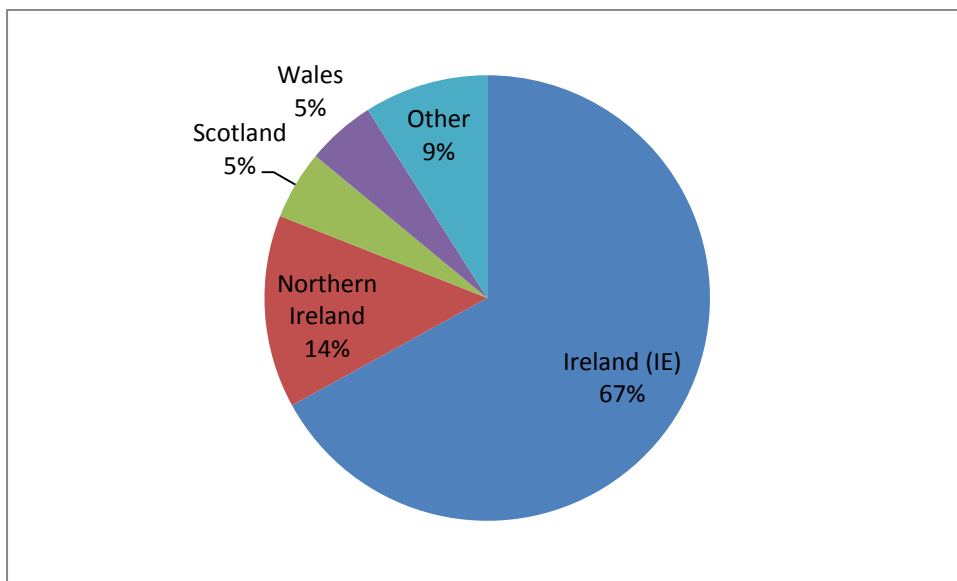
Figure 54 - Where 16 unemployed respondents mainly worked between 2007 and 2013.

The respondents were also asked how long, up until December 2012, they had been practicing archaeology. Twelve answered and it was clear that the timespans were considerably varied, with the majority (41.7%) practicing archaeology 5–10 years (Figure 55). When the time period in years during which these 12 individuals had been working in archaeology where examined (Figure 56) it was clear that some were long established, since the mid- and late-1990s, but that more had only joined the profession during the economic boom of the early- and mid-2000s.
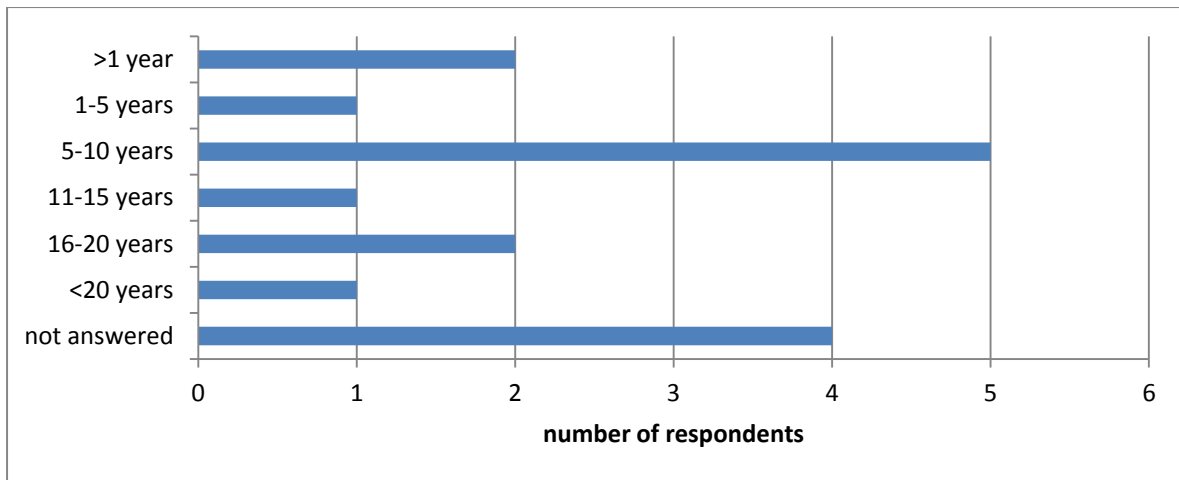
Figure 55 - Length of time 16 unemployed respondents were practicing archaeology up to December 2012.
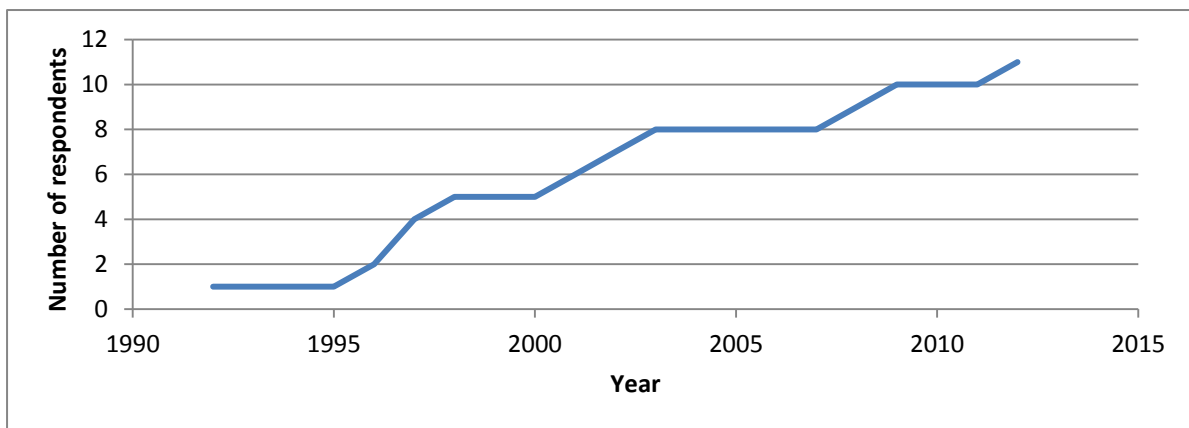
Figure 56 - Duration of archaeological practice of 12 unemployed respondents.

Age and Gender

Nine of the respondents were male (56%) and seven (44% were female and the age and gender divisions are detailed in Table 36, with the majority (43.75%) of individuals aged 30–39 years.

	female	% of total unemployed	male	% of total unemployed	Total % per age group
<20	0	0%	0	0%	0%
20-29	2	12.5%	1	6.25%	18.75%
30-39	2	12.5%	5	31.25%	43.75%
40-49	0	0%	3	18.75%	18.75%
50-59	3	18.75%	0	0%	18.75%
>60	0	0%	0	0%	0%
Totals	**7**	**43.75%**	**9**	**56.25%**	**100%**

Table 36 - Age and gender division of 16 unemployed respondents.

Nationality and ethnic diversity

When asked what their country of origin was 56% indicated that they were from Ireland (IE) or Northern Ireland (NI), with the remaining 44% from five other countries; the UK (3), Italy (1), Finland (1), Germany (1) and the USA (1). A follow-up question asked the individuals to specify their ethnic origins (based on 2011 Irish Census). One respondent did not answer but of the remaining 15 individuals the majority (50%; n=8) identified themselves as 'white Irish', 18.75% (n=3) indicated 'white British', another 18.75% (n=3) indicated 'any other white background' and 6.25% (n=1) selected 'other' (Figure 57).
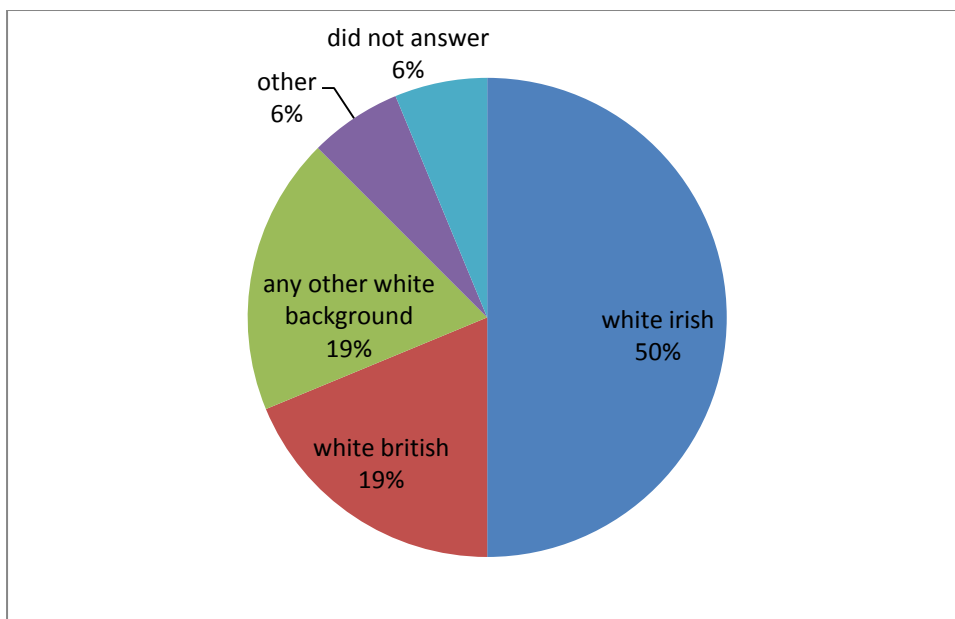
Figure 57 - Ethnic diversity of 16 unemployed respondents.

Disabilities

Two unemployed individuals (12.5%) indicated that they had a disability, as defined in the Employment Equality Act 1998 (ROI) or the Disability Discrimination Act 1995 (UK).

Qualifications

As indicated previously, archaeology in Ireland can be defined as a graduate profession and 68.75% (n=11) of these unemployed respondents have a postgraduate qualification, with an additional 12.5% (n=2) possessing a PhD (Figure 58). When asked where the highest qualification was obtained, 43.75% (n=7) said Ireland (IE), 25% (n=4) Northern Ireland (NI), 18.75% (n=3) England, 6.25% (n=1) Scotland and 6.25% (n=1) 'other', specified as Italy.

