

# **Discovering the Archaeologists of Europe**

## **Hungary**

### **1. Introduction**

#### **1.1. The Institutional and Statutory Background of Hungarian Archaeology**

The institutions that have the right to conduct archaeological excavation in Hungary are the 19 county museums, the Budapest History Museum, the Hungarian National Museum, the Hungarian Academy of Sciences, the three universities that educate archaeologists and the Field Service for Cultural Heritage. The network of county museums is supported by the local county governments. The collections of the museums are accumulated from the territory of the individual counties. The role of the county museums in the field of Hungarian archaeology was considerably modified by the establishment of the Field Service for Cultural Heritage in 2007. The Field Service for Cultural Heritage is a country-wide competent institution supervised directly by the education and culture minister. It is responsible for conducting the excavations preceding large-scale developments that previously composed a part of the function of the museums. The definition of large-scale development is determined by the overall cost of the project, as it is appointed by the investor.

The Office for Cultural Heritage has a country-wide supervisory authority over the archaeological sites. The Ministry of Education and Culture controls the Office for Cultural Heritage and the public collections as their professional supervisor. The protection of archaeological sites has been regularized by Act LXIV of 2001 on the Protection of Cultural Heritage, Decree No. 18/2001 (X.18.) NKÖM, on the Detailed Rules of Excavation of Archaeological Sites and several complementary orders (4/2003, 18/2000, 191/2001, 17/2001, 17/2002).

#### **1.2. Position of Archaeologists in the Institutional System**

In the framework of museums, archaeologists with higher professional education (minimum MA degree) are authorized to direct excavations, with employee status or a public servant contract. Institutions employ archaeologists for certain projects with a short-term contract, which is a less favourable form from the point of view of the employee. Public institutions can also entrust private firms to conduct the excavations. These are either one-person firms of the archaeologist or the archaeologists are employed by the contractor. The

law does not permit them to contract directly with the investor of development-led excavations, so they work as subcontractors of the locally competent county museums.

So thus, archaeologists in Hungary are either employed by a public institution or work with short-term contracts for various institutions all over the country, either entrusted directly by the institution or as an employee of a private firm.

Large-scale investors employ archaeological experts as the commissioners of the archaeological research prescribed by the law. These archaeologists have either an employee status at a public institution as well or they come from the private sector. Their number is relatively low, less than 10 persons.

### **1.3. Previous Work**

In 2000 the Department for Monument Protection of the Ministry of National Cultural Heritage conducted a survey on the conditions in Hungarian archaeology. This study was published in 2004.<sup>1</sup> The aim of the work was to improve the abilities of the profession to represent its interests, and also to compile a set of data on the tasks, status and problems in archaeology on social, departmental and organizational level, for the benefit of the National Development Program, so as to contribute to eliminating the problems revealed. The questionnaire was sent to all the organizations that conduct archaeological work or supervise such institutions.

The express purpose of the study was not to produce a survey on the archaeologists' status, but rather on the operation of the organizations. Nevertheless, the number and specialization of the archaeologists, and their distribution in the institutions was covered in a chapter that focused on the workforce at disposal in archaeology. According to the results, the slight growth of the profession in the 1990s (less than 10%) did not correspond to the increased demand for archaeological work in the period. The geographical distribution of archaeologists proved to be especially unfavourable. The number of archaeologists employed in Budapest was more or less equivalent with of those working in the county museums that complete most of the tasks.<sup>2</sup> There were difficulties to face in outlining the personal achievements of archaeologists, as few are the measurable aspects, like the number of directed excavations and of requests for consultation, activity in public relations, and the number of

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<sup>1</sup> Dénes Jankovich–Bésán and Mihály Nagy, *Felmérés a régészet helyzetéről, 1989-1999* [Status-survey of Hungarian archaeology, 1989-1999] (Budapest: A Nemzeti Kulturális Örökség Minisztériumának Műemléki Főosztálya [Hungarian Ministry of Cultural Heritage, Department for Monuments and Sites], 2004) (hereinafter: Jankovich-Nagy 2004).

<sup>2</sup> Jankovich-Nagy 2004, 53.

publications in Hungarian and in foreign languages. Though the issues raised in the survey of 2000 were somewhat different from the ones in this project, the results can serve as a comparative set of data.

## **2. Background, Aims and Methodology**

### **2.1. Aims of the Project**

Hungary was not among the initiating partner countries of the *Discovering the Archaeologists of Europe* (started in 2006), but joined in the final phase. The Association of Hungarian Archaeologists as the representative organ of Hungary was invited at the partner meeting held in Leuven on 24-25<sup>th</sup> January 2008.

**The aim of the program is to “improve understanding of the requirements for, and capacity to provide, transparent qualifications for archaeologists across Europe.” The survey seeks to “identify barriers to entry to the profession of archaeology and to transnational mobility,” and also to draw up some recommendations on how to face the problems defined.**

The first stage of the work was data collection on archaeologists and their employment, which was followed by an analysis including a comparison of the training and skills in the profession and the requirements towards archaeology. Hungary joined the project in its final phase, so it was not possible to conduct a systematic data acquisition (see paragraph 2.2). Thus, this study focuses on the archaeologists themselves, and confines itself on only raising some issues concerning the training needs as it appears from the side the employers and about the relation of the needs to the education and skills of archaeologists. A detailed survey and analysis from all these aspects would require more work and time, either as a separate project, or in the frame of a similar international program, in which also Hungary could take part as a partner country from the very beginning. However, we consider it as an important step that the Association of Hungarian Archaeologists has joined the DISCO project now, because in the case of a repeated survey there will be a previous, comparative set of data available. This way it will be possible to study the process of and changes in certain phenomena as well, and at a later stage it may be followed by drawing up recommendations on career planning of archaeologists and the problems concerning the relation between training and labour market, on the basis of common European experiences as formulated among the results of the project. **In addition to twelve national reports on archaeological employment in each of the participating countries in the Discovering the Archaeologists of Europe project (of**

which this is one), these results also contribute to a transnational summary and overview of that project.<sup>3</sup>