According to a 2010 Forfás survey for Ireland (IE) the unemployment rate for those with third-level degrees and above was 7.5% compared to 12.7% on average. Age was also identified as a strong determinant of unemployment with the under-25s representing 26.6% of total unemployment even though this cohort only represented 12.9% of the total labour force. The Emigre Project, based at University College Cork has also demonstrated that 62% of Irish emigrants hold a third-level qualification, while before opting to move abroad 13% of those emigrating were only in part-time employment and 23% were unemployed (Irish Independent 27th September 2013).
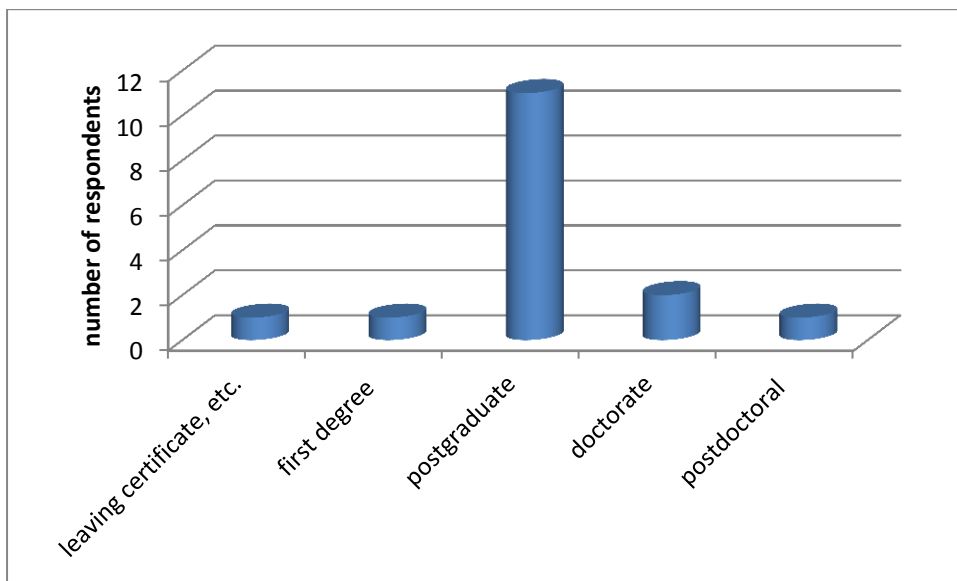
Figure 58 - Highest qualifications of 16 unemployed respondents.

The individuals were also asked if they were licence eligible in Ireland (IE) and from the 12 respondents, the majority (56.25%) were not but a significant 43.75% were. Of the four respondents that indicated they were based in Northern Ireland, two were also licence eligible in Ireland (IE).

Out of the 13 respondents that answered the additional questions after selecting 'unemployed' (see above), eight (61.5%) were members of the Institute of Archaeologists of Ireland (IAI); three Student, two Graduate, one Associate and one Full. Of these, three (23.1%) were also members of the Institute for Archaeologists (IfA); two Student and one Affiliate.

6.1.2 Unemployment

As specified above, 13 of the 16 individual respondents that selected 'unemployed' also answered a series of questions related to unemployment status. When asked what year

they became unemployed the majority (n=6) indicated 2012 (Figure 59). One of the three individuals who selected 2013 specified that they had graduated that year but had yet to find employment in archaeology.
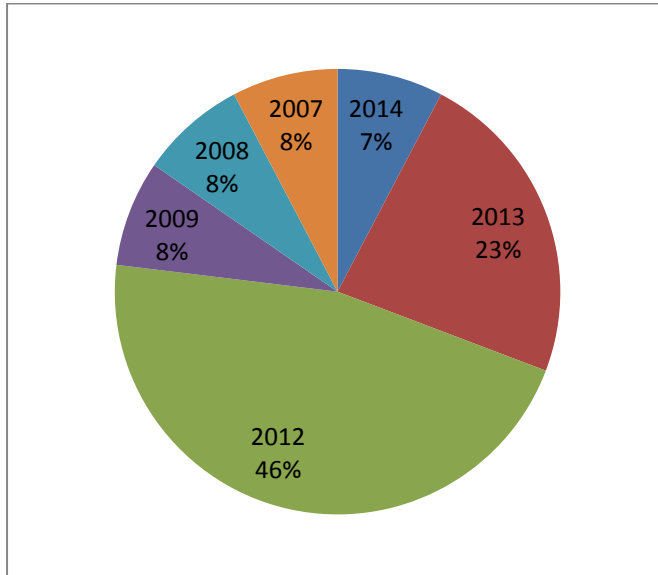
Figure 59 - Year in which 13 respondents became unemployed.

Tendering for work

Three of the 13 individuals indicated that they had submitted tenders for archaeological work in 2012; two of which specified that they had submitted between 1 and 5 publically advertised tenders. All three individuals had received between 1 and 5 invitations to submit a quotation for work in 2012 and two of the individuals were successful in winning between 1 and 5 quotations in 2012.

6.1.3 Training and development

The majority (84.6%; n=11) of the 13 respondents were aware of CPD courses and training in archaeological practice and the majority (84.6%; n=11) valued CPD, however, when asked if they were aware of Vocational Qualifications in archaeological practice, five (38.5%) were, five (38.5%) were not and three (23%) did not know.

As detailed in previous chapters, the unemployed individuals were also asked what archaeologically and non-archaeologically specific skills areas were a priority for their training over the next two years (2013–2014).

When the answers from 11 respondents were weighted, the most popular non-archaeologically specific skill was education/training, followed by information technology

and business skills (see Figure 60). Those that selected 'other' specified the need to acquire first aid skills, survey/GIS skills and an excavation licence, although the later especially should be considered an archaeologically specific skill rather than non-archaeological. When the answers from 10 respondents were weighted, the most popular archaeologically specific skill was conducting [direct] intrusive investigations [evaluation, excavation, etc.], followed closely by conducting [direct] non-intrusive field investigations [geophysical survey, etc.] and desk-based research (Figure 61). Those that selected 'other' specified the need to acquire expertise in historic buildings and databases.
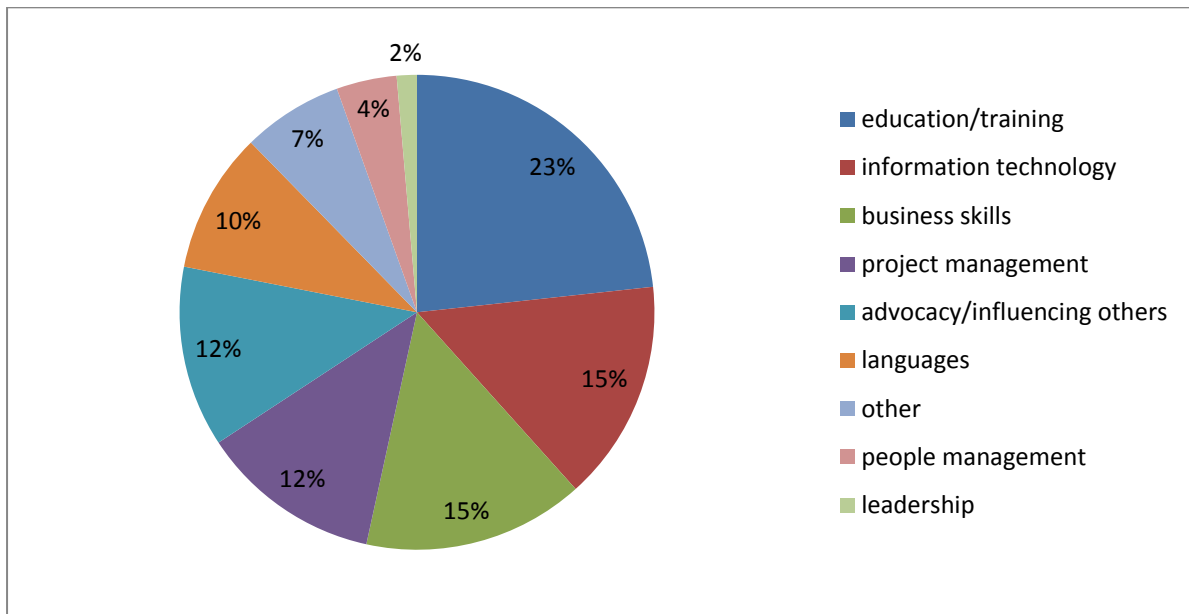
Figure 60 - Non-archaeologically specific skills areas in order of priority for 11 unemployed respondents.
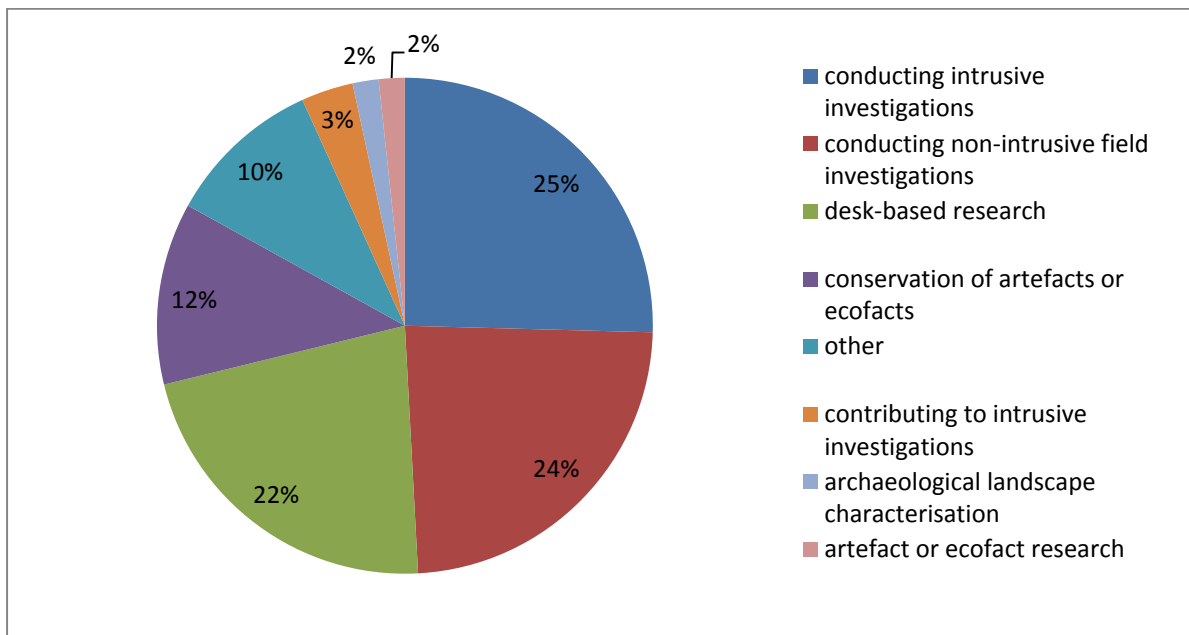
Figure 61 - Archaeologically specific skills areas in order of priority for 10 unemployed respondents.

Internships

Four of the 13 unemployed individuals had participated in an archaeological internship or work experience programme between 2007 and 2013. Of these, one individual was enrolled in JobBridge (see Chapter 4), two were in non-JobBridge schemes and one individual had undertaken both JobBridge and non-JobBridge internships. All four individuals indicated that they were not offered a contract of employment upon completion of the internship(s).

When asked if they were considering participating in an internship programme in 2014 seven (53.8%) said no, four (30.8%) said they did not know and two (15.4%) said yes.

When asked if they were intending to register with JobBridge, six replied and of these three said yes, two said no and one did not know.

6.2   No longer working in archaeology on the island of Ireland

At Question 18, 50 of the individual respondents identified themselves as 'no longer working in archaeology on the island of Ireland' and as detailed above (Section 6.1), an additional three individuals were added to this category resulting in a total of 53 individuals (22% of 241 individuals); 22 based in Ireland (IE); 3 based in Northern Ireland (NI) and 28 based abroad. Of the latter category, three did not give any further information resulting in most statistics based on 25 individuals.

6.2.1   Profile

Of the 53 respondents, 41.5% were based in Ireland (IE), 5.7% in Northern Ireland and the remaining 52.8% were spread across at least 11 different countries; 21 individuals in EU countries, detailed as the UK (5), England (2), Scotland (1), Wales (2), Belgium (1), Denmark (2), Germany (3), Netherlands (2) and unspecified EU (3) and four in non-EU countries, detailed as Norway (1), Australia (1), Canada (1) and unspecified non-EU (1). The regional divisions of the 25 individuals still based on the island of Ireland are illustrated in Figure 62, with Cork comprising 40% (n=10) and Dublin 36% (n=9).

When these individuals were asked where they had mainly worked between 2007 and 2013 (Figure 63), 43[16] (81.1% of 53) answered and the majority (82%) indicated Ireland (IE), 9% Northern Ireland, 5% England, 4% 'Other', specifying Germany (1) and Africa (1).

---

[16] Two of the respondents specified more than one region
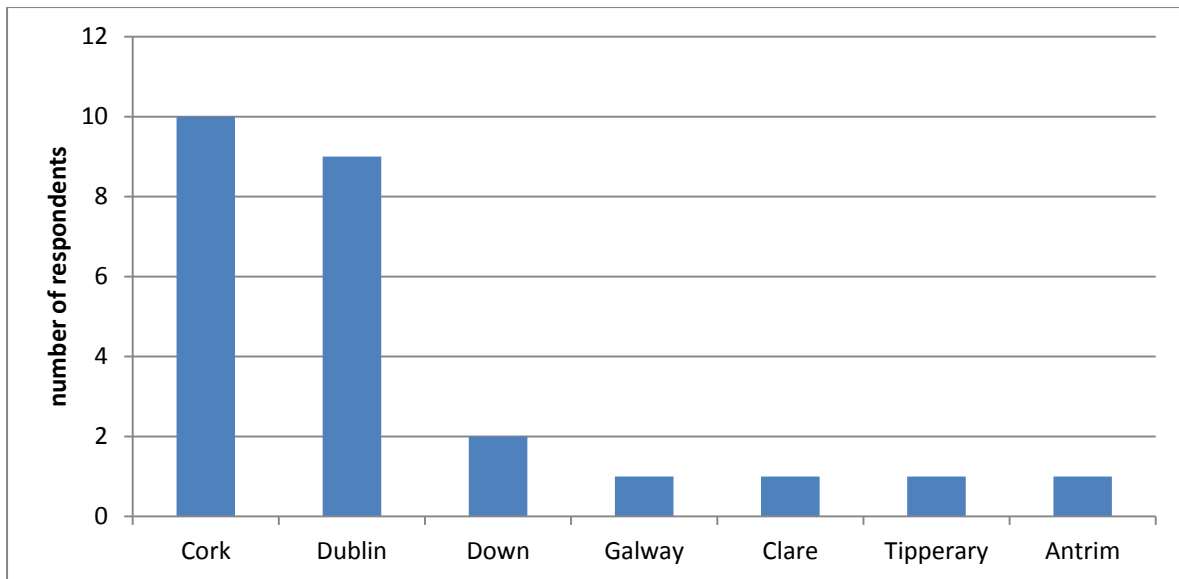
Figure 62 - Geographical distribution of 25 respondents based on the island of Ireland.
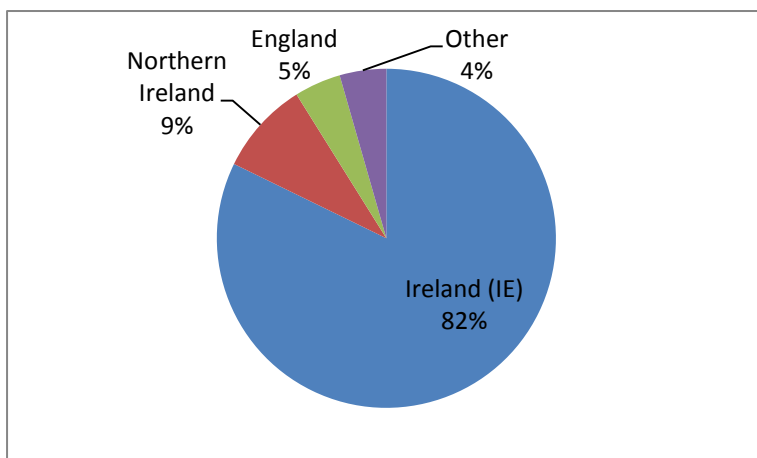
Figure 63 - Where the 43 respondents mainly worked between 2007 and 2013.

The respondents were also asked how long, up until December 2012, they had been practicing archaeology. It was clear that the timespans were considerably varied and this reflects the variety of respondents, for example three were retired and two were archaeology students (Figure 64). Despite this the majority (32%) had practiced archaeology for 11–15 years, closely followed by 30% that had been in archaeology for 5–10 years. When the time period in years during which these individuals had been working in archaeology was examined (Figure 65) it was clear that of the 43 that answered the question, some were longstanding members of the profession that had now retired, while the majority had shorter careers and had left the profession between 2010 and 2012. Indeed, when the respondents were asked in what year they had left the profession (on the island of Ireland), those that answered the question confirmed that the majority had left in 2011 (20.6%) and 2012 (20.6%) with a further 11.8% having left in 2010 (Figure 66).
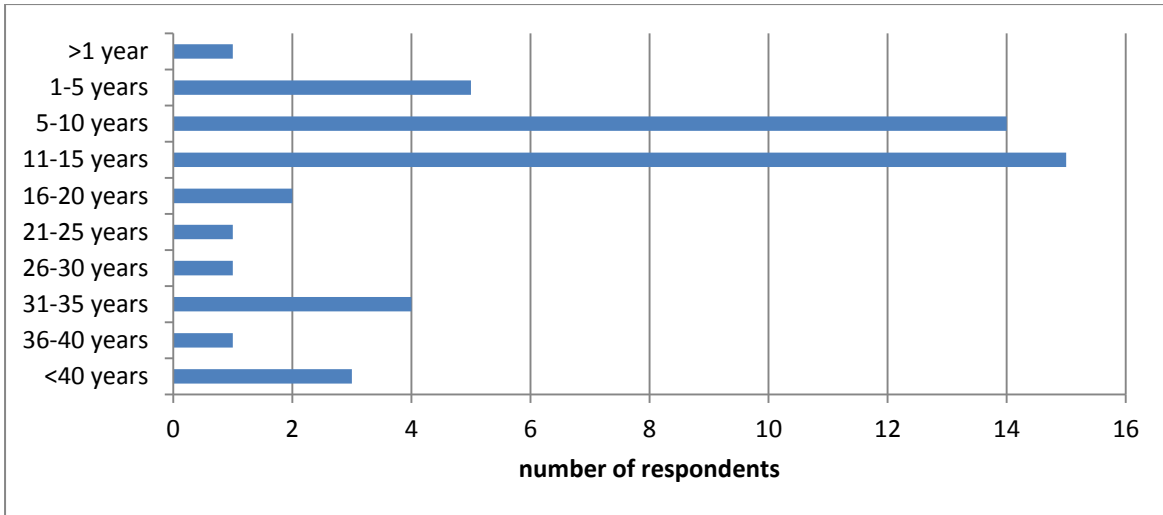
Figure 64 - Length of time 47 respondents were practicing archaeology up to December 2012.
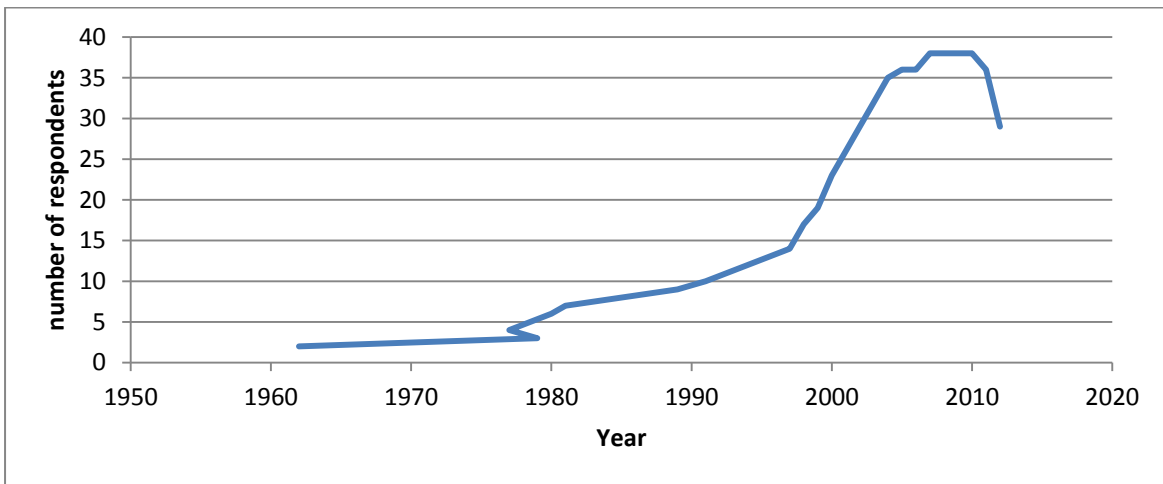
Figure 65 - Duration of archaeological practice of 43 respondents.
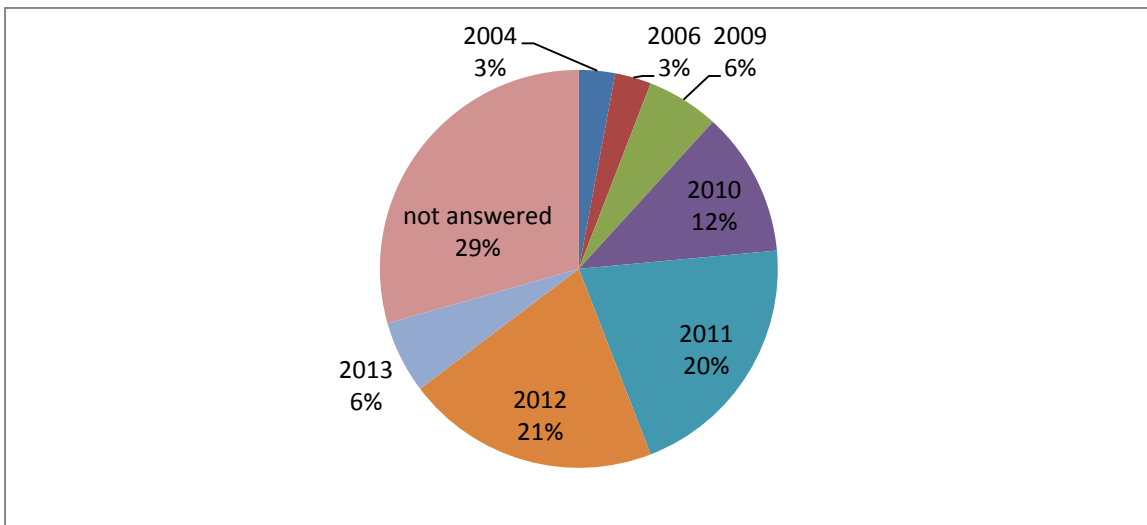
Figure 66 - Year in which 34 respondents left the archaeological profession (on the island of Ireland).

In relation to no longer working in archaeology on the island of Ireland the respondents were asked what best described their current situation; the various responses are detailed in Table 37. Of the responses, 41% had emigrated and were still working in archaeology, 15% had returned to full-time education in archaeology or a related field and 15% selected 'other' and these were specified as retired (3), working outside archaeology but with no retraining (3) and redeployed in the same organisation (1). A further 11% had retrained and were now working in that field, 9% had returned to full-time education in an unrelated field, 7% had returned to their 'home' country and were working in archaeology there, while just one individual (2%) indicated that they had emigrated and were no longer working in archaeology.