## 2.2. Data Collection: Sources and Validity

**As Hungary joined the DISCO project only two months before the deadline of compiling the final report, it was not feasible to make a systematic survey that is based on the unified criteria contained in the core data template of the project, and that would reach as many professionals as it is possible.** In contrast with the partner countries, we did not have a set of data specifically compiled for this purpose, but we utilized already existing sets that cover various segments of the profession selected on the basis of certain criteria (e.g. museum employees, the members of the Association of Hungarian Archaeologists, etc.). They only partially correspond to the fields defined by the issues in the DISCO project. **The picture on the state of Hungarian archaeology drawn up on the basis of data acquired from various sources can by no means be considered as complete, but it is probable that it reflects existing tendencies.**

Some of the datasets that were used contain only numeric data; these served as sources on the forms of archaeological employment. Answering questions concerning the issues of gender balance, age range, nationalities and educational degrees required registers with names and further personal data. Here the membership of the Association of Hungarian Archaeologists could serve as a starting point that consists of 322 archaeologists. (This is not the overall number of the members as not only archaeologists are invited to the Association, but scholars of the related disciplines as well, and anyone can join as a supporting member.)

The data possessed by the Association has been complemented with information published on the web-sites of certain organizations (museums, universities, the Archaeological Institution of the Hungarian Academy of Sciences). The archaeological groups of communication portals formed on the internet offered useful data as well.

## 2.3. The Set of Archaeologists Taken into Account in the Analysis

**During the analysis we worked with a register compiled of the data of 508 archaeologists.** At certain points we also took into account 30 more positions taken by

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<sup>3</sup> Kenneth Aitchison, *Discovering the Archaeologists of Europe: Transnational Report*, <http://www.discovering-archaeologists.eu>, 2008.

archaeologists that we do not know by name. The term “archaeologist” always covers a person with minimum MA degree in archaeology, so one that is legally considered as archaeologist. There are no data for disposal on the number of people that are working in the field of archaeology, but without such degree (“amateur archaeologists”).

### **3. The Results of the Survey**

#### **3.1. The Formal and Informal Definition of the Term “Archaeologist” in Hungary; Job Term and Field of Research of Archaeologists**

##### ***3.1.1. Qualification of archaeologists***

**In Hungary, persons qualified at the accredited programs of universities with minimum MA degree are considered as archaeologists.** At the same time, the term “archaeologist” covers persons that are legally authorized to conduct excavations. Persons without professional degree can also be involved in interpreting the found archives.

##### ***3.1.2. Temporal frames of archaeological research in Hungary***

The scope of archaeological research is the remains of material culture from the period up to the year 1711.<sup>4</sup> The following period does not fall within the competency of archaeology, though experts still apply archaeological methods. Archaeologists assist e.g. military historians in battlefield research, horticulture historians in the investigation of historical gardens and parks, and sometimes archaeological methods are also involved in ethnographic research. However, in the strict sense, these are all beyond the frames of archaeology. Neither does palaeontology fall under the notion of archaeological research as applied in Hungary.

##### ***3.1.3. Main types of archaeological jobs***

Three types of archaeological jobs can be distinguished in Hungary: that of field archaeologists, professionals in the academic field, civil servants, and scholars of related disciplines. Field archaeologists conduct excavations and analyze the results. Their field of activity covers practical and academic tasks, in contrast with an other group of professionals that only work in the academic sphere and do not enter fieldwork.

The Office for Cultural Heritage has had a country-wide supervisory role over the archaeological sites for about 7-8 years. Positions for archaeologists as civil servants with

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<sup>4</sup> This year was the end of the so-called Rákóczi freedom-fight that traditionally marks the end of a historical period in Hungarian history writing.

administrative tasks are offered by this organization, the Field Service for Cultural Heritage and the Ministry of Education and Culture.

Some archaeologists have never been actively involved in academic or fieldwork, but entered public service as an officer right after the graduation. According to a general understanding of the profession, the practical skills of the individual determine whether he/she is considered as an archaeologist or not.

Pursuing just fieldwork is not enough to not make anyone a known and recognized member of the archaeological profession. If an archaeologist (with MA degree) excavates for many years after graduation, but never publishes the results, his/her chance is slight to get received by the profession. Sometimes this type of career is the matter of decision. However it can be a matter of necessity too, as for the last half decade the number of archaeologists without a permanent position has largely increased (see paragraph 3.2). They move from one excavation to an other, employed with short-term contracts, so their time and possibility to interpret and publish their material is very limited.

A further question is whether an other group can be considered as active archaeologists or as archaeologists having left the profession: those who have e.g. a historian, art historian or archivist degree besides archaeology, and do not fulfill an archaeologist's position. These persons do not conduct archaeological excavations, but obviously utilize their archaeological knowledge combined with the methods of other historical disciplines, and there is no sharp distinction between their activity and that of the archaeological academic research

In Hungary, the research of historical buildings constitutes a peculiar field of archaeology. The investigation of erected walls is sharply divided from that of subterranean remains. The latter ones can only be excavated by a person with archaeological degree (viz. only archaeologists are allowed to "dig"), while elevations can be researched by archaeologists, art historians and architects as well, even applying destructive methods. As neither of these professionals acquires training on such investigation at the university, experts learn how to do it while practicing, and the practice has been regulated by the competent institutions. The methods of archaeological investigation and recording of standing buildings or structures is archaeological, but the interpretation is interwoven with art historical analysis. In the field of research of historical buildings there is no strict borderline between experts of monument protection: archaeologists, art historians and architects.