Current situation	number of respondents	% of individuals	% of respondents
Retrained and working in that field	5	9.43%	10.87%
Returned to full-time education in archaeology or related field	7	13.21%	15.22%
Returned to full-time education in an unrelated field	4	7.55%	8.70%
Emigrated and not working in archaeology	1	1.89%	2.17%
Emigrated and working in archaeology	19	35.85%	41.30%
Returned to 'home' country and working in archaeology	3	5.66%	6.52%
Other	7	13.21%	15.22%
Not answered	7	13.21%	-

Table 37 - Current employment situation of 46 respondents.

Age and Gender

Of the respondents in this category, 51% were female and 49% were male and the age and gender divisions are detailed in Table 38, with the majority (51%) aged 30–39 years, followed by 21% in the 40–49 age range.

	female	% of respondents	male	% of respondents	Total % per age group
<20	0	0.00%	0	0.00%	0.00%
20-29	3	5.66%	5	9.43%	15.09%
30-39	15	28.30%	12	22.64%	50.94%
40-49	5	9.43%	6	11.32%	20.75%
50-59	3	5.66%	1	1.89%	7.55%
>60	1	1.89%	2	3.78%	5.67%
Totals	**27**	**50.94%**	**26**	**49.06%**	**100.00%**

Table 38 - Age and gender division of 53 respondents.

Nationality and ethnic diversity

When asked what their country of origin was 79% indicated that they were from Ireland (IE) or Northern Ireland (NI), with the remaining 21% from three other countries (Figure 67), consisting of England/UK (5), Austria (1), Finland (1), Denmark (1) and the USA (2). A follow-up question asked the individuals to specify their ethnic origins (based on 2011 Irish Census). Two (4%) respondents chose not to specify but of the remaining individuals, the majority (70%; n=37) identified themselves as 'white Irish', 17% (n=9) indicated 'white British' and 9% (n=5) indicated 'any other white background'.
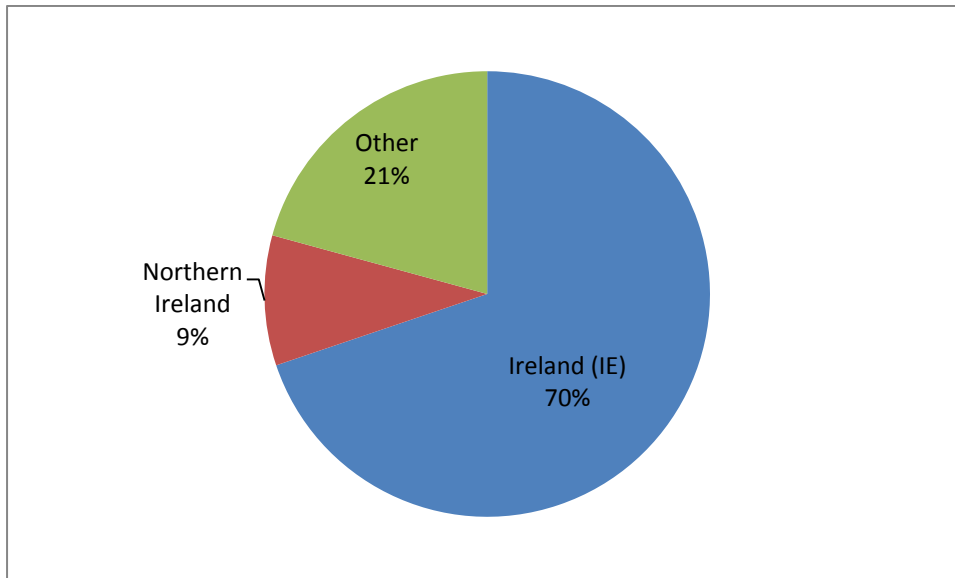
Figure 67 - Nationality of 53 respondents.

Disabilities

Two of the individuals in this category (3.8% of 53) indicated that they had a disability, as defined in the Employment Equality Act 1998 (ROI) or the Disability Discrimination Act 1995 (UK).

Qualifications

When asked about the highest qualification obtained in archaeology or a related subject the majority had a postgraduate qualification 65% (n=33), with an additional 24% possessing a doctorate (n=6) and postdoctoral (n=6) experience (Figure 68). Of the latter 12 individuals, the majority had emigrated or returned home and were still working in archaeology, but one had returned to full-time education in archaeology or a related field and one was working in an unrelated field but had not retrained. When asked where the highest qualification was obtained, 57% (n=29) said Ireland (IE), 8% (n=4) Northern Ireland, 23% (n=12) England, 2% (n=1) Scotland, 2% (n=1) Wales and 8% (n=4) 'other', specified as

Canada, Denmark, the Netherlands and Portugal. The respondents were also asked if they were licence eligible in Ireland (IE); 64% (n=32) were not and 36% (n=18) were.
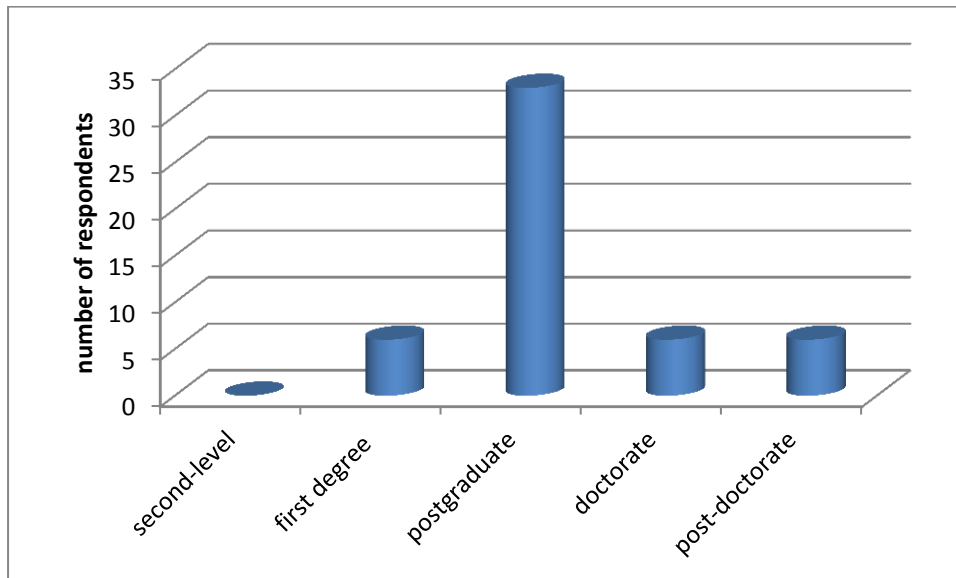
Figure 68 - Highest qualifications of 51 respondents.

Professional Representation

Of the respondents that answered the section of the questionnaire enquiring as to whether or not they were members of professional representative bodies; 11 were members of the Institute of Archaeologists of Ireland (IAI), two Student, two Associate, two corporate and five Full. Six were members of the Institute for Archaeologists (IfA); two Corporate (practitioner), one Corporate (associate) and three Corporate (member).

6.2.2 Training and development

Of the 21 respondents that proceeded to answer questions about training and development. The majority (81%, n=17) of the respondents were aware of Continuous Professional Development courses and training in archaeological practice and 86% valued CPD in archaeology. However, when asked if they were aware of Vocational Qualifications in archaeological practice the opposite was reported, 10 (48%) were not and a further five (24%) did not know. When asked how well currently available CPD courses matched the requirements of the profession, 18 individuals responded and of these, 7 (39%) selected 'adequately', five (28%) each selected 'well' and 'poorly' and one (5%) selected 'very poorly'.

These 18 respondents were also asked what archaeologically and non-archaeologically specific skills areas were a priority for their training over the next two years (2013–2014).

The opinion on most important non-archaeologically specific skill was information technology, followed by education/training and project management (Figure 69). The most important archaeologically specific skill was artefact and/or ecofact research, followed by desk-based research and archaeological landscape characterisation (Figure 70).
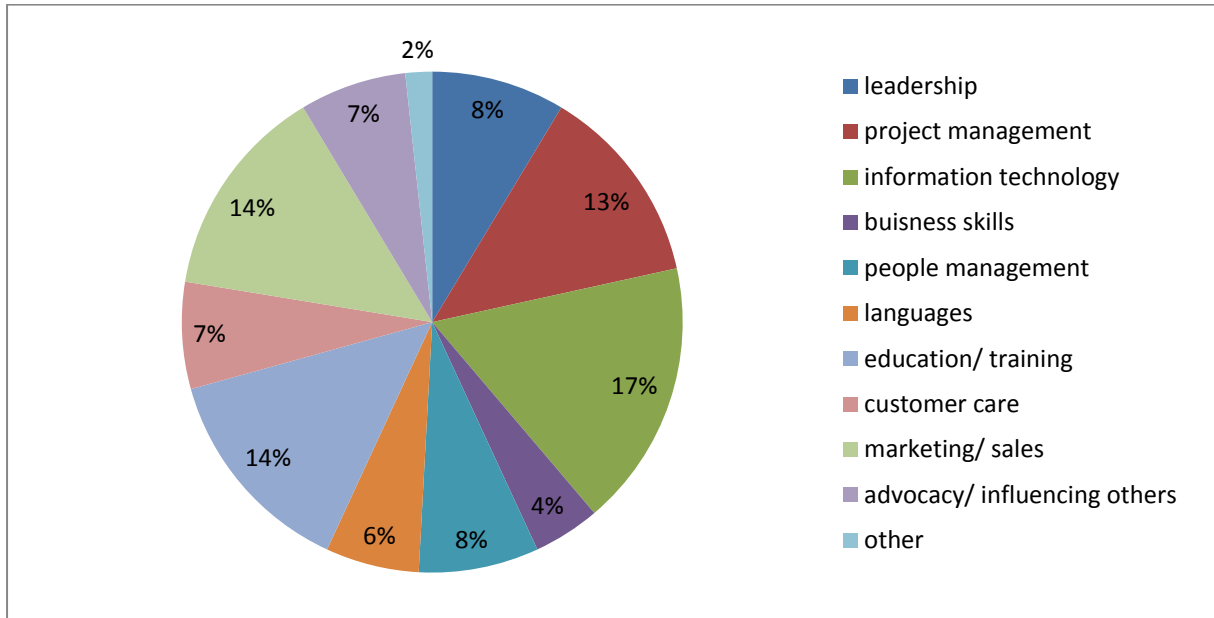
Figure 69 - Non-archaeologically specific skills areas in order of priority for 18 respondents.
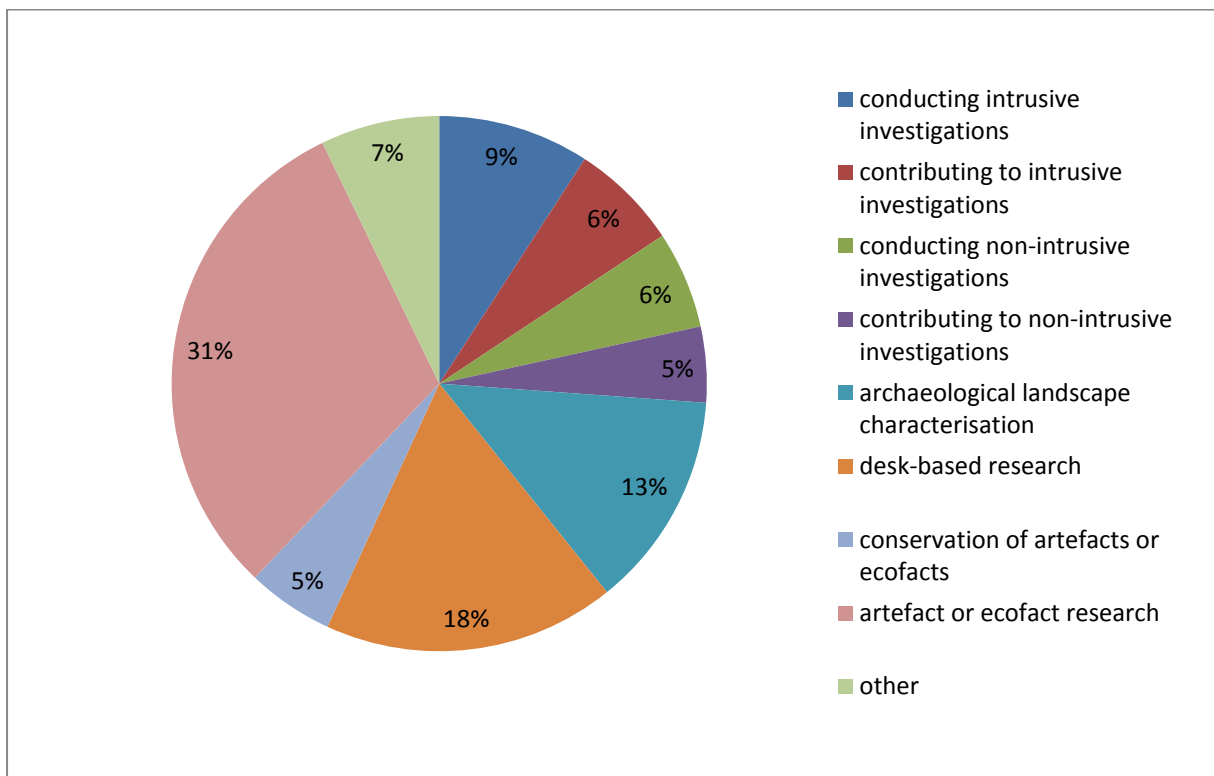
Figure 70 - Archaeologically specific skills areas in order of priority for 18 respondents.