#### ***3.1.4. Persons working in archaeology, but not considered as archaeologists***

Though a number of experienced field assistants and undergraduate students are able to fulfil the tasks of an archaeologist at fieldwork, formally they are not considered as archaeologists, as they are not authorized to direct an excavation. They are allowed, however, to conduct academic research, but it is determined by the personal achievement whether their papers are accepted by the editors of archaeological journals to publish, and whether they are received by the profession.

The Bologna System was introduced in Hungary in September 2008. None of BA students has graduated yet, so their position in the profession has not been defined. As still only persons with minimum MA degree are legally considered as archaeologists, BA degree is not sufficient to get authorized for directing an excavation.

The judgement of the so-called “amateur archaeologists,” treasure-hunters by the society is rather problematic. Based on professional arguments, they cannot be considered as archaeologists, as they have no such degree, and they collect finds ruining their authentic archaeological context, even if they transmit the objects to the museums.

Some experts of related disciplines (both humanities and natural sciences) also analyze material coming from archaeological context. They are closely related to the archaeological profession, e.g. among the members of the Association of Hungarian Archaeologists one can find anthropologist, archaeo-zoologist, geneticist, geologist, ethnographer, numismatist, etc. Also the Archaeological Institution of the Hungarian Academy of Sciences employs anthropologists, geneticists, and geologists. Generally the methods applied by the individual scholar determines whether he/she belongs to the archaeological profession in its broader sense, meaning whether they interpret in the archaeological context the results gained by applying the methodology of their own discipline. However, unless they have an MA degree in archaeology, they can't get excavation permit, but they can work at archaeological sites together with an archaeologist as collaborating experts.

### **3.2. The Number of Archaeologists in Hungary, Their Distribution Concerning the Employment**

#### ***3.2.1. Calculated number of archaeologists working in Hungary***

The register compiled for the purpose of this study contains data on **508** archaeologists. There is no information available on the overall number of archaeologists in Hungary, but, based on the data at disposal it is possible to make a percentage calculation on how this number is related to the whole.

According to the data acquired from the Central Statistical Office, 272 archaeologists graduated from 2001/2002 to 2006/2007. This covers persons belonging to the age brackets ranging from 20 to 30 and from 30 to 40. 219 archaeologists fall into this category in the register, but out of them 45 persons are elder than 35, so probably graduated earlier. Thus, there are 174 persons included in the survey that graduated since 2001/2002, so the affiliation of at least 98 persons is unknown. Most of them must be employed with short-term contracts or must have left the profession. According to the available data, 31 of the 171 known persons in this age range also belongs to this category, so minimum 136 young archaeologists have no stable position. If the 26 unnamed persons employed by the Field Service for Cultural Heritage and the four missing names on the museum list are below 35, this number remains still about 100. According to this calculation, the 508 archaeologists constitute maximum 80-85% of the overall number of archaeologists in Hungary. If all the persons on the list whose age is unknown are supposed to be below 35, this rate would change to 90%.

It must be noted, however, that because most of the data sets contain archaeologists employed in public organizations and those that take an active part in professional public life, besides young colleagues without stable position it is the professionally inactive persons above the age of 35-40 that did not get to the focus of the survey. Their number can not even be estimated at this point. **However, based on available data, an overall number of archaeologists can be calculated that reflects at least the dimensions of the profession: about 550-640 persons, with more probability about 600-640.** All these numbers refer to people that graduated in archaeology, neglecting whether an individual effectively works as an archaeologist or not.

**3.2.2. Distribution of archaeologists in Hungary concerning the employing organization and the form of employment**

universities	32
museums	241
Archaeological Institute of the Hungarian Academy of Sciences	29
Office for Cultural Heritage	33
Field Service for Cultural Heritage	50
Ministry of Education and Culture	4
other cultural institutions	1
PhD scholarship	5
private sector	9
fieldwork with short-term contracts	51
unknown	29
retired	34
gave up archaeological profession	9
housewife	6
abroad	5
Overall number	538

Fig. 1. *Distribution of archaeologists in Hungary concerning the employing organization and the form of employment 1*

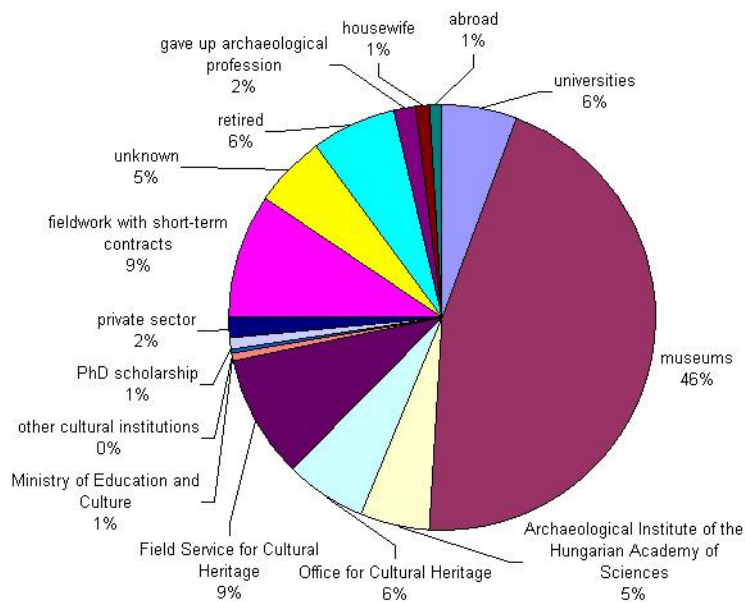


Fig. 2. *Distribution of archaeologists in Hungary concerning the employing organization and the form of employment 2*

The distribution of archaeological job types as distinguished in paragraph 3.1.3 – field archaeologists, professionals in the academic field, civil servants, and scholars of related disciplines – according to the organizations appears as follows:

Fieldwork is conducted by the archaeologists employed in museums, universities, the Field Service for Cultural Heritage, the Archaeological Institution of the Hungarian Academy of Sciences. For the last decade emphasis has been more and more shifted to fieldwork. Private contractors and archaeologists commissioned by these organizations are involved mainly in fieldwork. The Office for Cultural Heritage, the Field Service for Cultural Heritage and the Ministry of Education and Culture employ archaeologists specialized on administrative tasks.

In Hungary the highest number of archaeologists works for museums, meaning the 19 county museums, the Budapest History Museum and the Hungarian National Museum. Their job terms include fieldwork, inventorying and maintenance of the collection, and they fulfil tasks related to public connections as well. Museums that do not have excavations also employ archaeologists, like for example the Museum of Applied Arts, the Museum of Fine Arts and the Hungarian National Gallery. In fact, the number of archaeologists employed in museums has risen for the last years, but this growth is negligible compared to the number of archaeologists graduated during the same period, and to that of professionals employed at excavations preceding large-scale developments. In contrast with this, about 45% of professionals have graduated since 2002 (see paragraph 3.2.1; this percentage must be some lower in reality, as we have precise data on the number of archaeologists graduated since 2002, but not all of those is included in the register who graduated earlier).

	Number of archaeologists employed in museums	Archaeologists graduated from 2001/2002 to 2006/2007
2002	207	
2003	204	
2006	241	272

Fig. 3. *Number of archaeologists employed in museums compared to the number of graduated archaeologists during the same period*

### 3.3. Age and Gender

#### 3.3.1. Gender balance

	20-29	30-39	40-49	50-59	60-69	70-79	80<	?	Overall number
<b>Male</b>	18	97	40	42	29	6	4	28	<b>264</b>
<b>Female</b>	19	85	32	54	23	3	1	27	<b>244</b>
<b>Overall number</b>	37	182	72	96	52	9	5	55	<b>508</b>

Fig. 4. *Gender balance*

In the set of 508 archaeologists taken into consideration, the ratio of males and females proved to be fairly balanced; the difference is 20 in the favour of males.

It appeared that in museums, at universities and in the Archaeological Institute of the Hungarian Academy of Sciences the number of male employees is some higher. Probably this reflects the real situation, as almost each of the archaeologists working for such organizations has been included in the register. Besides the fact that many of 20-40-year-old women do not even take a job, but dedicates herself to child rearing, higher is the number of females that give up profession. It appears that more females than males are employed with short-term contracts. However, one must note that, concerning this issue, it is possible that the diagram does not reflect the real situation, as only 80-85% of Hungarian archaeologists are included, so the rest might significantly modify the ratio. The reason for the 20 person difference can lie in the fact that more the active archaeologists have been included in the set of data. Archaeologists that left the profession definitively or temporarily (because of child rearing, so implicitly females) proved to be less accessible. The gender distribution appears to be balanced in the case of 40 to 60-year-old stratum of archaeologists.

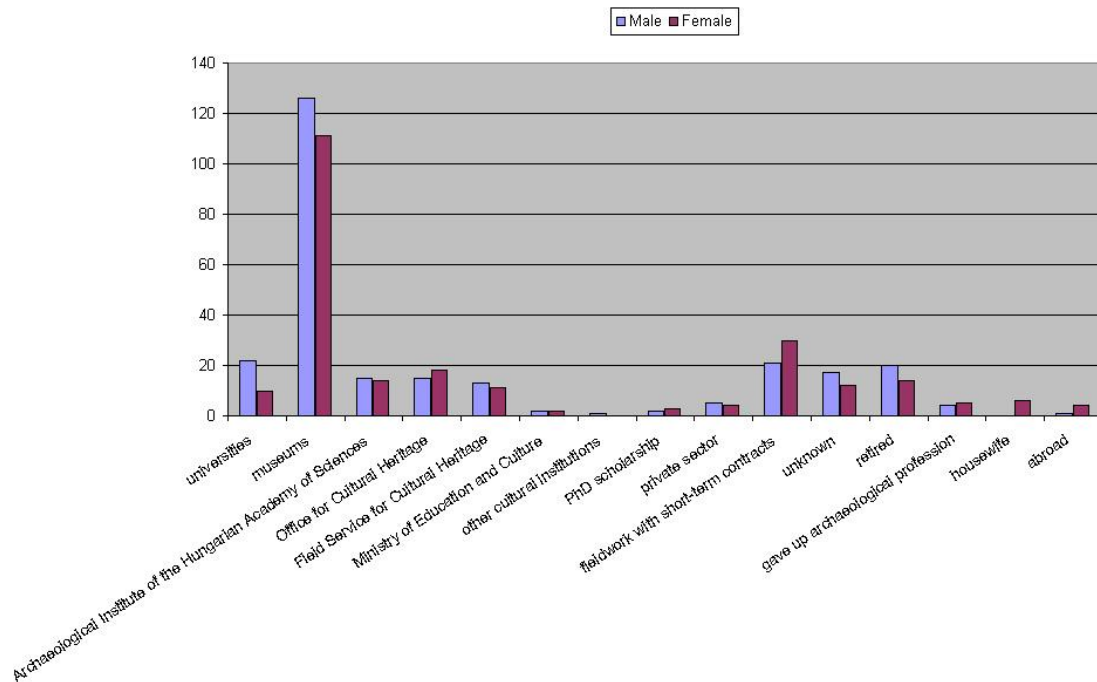


Fig. 5. Gender balance as related to organizational structure

### 3.3.2. Age range

The age of 89% of archaeologists is known from the sample of 508 persons. Low is the number 20-30-year-old persons included in the register, as most of them have not joined any organizations yet. The highest rate of archaeologists without stable position is found in this age range of young professionals, who get their degree at earliest at the age of 24-25. High is the number of archaeologists in their thirties, as in the decade when they finished their studies the number of accepted students at archaeology departments was raised, and they can be also accessed through the organizations where they are employed. According to paragraph 3.2, the number of archaeologists below their 35<sup>th</sup> year, so of those that finished their studies from 2002 to 2006, can be extended with 100 more. The number of archaeologists over 35 that were left out is probably much lower.