References

Aitchison, K. 2005. *Developing a Learning Framework for the Archaeology Profession: Training Needs in Irish Archaeology*. Institute of Archaeologists of Ireland, Dublin.

Aitchison, K. and Rocks-Macqueen, D. 2013. Archaeology Labour Market Intelligence: Profiling the Profession 2012-13. Landward Research, UK.

CHL Consulting Co. Ltd. 2002a. *The Future Demand for Archaeologists in Ireland. A report to the Heritage Council and the Institute of Archaeologists of Ireland*. CHL Consultants, Dublin.

CHL Consulting Co. Ltd. 2002b. *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 Consultants, Dublin.

Curtin, M., Hull, G. McConway, C., Murray, C. Myles, F., O'Dowd, J., Reilly, E., Seaver, M. and Stanley, M. 2014. *Interim Report of the IAI Working Group for the Review of Pay Rates*. Institute of Archaeologists of Ireland, Dublin.

Deane, C. 2004. Towards a Continuing Professional Development (CPD) Framework for Archaeologists in Ireland. Unpublished report commissioned by the Institute of Archaeologists of Ireland. Option Consulting, Dublin.

Department of Arts, Heritage, Gaeltacht and the Islands. 1999. *Policy and Guidelines on Archaeological Excavation*. The Stationery Office, Dublin.

Evans, J. R. and Mathur, A. 2005. The Value of Online Surveys. *Internet Research* 15, 195–219.

McDermott, C. and LA Piscopia, P. 2008. *Discovering the Archaeologists of Europe: Ireland. A report to the Institute of Archaeologists of Ireland*. Institute of Archaeologists of Ireland, Dublin.

Watson, D., Kingston, G. and McGinnity, F. 2012. *Disability in the Irish Labour Market. Evidence from the QNHS Equality Module 2010*. The Equality Authority. www.equality.ie/research

Appendix 1: Email issued with link to questionnaire

Dear Colleague,

The impact of the global economic crisis has greatly affected the archaeological profession in Ireland and across Europe. DISCO Project Ireland was established to collect data about archaeologists working in Ireland via a questionnaire and to examine archaeological employment and training in Ireland. The project follows on from Discovering the Archaeologists of Europe 2006–2008, all details of which can be viewed at http://discovering-archaeologists.eu/, including the national and transnational reports.

This project will allow us to assess that impact and gather important statistics from both individuals and employers. This data is necessary for the future development of policy, the dissemination of funding and for addressing the needs of the profession as a whole. The questionnaire is not a judgement on standards and terms and conditions of employment but an effort to acquire the most detailed and accurate information on the archaeological workplace. The data collected will be used to view Archaeology in Ireland as a whole and will not be focussed on individual cases. For this project we are targeting both Northern Ireland and the Republic of Ireland in order to acquire additional statistics on cross boarder mobility.

The data collated from these questionnaires will also feed into a larger synthesis of data across nineteen countries and will be presented to the European Commission as a case study of a profession greatly impacted upon by the economic crisis but also looking forward, planning for the future.

If you are **employed by an organisation/company** but would also like to have your personal say please fill out the questionnaire as an individual and thereafter answer the questions as they apply to you. If you are **no longer working in archaeology** on the island of Ireland we still want you to be counted and you can similarly follow the questions that apply to your situation. In order for us to capture a true picture of the archaeological profession please share the link to the questionnaire with your relevant colleagues.

The Institute of Archaeologists of Ireland (IAI) are the official Irish project partner but the data is being collated on behalf of the Institute so they **will not** have access to the raw data, only the final report that will be published on-line.

Why should you do it?

As professional archaeologists we are well aware of the important roles training and mobility play in our success. The results of this project will explore these links and promote the integration of learning with working; making training more responsive to the labour market needs of both individuals and employers.

How long will it take?

If you are responding to this email as an individual it will take an average of 30 minutes to complete. If you are responding on behalf of an organisation it will take longer depending on the size of the organisation and number of employees.

Who will have access to my individual questionnaire?

Nobody. The data collectors are bound by the confidentiality of the agreement of collection of the information. All answers are anonymous and identity data will only be maintained to ensure duplication is eradicated. This digital format results in unique identity codes that will have no link to a company/organisation or person. This is to ensure confidence and comfort to all participants and to facilitate honesty and openness.

What to know before you start

• As **individual identity data is not stored** to facilitate the anonymity of respondents, only **one survey will be permitted per IP address**.

• Where you see a **'?'** click on the icon for more information.

• When answering, if you select **'other'** a text box will appear for the inclusion of further details.

• Please **do not** attempt to go backwards. Carefully consider each answer to avoid any errors.

• If you are responding as an organisation it will be useful to have details of your employment/employee records to hand, especially in relation to income. The **save and continue later** option may be useful in this situation.

If you experience any technical difficulties please do not hesitate to contact discoprojectireland@gmail.com.

The closing date for receipt of responses is the **15th December 2013.**

Together we can insure our future.

The funding for this research has been provided by the European Commission and the Department of Arts, Heritage and the Gaeltacht

Start Survey

Appendix 2: Reminder emails issued with link to questionnaire

DISCO Ireland discoprojectireland@gmail.com <u>via</u> mail.questionpro.com   29/11/2013
to me

Discovering the Archaeologists of Europe – Profiling the Profession 2012-2014

REMINDER TO COMPLETE DISCO II QUESTIONNIARE

DEADLINE DECEMBER 15th 2013

Make sure you have your say!

The deadline for completion of the survey is now **16 days away**.

If you have any questions comments or queries please contact <u>discoprojectireland@gmail.com</u>

Start Survey

Powered by QuestionPro

Unsubscribe   **Report Abuse**

Appendix 3.1: Questionnaire – Employers

ORGANISATIONS / INSTITUTES

SECTION I

PROFILE

Please circle the answer that applies to you.

1. In which jurisdiction is this Organisation/Institute BASED?

1. Republic of Ireland
2. Northern Ireland
3. Other

2. What percentage of time has this Organisation/Institute spent working in that jurisdiction (Republic of Ireland/Northern Ireland/Other) in 2012?

%

3. Please tick <u>one box</u> that best describes this Organisation/Institutes structural basis and principal role:

	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/College	❏	❏	❏	❏
Commercial company	❏	❏	❏	❏

4. Where has this Organisation/Institute mainly worked between 2007 and 2013?

1. Republic of Ireland
2. Northern Ireland
3. England
4. Scotland
5. Wales
6. Other (EU member state please specify)
7. Other (Non EU member state please specify)

Please indicate what professional representative bodies, if any, this Organisation/Institute is a member of:

5. Institute of Archaeologists of Ireland (IAI) - please indicate membership type

1. Corporate
2. Full
3. Graduate
4. Student
5. Associate
6. Honorary

6. Relating to IAI registration, is this Organisation/Institute

1. registered archaeological Institute
2. working towards application
3. considered, not yet started process
4. considered and rejected
5. not considered
6. don't know

7. If this Organisation/Institute has not yet committed to IAI registration which of the following is the main reason?

1. too much paperwork
2. time not available
3. benefits not clear
4. seemed irrelevant
5. part of a larger Institute that will not commit
6. other [please specify]

8. Institute for Archaeologists (IfA) - please indicate membership type

1. Corporate (practitioner)
2. Corporate (associate)
3. Corporate (member)
4. Affiliate
5. Student
6. Retired
7. Other [please specify]

9. How long (up to December 2012) has this Organisation/Institute been practicing Archaeology? Please specify years and months e.g. 5 years and 8 months

10. Please indicate the time period in years e.g. 1997-2011

11. Since 2007 has this Organisation/Institute had to <u>diversify</u> in order to access alternative income streams?

    1. yes
    2. no

12. If YES, is this through <u>non-archaeological</u> work?

    1. yes
    2. no

13. If YES to Q. 12 please indicate estimated % time spent and type of <u>non-archaeological work</u>

			Type of non-archaeological work
1.	<10%	❏	
2.	<25%	❏	
3.	<50%	❏	
4.	<75%	❏	

14. If NO to Q. 12 please indicate estimated % time spent and type of <u>archaeological work</u> diversified into (e.g. community archaeology, cultural heritage tourism, etc.).

			Type of archaeological work
1.	<10%	❏	
2.	<25%	❏	
3.	<50%	❏	
4.	<75%	❏	

EMPLOYMENT

Please note, to complete this section you will be required to enter data in relation to employee statistics and income, please ensure you have this data to hand before you proceed. Please enter the value 0 where the answer does not apply.

15. Please indicate <u>how many</u> members of staff, permanent and fixed-term, are working for this Organisation/Institute at present (in 2013). Please ensure all staff, including those on short-term or temporary contracts, are included.