Thus, taken into consideration the calculated overall number of Hungarian archaeologists, the age distribution appears to be significantly different. The rate of persons in their twenties and thirties is much higher than it is presented by the diagram. A relatively high percent of the sample (13%) is represented by the archaeologists over pensionable age that are still active, often working for their former employer organization.

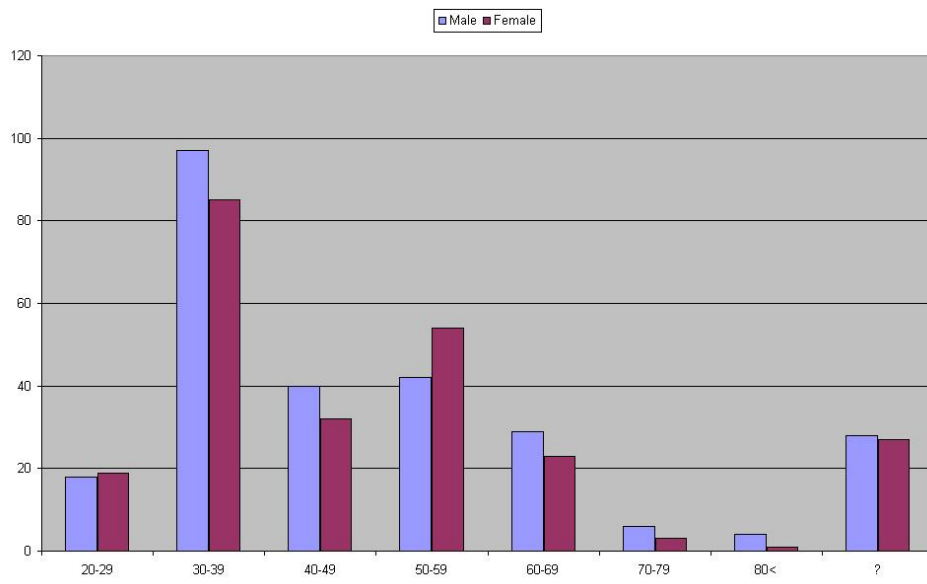


Fig. 6. *Archaeologists' gender balance by age range*

### **3.4. Disability**

In Hungary, the notion of disability is defined by the joint decree no. 8/1983. (VI. 29.) *EüM-PM of the minister of health and the minister of finance on the employment and social provision of workers with changed working ability.*

According to this decree, the definition applies to those workers, who

1. without rehabilitation are permanently incapable to carry out a work with full value in their original scope of duties due to the deterioration of health condition, but not entitled to
  2.
    - o aa) old age pension,
    - o ab) disability pension,
    - o ac) pension of disability caused by accident,
    - o ad) old age or disability annuity;
  3. entitled to accident annuity due to a work accident or occupational disease, and permanently incapable to carry out a work with full value in their original scope of duties;
  4. the employer cannot employ them due to tuberculosis ; or
  5. due to health inaptitude were demobilized from an armed corps.

According to our present knowledge, none of the archaeologists in the sample belongs to this category.

### **3.5. Place of Origin of Archaeologists Working in Hungary**

The number of archaeologists origination from foreign countries that are employed in Hungary, is below ten. Most of them have Hungarian citizenship. They come from the United States of America, the Russian Federation, Spain and Algeria.

The somewhat broader group of Hungarian archaeologists originating from outside the present borders of Hungary, but residing in Hungary forms a separate category. Many Hungarians mainly coming from Slovakia, Romania and Serbia that graduate with MA or PhD degree at universities in Hungary get Hungarian citizenship and work as archaeologists in Hungary. Their number is about 20-30; it was not feasible to acquire precise data during the present work.

Foreign archaeologists are involved in projects based on international cooperation. However, they are not employed by Hungarian institutions, but work within the frames of their own organizations. There are occasional examples however for filling the shortage in archaeological workforce with professionals invited from abroad at development-led excavations. A few times since 2004 e.g. a group of Romanian and Hungarian archaeologists has come from Romania to assist at preliminary excavations. However, the issue of the validity of archaeological degrees acquired abroad has not been clarified yet: whether a professional that graduated at foreign universities is legally considered as archaeologist in Hungary, so whether he/she is authorized to direct an excavation.<sup>5</sup>

### **3.6. Full- and Part-Time Employment of Archaeologists**

#### ***3.6.1. Full- and part-time employment***

Only 6 archaeologists work as part-time employees of the sample of 508 persons (4 in museums and 2 in the Archaeological Institution of the Hungarian Academy of Sciences), the rest is employed in full-time.

#### ***3.6.2. Long- and short-term employment***

In Hungary it is not part-time and full-time employment that constitutes a sharp borderline in the profession, but short-term and long-term employment.

The number of excavations conducted in 1999 was only 54% of that in 2002. In 2002 already 76% of excavations were development-led, in 2003 it was 85%, and 89% in 2004.<sup>6</sup> The number of archaeologists' positions in the museums has not been sufficient to execute all development-led excavations; the organizations have solved this problem by employing archaeologist for short term to conduct a certain work. Thus, a considerable part of the profession works with short-term contracts, moving from one project to another, and in most cases is only involved in fieldwork. The long-term income and possibility for academic activity of an archaeologist in such a situation is uncertain. When the contract of the archaeologist expires, he/she has to go on to an other excavation; or it is her/he that decides to look for some other job, considering the actual one as uncertain. This problem emerged earlier: in 2000 133 of the 300 archaeologists in Hungary were employed by museums, but

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<sup>5</sup> Katalin Bozóki-Ernyey, "Preventive Archaeology in Hungary. One Step Behind," in *European Preventive Archaeology. Papers of the EPAC Meeting 2004, Vilnius*, ed. Katalin Bozóki-Ernyey (National Office of Cultural Heritage, Hungary, 2007), 116.