	Permanent staff	Fixed-term staff
Archaeological staff		
Non-archaeological staff		
Total staff		

16. Have these numbers varied in the course of the past year (in 2012)? If so, please indicate the <u>minimum and maximum number</u> of staff.

	Permanent staff	Min	Max	Fixed-term staff	Min	Max
Archaeological staff						
Non-archaeological staff						
Total staff						

17. Please indicate the number of Permanent staff (PS), Fixed-term staff (FTS) and Non-archaeological staff (NA) working in this Organisation/Institute by <u>age and gender</u>.

	Male (PS)	Female (PS)	Male (FTS)	Female (FTS)	Male (NA)	Female (NA)
aged under 20						
aged 20 - 29						
aged 30 - 39						
aged 40 - 49						
aged 50 - 59						
aged 60 and over						

18. How many people working in this Organisation/Institute are from an EU member state (listed) OTHER THAN the UK or Ireland? How many are from a European country outside the EU or from a non-European country? (please complete in terms of <u>number</u> of individuals).

	Permanent staff	Fixed-term staff	Non-archaeological staff
Austria			
Belgium			
Bulgaria			
Croatia			
Cypress			
Czech Republic			

Denmark			
Estonia			
Finland			
France			
Germany			
Greece			
Hungary			
Italy			
Latvia			
Lithuania			
Luxembourg			
Malta			
Netherlands			
Poland			
Portugal			
Romania			
Slovakia			
Slovenia			
Spain			
Sweden			
Other (non-EU) European country (please insert details)			
Non-EU/European country (please insert details)			

19. What are the ethnic origins of the people working in this Organisation/Institute? (please complete in terms of number of individuals)

	Permanent staff	Fixed-term staff	Non-archaeological staff
White Irish			
White British			
White Irish Traveller			
White British Traveller			
Any other White background			
Black Irish			
Black British			
Black African			
Any other Black background			
Asian Irish			
Asian British			
Asian Chinese			
Any other Asian background			
Will not specify			

20. How many of the people working in this Organisation/Institute are disabled, as defined in the Employment Equality Act 1998 (ROI) or the Disability Discrimination Act 1995 (UK)?

Permanent staff	
Fixed-term staff	
Non-archaeological staff	

21. How many of the people working in this Organisation/Institute have each of the following qualifications? For those with multiple qualifications please count only their highest.

	Permanent staff	Fixed-term staff	Non-archaeological staff
Junior Cert, Leaving Cert (LC/LCA/LCVP) FETAC, BTEC. A Level, Highers, GNVQ, GSVQ, GCSE, S-Grade			
First degree or HND			
Postgraduate (masters, diploma, etc.)			
Doctorate			
Postdoctoral			

22. How many of the people working in this Organisation/Institute have obtained their highest qualification in the following jurisdictions?

	Permanent staff	Fixed-term staff	Non-archaeological staff
Republic of Ireland			
Northern Ireland			
England			
Scotland			
Wales			
Other (please specify)			

23. How many of your staff are license eligible in the Republic of Ireland - please indicate 0 value if this applies

Permanent staff	
Fixed-term staff	

24. Please indicate, in terms of number of staff, how many are employed in the following positions in your Organisation/Institute?

	Permanent staff	Fixed-term staff	Non archaeological staff
Administration			
Archaeobotanist			
Archaeologist			
Archaeologist grade I			
Archaeologist grade II			
Archaeologist grade III			
Assistant Archaeologist			
Assistant keeper grade I			

Assistant keeper grade II			
Assistant keeper grade III			
Assistant Project Director			
Associate Professor			
AutoCAD Technician GIS/CAD			
CEO			
Clerical			
Clerical Officer			
Company Director			
Conservator			
Consultant			
County Archaeologist			
Curator			
Deputy Site Manager			
Director			
Draughts man			
E.I.A. Archaeologist			
EIS Manager			
Executive Archaeologist			
Faunal remains specialist			
Field Archaeologist			
Finds specialist			
Finds Supervisor/Office Administrator			
General Manager			
Geophysicist			
GIS Manager GIS/CAD			
GO			
Graphics Manager			
Head of Archaeology			
Heritage Consultant			
Illustrator			
Laboratory and field officer			
Lecturer			
Lecturer in Built Heritage			
License eligible Director			
Licensed Archaeologist			
Logistic Assistant			
Logistic Manager			
Managing Director			
Museum Curator			
Office Manager			
Office staff			
Operation & Admin			
Osteoarchaeologist			
Partner			
Post-excavation & conservation			
Professor			
Project Director			
Project Manager			
Project Manager/Senior Archaeologist			

Researcher			
Self-employed			
Senior Administrator			
Senior Archaeologist			
Senior Lecturer			
Senior Surveyor			
Sieving Supervisor			
Site Assistant			
Site Director			
Supervisor			
Support staff			
Surveyor			
Technical Assistant			
Tutor			

25. Please specify in what currency you will answer? Please retain selected currency throughout

1. Euro
2. Sterling

26. Please indicate the maximum, minimum and average GROSS SALARY for each category of employee in 2012?

	Permanent staff	Fixed-term staff	Non-archaeological staff
maximum			
minimum			
average			

27. Does this Organisation/Institute operate a performance-related pay scheme?

1. yes
2. no
3. don't know

28. Working hours per week [please complete in terms of number of individuals]

Permanent staff

part-time (<30 hours per week)	
full-time (>30 hours per week)	

Fixed-term staff

part-time (<30 hours per week)	
full-time (>30 hours per week)	

Non-archaeological staff

part-time (<30 hours per week)	
full-time (>30 hours per week)	

29. Length of employment to date (please complete in terms of number of individuals)

	Permanent staff	Fixed-term staff	Non-archaeological staff
up to 3 months			
3 - 6 months			
6 - 12 months			
12 - 24 months			
> 24 months			

30. How many of the paid posts within this Organisation/Institute are funded by establishment income or by project grants/contracts? (please complete in terms of number of individuals)

Establishment	
Project	

31. Does this Organisation/Institute contribute to the pensions of employees? (please complete in terms of number of individuals)

Establishment income employees	
Project income employees	

32. In the last year, have there been vacancies in this Organisation/Institute that have been difficult to fill? [i.e. post advertised for over six months]

1. yes
2. no
3. don't know

	yes	no	don't know
33. Do employees receive more days paid holiday leave per annum than the statutory minimum entitlement in the jurisdiction your Organisation/Institute is primarily based in?	❏	❏	❏
34. Do permanent employees receive paid sick leave? Or over and above Statutory Sick Pay (UK)?	❏	❏	❏
35. Do fixed-term employees receive paid sick leave? Or over and above Statutory Sick Pay (UK)?	❏	❏	❏
36. Do permanent employees have access to a pension scheme other than a Standard PRSA?	❏	❏	❏
37. If so, is this a defined benefit scheme?	❏	❏	❏
38. Or a defined contribution scheme?	❏	❏	❏
39. Do fixed-term employees have access to a pension scheme other than a Standard PRSA?	❏	❏	❏
40. If so, is this a defined benefit scheme?	❏	❏	❏

41. Or a defined contribution scheme?	❏	❏	❏
42. Do employees receive paid maternity leave over and above Statutory Maternity Pay?	❏	❏	❏
43. Do female employees avail of the entitlement to take additional unpaid maternity leave?	❏	❏	❏
44. Do employees receive paid paternity leave?	❏	❏	❏
45. Do male employees receive the opportunity to take unpaid paternity leave?	❏	❏	❏
46. Are employees provided with the opportunity to job share or use other flexible working arrangements?	❏	❏	❏
47. Are employees provided with subsidised accommodation or subsistence allowance?	❏	❏	❏

48. Please give details of any other employee benefits which this Organisation/Institute provides? [e.g. health insurance, reimbursement of IAI/IfA subscriptions, etc.]

49. Are salaries with this Organisation/Institute tied to any pay scale system?

1. yes
2. no
3. don't know

50. If YES, then please indicate the type of pay scale system in use

1. Civil Service
2. Local Authority
3. University/College
4. Locally defined or own scale
5. Other [please specify]

51. Are there any recognised trades unions in the workplace of this Organisation/Institute?

1. yes
2. no
3. don't know

52. If YES, which unions are these? [circle all that apply]

1. SIPTU
2. IMPACT
3. IFUT [Irish Federation of University Teachers]

4. Prospect
5. CPSU [Civil and Public Service Union]
6. ACHPS [Association of Higher Civil and Public Service]
7. Amicus
8. UCU [University and College Union]
9. TUI [Teachers Union of Ireland]
10. Unison
11. PSEU [Public Service Executive Union]
12. UNITE
13. Other [please specify]

Please indicate how the numbers of staff members [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.

53. How did the numbers employed by this Organisation/Institute <u>one year ago</u> (2012) compare with the present?

	more	the same	fewer	none	don't know	not trading
Permanent staff	❏	❏	❏	❏	❏	❏
Fixed-term staff	❏	❏	❏	❏	❏	❏

54. How did the numbers employed by this Organisation/Institute <u>three years ago</u> (2010) compare with the present?

	more	the same	fewer	none	don't know	not trading
Permanent staff	❏	❏	❏	❏	❏	❏
Fixed-term staff	❏	❏	❏	❏	❏	❏

55. How did the numbers employed by this Organisation/Institute <u>five years ago</u> (2008) compare with the present?

	more	the same	fewer	none	don't know	not trading
Permanent staff	❏	❏	❏	❏	❏	❏
Fixed-term staff	❏	❏	❏	❏	❏	❏

56. How do you anticipate the numbers employed by this Organisation/Institute <u>one year in the future</u> (2014) will compare to the present?

	more	the same	fewer	none	don't know
Permanent staff	❏	❏	❏	❏	❏
Fixed-term staff	❏	❏	❏	❏	❏

57. How do you anticipate the numbers employed by this Organisation/Institute <u>three years in the future</u> (2016) will compare with the present?

	more	the same	fewer	none	don't know
Permanent staff	❑	❑	❑	❑	❑
Fixed-term staff	❑	❑	❑	❑	❑

58. Has this Organisation/Institute taken on interns between 2007 and 2013?

1. yes
2. no

59. If YES, has your Organisation/Institute participated in JobBridge?

1. yes
2. no

60. If YES, how many interns were employed in:

	Total	Male	Female
2011			
2012			
2013			

61. Following completion of the JobBridge internship how many interns was this Organisation/Institute able to offer contracts of employment to?

	Total	Male	Female
2011			
2012			
2013			

62. If NO, did this Organisation/Institute provide opportunities for non-JobBridge archaeological internships or work experience?

	Total	Male	Female
2011			
2012			
2013			

63. Following completion of these internships how many interns was this Organisation/Institute able to offer contracts of employment to?

	Total	Male	Female
2011			
2012			
2013			

64. If NO, is this Organisation/Institute considering offering internships in 2014?

    1. yes
    2. no

65. If YES, does this Organisation/Institute intend to register with JobBridge?

    1. yes
    2. no

SECTION III

THIRD LEVEL INSTITUTIONS ONLY

STUDENT POPULATION

Please indicate how the number of students has changed over the last few years and how you anticipate these numbers to change in the near future

Please enter a 0 value if a question is not relevant to your Institution.