<sup>6</sup> Bozóki-Ernyey 2007, 112.

228 persons conducted excavations. This means that at least 98 archaeologists were employed for fieldwork with short-term contracts.<sup>7</sup>

51 persons of the sample of 508 have no permanent position at any organizations. According to paragraph 3.2.1 minimum further 69 persons belong to this group (99 archaeologists graduated since 2002, not included in the register, minus 26 positions held by unknown persons at the Field Service for Cultural Heritage and 4 at museums). Thus, at least 120 archaeologists have no stable position, but work with short-term contracts for public organizations or private contractors.

Fig. 7 presents the age distribution of archaeologists employed with short-term contracts within the sample of 508 persons. Apparently persons in the first decade after the graduation are concerned the most; they constitute more than 80%. Fig. 8 presents the distribution of persons belonging to the age bracket of 20-40 according to the place and form of employment within the sample (in reality this means more persons between the age of 25 and 40, as hardly anyone has been able to graduate below 25). 19% appears to be employed with short-term contracts. However, the data calculated in paragraph 3.2.1 result in a much higher proportion: 37% of young archaeologists work for various organizations and private contractors with contracts made for not more than few months (fig. 9).

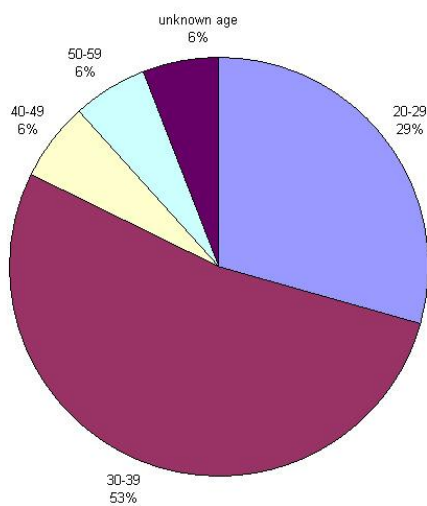


Fig. 7. Age range of archaeologists employed with short-term contracts

<sup>7</sup> Bozóki-Ernýey 2007, 115-116.

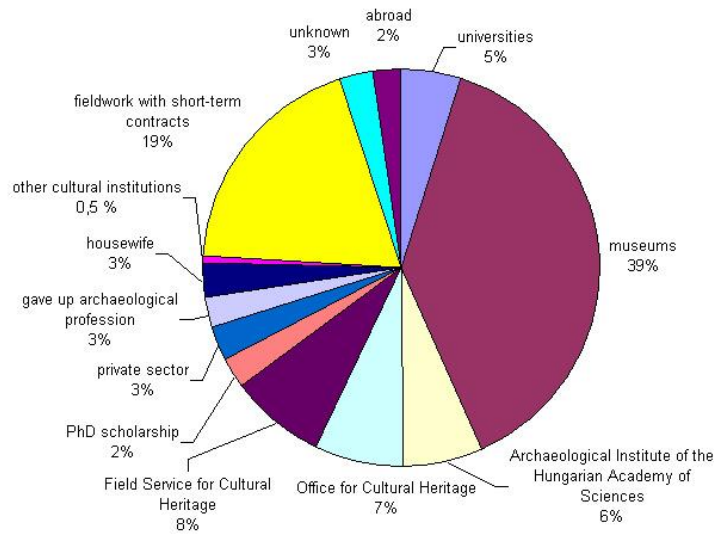


Fig. 8. *Distribution of 20- to 40-year-old archaeologists in Hungary concerning the employing organization and the form of employment*

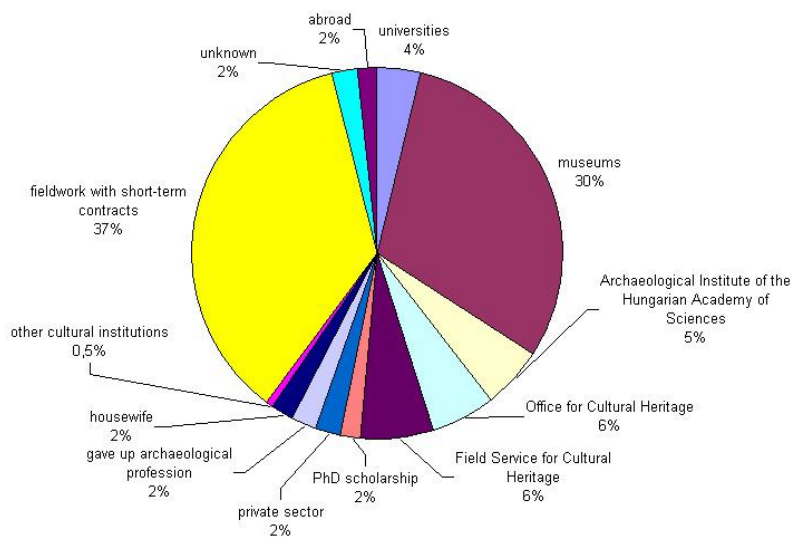


Fig. 9. *Distribution of 20- to 40-year-old archaeologists in Hungary concerning the employing organization and the form of employment, for the calculated overall number of archaeologists in Hungary*

### 3.7. Changes in the Number of Archaeologists Employed in the Last Decade

Data sets on the number of museum employees were available from the registers of the Central Statistical Office and from publications.

Their number was between 160 and 180 in the 1980s. 100-120 persons were employed by the county museums and 50-60 by the museums in Budapest.<sup>8</sup> From the year 2000 only the number of archaeologists in county museums is available: 133.<sup>9</sup> Based on the data sets of the Central Statistical Office, in 2002 207 persons were employed in museums, in 2003 204, and in 2006 241. There have been no precise information since 2006, but the number of positions in museums extinguished in 2007 and 2008 has been more than 10. In contrast with this, the Field Service for Cultural heritage founded in 2007 has offered positions for 50 archaeologists. There have been no significant changes for the last five years in the number of professionals employed by the Archaeological Institute of the Hungarian Academy of Sciences, the Office for Cultural Heritage and at the universities.

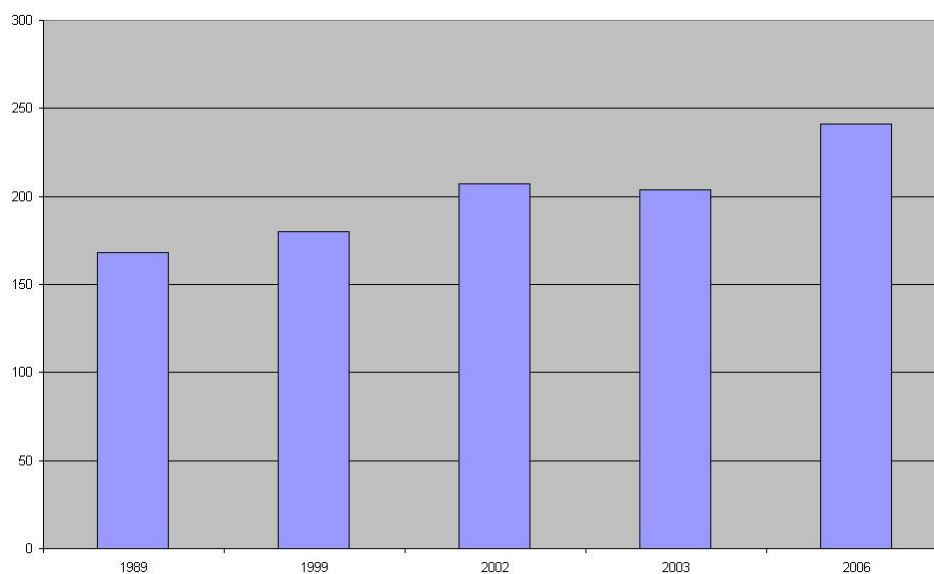


Fig. 10. *The growth of the number of archaeologists employed in museums from 1989 to 2006*

**It can be concluded, that the number of archaeologists employed in museums has increased for the last five years** (fig. 10), but according to informal data, a tendency of eliminating positions has been observed, by dismissing archaeologists and by omitting to fill the vacancies resulted from retirements. **The foundation of the Field Service for Cultural**

<sup>8</sup> Jankovich-Nagy 2004, 40, 64. ábra

<sup>9</sup> Bozóki-Ernýey 2007, 115.

**Heritage brought positive changes concerning employments: it provided job-opportunity for 50, mostly young archaeologists.**

### **3.8. Changes in the Number of Employed Archaeologists as Expected for the Forthcoming Years**

A decrease can be expected in the number of public servants employed in museums, as it is suggested by the present tendencies. The same stands for other public institutions, but the phenomenon do not necessarily concern archaeologists. Large-scale investments the number of which still increases require archaeological investigations that are done by organizations legally authorized to conduct them. It can be anticipated that the Filed Service for Cultural Heritage will broaden its workforce, and as also the county museums and the Budapest History Museum are involved in such works, they need to employ archaeologists in the future as well. Archaeological exhibitions are still one of the most popular in the genre that development of tourism reckons with, so archaeologists are still needed in the museums to interpret finds and organize exhibitions.

### **3.9. Qualification of Archaeologists**

Data were available only on the scholarly degrees acquired in Hungary; the source is the database of the Hungarian Academy of Sciences ([www.mta.hu](http://www.mta.hu)).

The number of MA degrees corresponds to the number of archaeologists (see paragraph 3.1.1).

76 archaeologists have PhD degree, 74 of which acquired in the filed of archaeology, one in ethnography and one in Egyptology.

17 persons are Doctors of the Hungarian Academy of Sciences, 15 of which in archaeology and historical sciences, one in agricultural sciences (archaeozoology) and one in biological sciences (archaeobotany).

Three archaeologists are Members of the Hungarian Academy of Sciences.

Two archaeologists are members of academies abroad: one is an external member of the Norwegian Academy of Sciences; one is an external member of the French Academy of Sciences and corresponding member of the Catalan Royal Academy.

### 3.10. Training Needs and Skill Shortages

For the reasons outlined in paragraph 2.1 there was no possibility to survey in the frame of the DISCO project that in what degree the training and skills of archaeologists meet the requirements as evaluated by the employers. Generally this issue is not perceived to be raised by the employers. On the part of organizations dealing with fieldwork the tasks – development-led excavations – determine the expectations towards the archaeologists, that is to excavate fast, reliably and neatly.

There have been differences between the training offered by two great archaeological departments in Hungary: traditionally at the university of Szeged the education and the activity of the museum is interwoven, and students are involved in tasks of museology, while in Budapest there is more emphasis put on the high standard of the academic research. Lack of knowledge of foreign languages emerges as a problem even in the case of young archaeologists: graduating students often come by their diploma with a long delay, because they have not acquired the mandatory language exam.

### 3.11. Salaries

In Hungary the salaries of public servants is defined by a statutory order (49/1993. (III. 26.)). According to the order public servants are categorized on the basis of their qualification, skills, scholarly degree, and membership of the Academy. Within these categories also the length of the term spent as employed in public service influences the salary. This system of payment applies for archaeologists employed in public institutions. Archaeological profession requires at least MA degree, so archaeologists belong to the three categories of highest salary levels among public servants.

According to the salary scale of 2008 the salaries of archaeologists are the followings (gross totals):<sup>10</sup>

- MA degree: 129.500 - 235. 700 Ft (528,5 – 962 €)<sup>11</sup>,
- PhD degree: 142.000 – 262.300 Ft (579,6 – 1070,6 €),
- members of the Hungarian Academy of Sciences: 154.500 – 289.300 Ft (630,6 – 1180,8 €).