66. Please indicate how many Archaeology Undergraduate students qualified from your Institution:

	Archaeology only	Major in Archaeology	Joint Honours	Minor in Archaeology	Module/electi ve within non-archaeology degree [please specify]
Three years ago (2010)					
One year ago (2012)					
This year (2013)					
Next year (2014)					
Will qualify in three years (2016)					
Will qualify in five years (2018)					

67. Please indicate how many Archaeology Masters students qualified from your Institution:

Three years ago (2010)?	
One year ago (2012)?	
This year (2013)?	
Will qualify in three years (2016)?	
Will qualify in five years (2018)?	

68. Please indicate how many <u>MPhil</u> students qualified from your Institution:

Three years ago (2010)?	
One year ago (2012)?	
This year (2013)?	
Will qualify in three years (2016)?	
Will qualify in five years (2018)?	

69. Please indicate how many <u>PhD</u> students qualified from your Institution:

Three years ago (2010)?	
One year ago (2012)?	
This year (2013)?	
Will qualify in three years (2016)?	
Will qualify in five years (2018)?	

70. Please indicate how many <u>Postdoctoral</u> researchers were in your Institution:

Three years ago (2010)?	
One year ago (2012)?	
This year (2013)?	
Will be in three years (2016)?	
Will be in five years (2018)?	

SECTION IV

STAFF TRAINING AND DEVELOPMENT

71. Does this Organisation/Institute employ a quality system [e.g. ISO 9000]?

1. yes
2. no
3. don't know

72. Please circle all the quality systems that apply

1. ISO 9000
2. Excellence Through People
3. EFQM [European Foundation for Quality Management]
4. Investors in People
5. BEM [Business Excellence Model]
6. Northern Ireland Museums Council
7. Charter Mark
8. Museum Standards and Accreditation Scheme
9. Museum Registration
10. IAI Corporate Member
11. IFA Registered Archaeological Institute
12. Other [please specify]

73. If this Organisation/Institute has not committed to a quality system which of the following is the main reason?

1. too much paperwork
2. no LSC/LEC funding [NI only]
3. time not available
4. benefits not clear
5. seemed irrelevant
6. other [please specify]

74. <u>Northern Ireland respondents only</u>

Relating to Investors in People [IiP], has this Organisation**/**Institute:

1. recognised IiP
2. committed to IiP
3. considered not yet working towards it
4. considered and rejected
5. not considered
6. don't know

75. Is this Organisation/Institute aware of any Vocational Qualifications in archaeological practice?

1. yes
2. no
3. don't know

76. How much support would this Organisation/Institute give staff to work towards such qualifications?

1. very little
2. little
3. considerable
4. very considerable

77. Is this Organisation/Institute aware of any Continuing Professional Development (CPD) courses and training in archaeological practice?

1. yes
2. no

78. How much support would this Organisation/Institute give staff to work towards such courses and training?

1. very little
2. little
3. considerable
4. very considerable

79. Does this Organisation/Institute value CPD training when employing new staff ?

1. yes
2. no

80. Does this Organisation/Institute support employees to undertake CPD training [e.g. pay fees or work release]?

1. yes
2. no
3. don't know

81. Does this Organisation/Institute recognise CPD training as contributing to promotions and salaries of employees?

1. yes
2. no
3. don't know

82. Please tick all that apply	yes	no	don't know
Are training needs for the individuals and the Organisation/Institute as a whole recognised?	❏	❏	❏
Are training or other development opportunities provided for permanent staff?	❏	❏	❏
Are training or other development opportunities provided for fixed-term staff?	❏	❏	❏
Are training or other development opportunities provided for non-archaeological staff?	❏	❏	❏

If YES to either question above, how does this Organisation/Institute develop its staff?

83. Please tick all that apply	Permanent staff	Fixed-term staff	Non-archaeological staff
Formal off-job training (e.g. outside training course)	❏	❏	❏
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)	❏	❏	❏

Staff training

84. Please tick all that apply	yes	no	don't know
Does this Organisation/Institute have a formal training plan?	❏	❏	❏
Does this Organisation/Institute have a training budget?	❏	❏	❏
Is the training budget under the Organisation/Institutes direct control?	❏	❏	❏
Does this Organisation/Institute record how much time employees spend training?	❏	❏	❏
Is the impact of training on individuals formally evaluated by this Organisation/Institute?	❏	❏	❏
Is the impact of training on the Organisation/Institute formally evaluated?	❏	❏	❏
Does this Organisation/Institute operate a performance appraisal scheme?	❏	❏	❏
Does this Organisation/Institute encourage individuals to engage in CPD?	❏	❏	❏

85. Does this Organisation/Institute employ new entrants to the profession?

1. yes
2. no
3. don't know

86. If YES, how much training does the Organisation/Institute give new entrants? [on average]

1. very little (0-1 months)
2. little (2-3 months)
3. considerable (4-5 months)
4. very considerable (>5 months)

87. How well equipped with skills are new entrants to the profession?

1. very poorly
2. poorly
3. adequately
4. well
5. very well

88. How well do currently available third-level courses match the requirements of the profession?

1. very poorly
2. poorly
3. adequately
4. well
5. very well

89. How well do currently available CPD courses match the requirements of the profession?

1. very poorly
2. poorly
3. adequately
4. well
5. very well

90. Did this Organisation/Institute bring in outside specialists or consultants in the previous year (2012) for specific NON-ARCHAEOLOGICAL purposes?

1. yes
2. no
3. don't know

91. If YES, please indicate in which areas they contributed to the work of the Organisation/Institute:

1. leadership
2. information technology
3. people management
4. education/training
5. marketing/sales
6. project management
7. business skills
8. languages
9. customer care
10. advocacy/influencing others
11. other [please specify]

92. Dos this Organisation/Institute bring in outside specialists or consultants in the previous year (2012) for TECHNICAL ARCHAEOLOGICAL purposes?

1. yes
2. no
3. don't know

93. If YES, please indicate in which areas they contributed to the work of the Organistion/Institute:

1. conducting [direct] intrusive investigations [evaluation, excavation, etc.]
2. contributing to intrusive investigations [evaluation, excavation, etc.]
3. conducting [direct] non-intrusive field investigations [geophysical survey, etc.]
4. contributing to non-intrusive field investigations [geophysical survey, etc.]
5. archaeological landscape characterisation
6. desk based research
7. conservation of artefacts or ecofacts

8. artefact or ecofact research
9. other [please specify]

94. Were these specialists self-employed/sub-contracted?

	yes	no
number		

95. What <u>non-archaeologically</u> specific skills areas are priority for this Organisation/Institutes staff training over the next year (2014)?

[please select up to <u>three</u> ordering them in terms of priority from 1 (most) to 3 (least)]

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

96. What technical, archaeological skills are priority for this Organisation/Institutes staff training over the next year (2014)?

[please select up to <u>three</u> ordering them in terms of priority from 1 (most) to 3 (least)]

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

97. Does this Organisation/Institute recognise/reward academic and professional qualifications from outside your country?

1. yes
2. no
3. don't know

98. Does this Organisation/Institute recognise/reward membership of professional bodies from outside your country?

1. yes
2. no
3. don't know

SECTION V

INCOME

99. How many publically advertised tenders did the Organisation/Institute submit in 2012?

1. none
2. 1-5
3. 6-15
4. 16-30
5. 31-50
6. 51+

100. How many invitations to submit a quotation for work did the Organisation/Institute receive in 2012?

1. None
2. 1-5
3. 6-15
4. 16-30
5. 31-50
6. 51+

101. How many successful quotations did you submit in 2012?

102. How many publically advertised tenders did the Organisation/Institute issue in 2012?

1. none
2. 1-5

3. 6-15
4. 16-30
5. 31-50
6. 51+

103. How many invitations to submit a quotation for work did the Organisation/Institute issue in 2012?

1. none
2. 1-5
3. 6-15
4. 16-30
5. 31-50
6. 51+

104. What was this Organisation/Institutes main source of income in 2008?

1. Private monies - development led archaeology
2. Public monies - development led archaeology
3. Private monies - archaeological consultant/specialist
4. Public monies - archaeological consultant/specialist
5. Public monies - research grants
6. Public monies - education/training
7. Other [please specify]

105. What was this Organisation/Institutes main source of income in 2012?

1. Private monies - development led archaeology
2. Public monies - development led archaeology
3. Private monies - archaeological consultant/specialist
4. Public monies - archaeological consultant/specialist
5. Public monies - research grants
6. Public monies - education/training
7. Other [please specify]

106. If you have any further comments about any aspect of archaeological employment in Ireland or Northern Ireland please make them here (Please include comments on other categories of employees or sub-contractors not covered by the above sections).

Appendix 3.2: Questionnaire – Individuals

INDIVIDUAL

SECTION I

PROFILE

1. Please indicate your gender
 1. Male
 2. Female

2. Please indicate your age category
 1. aged under 20
 2. aged 20-29
 3. aged 30-39
 4. aged 40-49
 5. aged 50-59
 6. aged 60 and over

3. What is your ethnic or cultural background?
 1. White Irish
 2. White British
 3. White Irish Traveller
 4. White British Traveller
 5. Any other White background
 6. Black Irish
 7. Black British
 8. Black African
 9. Any other Black background
 10. Asian Irish
 11. Asian British
 12. Asian Chinese
 13. Any other Asian background
 14. Will not specify
 15. Other

4. Do you have a disability as defined in the Employment Equality Act 1998 (ROI) or the Disability Discrimination Act 1995 (UK)?
 1. Yes
 2. No

5. What is your country of origin?
 1. Republic of Ireland
 2. Northern Ireland
 3. Other (please specify including whether EU or non EU)

6. In which jurisdiction are you BASED?
1. Republic of Ireland
2. Northern Ireland
3. Other

If other [please specify, including whether EU or non-EU]

7. Where in the Republic of Ireland are you BASED?
1. Carlow
2. Cavan
3. Clare
4. Cork
5. Donegal
6. Dublin
7. Galway
8. Kerry
9. Kildare
10. Kilkenny
11. Laois
12. Leitrim
13. Limerick
14. Longford
15. Louth
16. Mayo
17. Meath
18. Monaghan
19. Offaly
20. Roscommon
21. Sligo
22. Tipperary
23. Waterford
24. Westmeath
25. Wexford
26. Wicklow

8. Where in Northern Ireland are you BASED?
1. Antrim
2. Armagh
3. Down
4. Fermanagh
5. Derry/Londonderry
6. Tyrone

11. What percentage of time did you spend WORKING in that jurisdiction (Republic of Ireland/Northern Ireland/Other) in 2012?