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<sup>10</sup> The personal income tax in Hungary is 18% up to an income of 1.700 000 Ft (6939 €) per year; 306 000 Ft and 36% of the part over 1.700 000 Ft in case of an income that is more than 1.700 000 per year.

<sup>11</sup> Calculated at the rate of exchange of May 13 2008.

Three categories are distinguished concerning the salaries of university professors, associate professors, assistant professors, and of researcher professors, scientific advisers and chief scientific fellows in the institutions that belong under the Hungarian Academy of Sciences, according to the salary scale of teachers and researchers. The requirements to hold these positions (e.g. scholarly degree) are defined by the institutions themselves. The salaries in these positions are the followings (gross totals):

- university professor, researcher professor and scientific adviser: 437.300 – 463.500 Ft (1785 – 1892 €),
- associate professors and chief scientific fellows: 306.100 – 332.300 Ft (1249,4 – 1356,3 €),
- assistant professors: 218.700 – 231.800 Ft (892,6 – 946,1 €).

As comparative data, in 2007 the average monthly wage of intellectual professions was 233.352 Ft (952,4 €). The average gross salary of full-time employees in Hungary in the first six months of 2008 was 196.400 HUF (801,6 €). The net average was 120.800 HUF (493,6 €), that is among physical workers: 89.400 HUF (364,9 €), among professionals: 155.800 HUF (635,9 €).

As for the reasons treated in paragraph 2.1 it was not feasible to conduct a systematic survey at the organizations, we possess no data on the factual distribution of salaries. More detailed information was available on the distribution of wages according to the scientific degree from the Archaeological Institution of the Hungarian Academy of Sciences. Here the average salaries are the followings (gross totals):

- MA degree: 208.300 Ft (850,2 €),
- PhD degree: 291.000 Ft (1187,7 €),
- members of the Hungarian Academy of Sciences: 415.714 Ft (1696,8 €).

All these only apply for public servants. The income of private contractors and archaeologists employed with short-term contracts might show significant differences compared to the sums above. The salaries of persons with short-term contracts is generally some higher, but they do not get any allowances like health-care benefit and paid holidays.

#### **4. Summary of Findings**

Hungary joined the DISCO Project only in its last phase, so it was not feasible to carry out a systematic survey. We used various existing sets of data for the purpose of this analysis. Thus, the picture drawn on the conditions of archaeologists in Hungary must not be considered as complete. The aim of the study could be defined as to outline certain tendencies only.

In Hungary, persons with at least an MA degree issued by any of the accredited university programs on archaeology are considered as archaeologists. The term “archaeologist” also covers professionals that are authorized to conduct excavation at archaeological sites.

In 2006, with the introduction of the Bologna system in Hungary, BA and MA degrees have appeared in archaeological training. The place of persons with BA degree in archaeology has not been defined yet in the profession, but they are not authorized to conduct an excavation, as issuing a license for archaeological excavation requires minimum MA degree. 10-15% of archaeologists acquired PhD degree, decisively at Hungarian universities. The nationality of the overwhelming majority of archaeologists in Hungary is Hungarian. The number of professionals of foreign origin is below ten; most of them have already got Hungarian citizenship. Hungarians born outside the present borders of Hungary (in Slovakia, Romania, and Serbia) form another group of employees.

**The dataset compiled for the present study contained 508 archaeologists that have been included to the analysis. According to the calculations this is about the 80-85% of the overall number of archaeologists. Thus, the absolute size of the profession can be figured as more than 600 persons.**

The percentage distribution of genders is more or less balanced, except in the case of the age range devoted to child rearing. The sample used for the analysis appears to be less significant from the point of view of age range distribution, as according to the number of students graduating in the last six years, almost 20% of the profession that has not been included in our register, is below 35. So thus, 55% of the profession must be younger than 35 years old. The number of professionally active archaeologists over pensionable age is relatively high.

Four groups of archaeologists' activity can be distinguished in Hungary: field archaeologists, professionals in the academic field, civil servants and scholars of related disciplines. In the practice of archaeological jobs these activities are often interwoven. Archaeologists are employed by public institutions (museums, the Hungarian Academy of

Sciences, universities, the Office for Cultural Heritage, the Ministry of Education and Culture, and the Field Service for Cultural Heritage) with permanent or short-term public servant contracts. They also work for various organizations with short-term contracts either commissioned directly by the institution or employed by a contractor.

46 % of the sample of 508 archaeologists is employed by museums, 13% by universities and the Archaeological Institution of the Hungarian Academy of Sciences, and 9% by the Field Service for Cultural Heritage. The number of experts entrusted by large-scale investors as the commissioners of archaeological research is low, and these archaeologists have a job in the form of some other sort of employment as well. Thus, the highest number of archaeologists works for museums, meaning the 19 county museums, the Budapest History Museum and the Hungarian National Museum, and some other museums that are not authorized to conduct excavations. Their job terms include fieldwork, inventorying and maintenance of the collection, and they fulfil tasks related to public connections as well. In fact, the number of archaeologists employed by public institutions has risen for the last years, but this growth is negligible compared to the number of archaeologists graduated during the same period, and that of professionals employed at excavations preceding large-scale developments. Long-term and short-term employment creates a border-line among Hungarian archaeologists. While large-scale developments provide temporary jobs, the organizational background of the career has become unsettled especially for the broad generation of young archaeologists, about 37% of which has no stable position, but works for various institutions and contractors with short-term contracts made for not more than a few months. This phenomenon emerges as a challenge from the point of view of the archaeological career that needs to be answered.

During the past decades preparation for academic research activity has been predominant in the training of archaeologists in Hungary. This activity, however, has been reformulated: with the advent of large-scale infrastructural investments during the past fifteen years technical competences have become more and more important, and it offers a different type of career for archaeologists.