%

12. Where have you mainly WORKED between 2007 and 2013?
1. Republic of Ireland
2. Northern Ireland
3. England
4. Scotland
5. Wales
6. Other (please specify)

13. What is your highest level of academic qualification in Archaeology or a related field?
1. Junior Cert, Leaving Cert (LC/LCA/LCVP) FETAC, BTEC. A Level, Highers, GNVQ, GSVQ, GCSE, S-Grade
2. First degree or HND
3. Postgraduate (masters, diploma, etc.)
4. Doctorate
5. Postdoctoral
6. Other

14. In what jurisdiction did you obtain your highest qualification?
1. Republic of Ireland
2. Northern Ireland
3. England
4. Scotland
5. Wales
6. Other - please specify

15. If Specialist please specify area of specialism

16. Are you license eligible in the Republic of Ireland?
1. Yes
2. No

17. How long (up to December 2012) have you been practising Archaeology? Please specify years and months e.g. 5 years and 8 months

18. Please indicate the time period in years e.g. 2007-2011

19. Please tick one box that best describes your employment status
   1. Sole trader
   2. Employee (PAYE)
   3. Unemployed
   4. No longer employed in archaeology (or associated field) on the island of Ireland

20. If you are no longer working in archaeology on the island of Ireland please indicate what year you left the profession

21. If you are no longer working in archaeology on the island of Ireland please tick the box that best describes your situation
   1. Retrained and working in that field
   2. Returned to full-time education in archaeology or related field
   3. Returned to part-time education in archaeology or related field
   4. Returned to full-time education in an UNRELATED field
   5. Returned to part-time education in an UNRELATED field
   6. Emigrated and not working in archaeology
   7. Emigrated and working in archaeology
   8. Returned to home country and not working in archaeology
   9. Returned to home country and working in archaeology
   10. Other - please specify

22. At the time of answering this questionnaire are you currently
   1. Self-employed
   2. Sub-contracted
   3. Other

23. At the time of answering this questionnaire are you currently
   1. Permanent staff
   2. Fixed-term staff

24. Are you a member of any recognised trade unions?
   1. yes
   2. no
   3. don't know

25. If yes, which unions are these? [tick all that apply]
   1. SIPTU
   2. IMPACT
   3. IFUT [Irish Federation of University Teachers]
   4. Prospect
   5. CPSU [Civil and Public Service Union]
   6. ACHPS [Association of Higher Civil and Public Service]
   7. Amicus
   8. UCU [University and College Union]
   9. TUI [Teachers Union of Ireland]

10. Unison
11. PSEU [Public Service Executive Union]
12. UNITE
13. Other [please specify]

26. Please indicate what professional representative organisations, if any, you are a member of

Institute of Archaeologists of Ireland (IAI) - please indicate membership type
1. Corporate
2. Full
3. Graduate
4. Student
5. Associate
6. Honorary

Institute for Archaeologists (IfA) - please indicate membership type
1. Corporate (practitioner)
2. Corporate (associate)
3. Corporate (member)
4. Affiliate
5. Student
6. Retired

Other [please specify]

SECTION II

PROFESSIONAL TRAINING AND DEVELOPMENT

27. Are you aware of any Continuing Professional Development (CPD) courses and training in archaeological practice?
1. yes
2. no
3. don't know

28. Do you value CPD training?
1. yes
2. no

29. Are you aware of any Vocational Qualifications in archaeological practice?
1. yes
2. no
3. don't know

30. How well do currently available CPD courses match the requirements of the profession?
1. very poorly
2. poorly
3. adequately
4. well
5. very well

31. How well do currently available third-level courses match the requirements of the profession?
1. very poorly
2. poorly
3. adequately
4. well
5. very well

32. What non-archaeologically specific skills areas are priority for your training over the next two years (2013-2014)?[please select up to three ordering them in terms of priority from 1 (most) to 3 (least)]
- leadership _____
- project management _____
- information technology _____
- business skills _____
- people management _____
- languages _____
- education/training _____
- customer care _____
- marketing/sales _____
- advocacy/influencing others _____
- other - specify below _____

Other - please specify

33. What technical, archaeological skills are priority for your training over the next two years (2013-2014)? [please select up to three ordering them in terms of priority from 1 (most) to 3 (least)]
- conducting [direct] intrusive investigations [evaluation, excavation, etc.] _____
- contributing to intrusive investigations [evaluation, excavation, etc.] _____
- conducting [direct] non-intrusive field investigations [geophysical survey, etc.] _____
- contributing to non-intrusive field investigations [geophysical survey, etc.] _____
- archaeological landscape characterisation _____
- desk-based research _____
- conservation of artefacts or ecofacts _____
- artefact or ecofact research _____
- other - specify below _____

Other - please specify

SECTION III

INCOME

34. How many hours per week are you contracted to work as an archaeologist?
1. <30
2. 30-39
3. 40-49
4. >50

35. Please specify in what currency you will answer?
1. Euro
2. Sterling

36. What has been your annual GROSS salary for the following years? Please note all reponses are anonymous and confidential

2008	❏
2010	❏
2012	❏

37. For the period 2008-2012 in what year was your minimum and maximum annual GROSS SALARY? Please note all responses are anonymous and confidential

	Minimum	Maximum
In what year	❏	❏

38. What has been your average annual income from 2008-2012?

39. Does your organisation/company operate a salary scale?
1. Yes
2. No
3. Don't know

40. As an employee are you in the
1. Public sector
2. Private sector
3. Other

41. Please indicate what post profile best fits your position in the organisation/company

1. Archaeologist
2. Assistant Director
3. Assistant Keeper
4. Associate Professor
5. Company Management
6. Consultant
7. County or Regional Archaeologist
8. Curator
9. EIA / EIS Archaeologist
10. GIS/CAD Technician
11. GO
12. Illustrator
13. Lecturer
14. Office staff
15. Professor
16. Project Management
17. Researcher
18. Senior Lecturer
19. Site Assistant
20. Specialist
21. Supervisor
22. Surveyor
23. Tutor
24. Other

42. Please indicate which job title best describes your position

1. Administration
2. Archaeobotanist
3. Archaeologist
4. Archaeologist grade I
5. Archaeologist grade II
6. Archaeologist grade III
7. Assistant Archaeologist
8. Assistant keeper grade I
9. Assistant keeper grade II
10. Assistant keeper grade III
11. Assistant Project Director
12. Associate Professor
13. AutoCAD Technician GIS/CAD
14. CEO
15. Clerical
16. Clerical Officer
17. Company Director
18. Conservator
19. Consultant
20. County Archaeologist
21. Curator
22. Deputy Site Manager
23. Director

24. Draughts man
25. E.I.A. Archaeologist
26. EIS Manager
27. Executive Archaeologist
28. Faunal remains specialist
29. Field Archaeologist
30. Finds specialist
31. Finds Supervisor/Office Administrator
32. General Manager
33. Geophysicist
34. GIS Manager GIS/CAD
35. GO
36. Graphics Manager
37. Head of Archaeology
38. Heritage Consultant
39. Illustrator
40. Laboratory and field officer
41. Lecturer
42. Lecturer in Built Heritage
43. Licence eligible Director
44. Licensed Archaeologist
45. Logistic Assistant
46. Logistic Manager
47. Managing Director
48. Museum Curator
49. Office Manager
50. Office staff
51. Operation & Admin
52. Osteoarchaeologist
53. Partner
54. Post-excavation & conservation
55. Professor
56. Project Director
57. Project Manager
58. Project Manager/Senior Archaeologist
59. Researcher
60. Senior Administrator
61. Senior Archaeologist
62. Senior Lecturer
63. Senior Surveyor
64. Sieving Supervisor
65. Site Assistant
66. Site Director
67. Supervisor
68. Support staff
69. Surveyor
70. Technical Assistant
71. Tutor
72. Other

Within your company or organisation

	Yes	No	Dont know
43. Do employees receive more days paid holiday leave per annum than the statutory minimum entitlement in the jurisdiction your organisation is primarily based in?	❏	❏	❏
44. Do permanent employees receive paid sick leave? Or over and above Statutory Sick Pay (UK)?	❏	❏	❏
45. Do fixed-term employees receive paid sick leave? Or over and above Statutory Sick Pay (UK)?	❏	❏	❏
46. Do permanent employees have access to a pension scheme other than a Standard PRSA?	❏	❏	❏
47. If so, is this a defined benefit scheme?	❏	❏	❏
48. Or a defined contribution scheme?	❏	❏	❏
49. Do fixed-term employees have access to a pension scheme other than a Standard PRSA?	❏	❏	❏
50. If so, is this a defined benefit scheme?	❏	❏	❏
51. Or a defined contribution scheme?	❏	❏	❏
52. Do employees receive paid maternity leave over and above Statutory Maternity Pay?	❏	❏	❏
53. Do female employees avail of the entitlement to take additional unpaid maternity leave?	❏	❏	❏
54. Do employees receive paid paternity leave?	❏	❏	❏
55. Do male employees receive the opportunity to take unpaid paternity leave?	❏	❏	❏
56. Are employees provided with the opportunity to job share or use other flexible working arrangements?	❏	❏	❏
Ar5**7. e employees provided with subsidised accommodation or 57. subsistence allowance?**	❏	❏	❏

58. Please give details of any other employee benefits which this organisation provides? [e.g. health insurance, reimbursement of IAI/IfA subscriptions, etc.]

59. Since 2007 have you had to diversify in order to access alternative income streams?
1. Yes
2. No

60. Is this through non-archaeological work?
1. Yes
2. No

61. Please specify % time spent and type of non-archaeological work
1. <10%
2. <25%
3. <50%
4. <75%

62. Please specify % time spent and type of archaeological work you have diversified into (e.g. community archaeology, cultural heritage tourism etc.)
   1. <10%
   2. <25%
   3. <50%
   4. <75%

63. Have you participated in any archaeological internship or work experience programmes between 2007-2013?
   1. Yes
   2. No

64. Were these internship programmes
   1. JobBridge
   2. Non JobBridge
   3. Both

65. Following the completion of the internship(s) were you offered a contract of employment?
   1. Yes
   2. No

66. Are you considering participating in an internship in 2014?
   1. Yes
   2. No
   3. Don't know

67. Do you intend to register with JobBridge?
   1. Yes
   2. No
   3. Don't know

68. How many publically advertised tenders did you SUBMIT in 2012?
   1. None
   2. 1-5
   3. 6-15
   4. 16-30
   5. 31-50
   6. 51+

69. How many invitations to submit a quotation for work did you RECEIVE in 2012?
   1. None
   2. 1-5
   3. 6-15
   4. 16-30
   5. 31-50
   6. 51+

70. How many quotations did you WIN in 2012?
   1. None
   2. 1-5
   3. 6-15

4. 16-30
5. 31-50
6. 51+

71. What was your principal source of income in 2008?
1. Private monies - development led archaeology
2. Public monies - development led archaeology
3. Private monies - archaeological consultant/specialist
4. Public monies - archaeological consultant/specialist
5. Public monies - research grants
6. Public monies - education/training
7. Other [please specify]

72. What was your principal source of income in 2012?
1. Private monies - development led archaeology
2. Public monies - development led archaeology
3. Private monies - archaeological consultant/specialist
4. Public monies - archaeological consultant/specialist
5. Public monies - research grants
6. Public monies - education/training
7. Other [please specify]

73. Do you pay Class A PRSI, Class S or Voluntary Contributions?
1. Class A
2. Class S
3. Voluntary contributions
4. None of the above
5. Don't know

74. Do you contribute to a private pension scheme?
1. Yes
2. No

75. Do you have Professional Indemnity Insurance?
1. Yes
2. No

76. Do you have Public Liability Insurance?
1. Yes
2. No

77. Are you fully insured for site/field work?
1. Yes
2. No

78. Do you have a current SafePass?
1. Yes
2. No

79. Do you have private health insurance that covers the work place?
1. Yes

2. No
3. Don't know

80. If you have any further comments about any aspect of archaeological employment in the Republic of Ireland or Northern Ireland please make them here. (Please include comments on other categories of employees or sub-contractors not covered by the above sections)