Discussion Document

October 2015 - 2016
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Glossary of Terms:

DAHG  Department of Arts, Heritage & Gaeltacht
DAFM  Department of Agriculture, Forestry & Marine
DF    Department of Finance
DFAT  Department of Foreign Affairs and Trade
DRI   Digital Repository of Ireland
DTTS  Department of Tourism, Transport and Sport
DISCO Discovering the Archaeologists of Europe Reports, 2008 & 2014
EC    European Council
EU    European Union
IAI   Institute of Archaeologist of Ireland
IFA   Irish Farmers Association
INSTAR Irish National Strategic Archaeological Research
NMI   National Museum of Ireland
NMS   National Monuments Service
NRA   National Roads Authority
OPW   Office of ‘Public Works
RIA   Royal Irish Academy
STEM  Science, Technology, Engineering, Mathematics education
TII   Transport Infrastructure Ireland
1. Archaeology 2025 – An Introduction

Project Context
The Royal Irish Academy (RIA) Standing Committee on Archaeology, working in partnership with the Discovery Programme, is producing a 10 year, all-island archaeological strategy plan in 2016. The Archaeology 2025 Strategy aims to:
- bring vibrancy, sustainability and growth to archaeology
- raise awareness of the value of archaeology
- develop pathways to excellence in the profession, and management of, archaeology
- connect with disciplines and organisations of relevance in a meaningful way.

The development of this strategy is driven by forward shifts on wider political, social and economic landscapes. Ireland is emerging from a difficult economic period. GDP grew by 4.8% in 2014, while domestic demand - a key stimulus to jobs growth - rose 3.5%. Transport and Communication sectors grew by 8%, areas which will require large-scale archaeological investigations during development of their infrastructure.

Significantly, archaeology has been re-evaluated as a strategic resource on an European Union (EU) level. It forms part of the EU cultural sector, which accounts for 3.3% of EU GDP and employing over 3% of EU employment figures. Its cultural, social and economic aspects have been recognised as tools to achieve EU agendas. Archaeology offers an ideal platform to implement, in part, the EU 2020 Agenda pillar of ‘smart, sustainable and inclusive growth’.²

As Ireland recovers, there are certain changes to be made regarding archaeology for it to be conducted and accessed as a sustainable part of society. Currently, archaeology is recovering from a drop of 83% in employment within the profession from 2007 to 2014.³ In 2010 alone, there was a 77% budget cut to the Department of Environment, Heritage and Local Government’s (as it was known in 2010) heritage unit, with responsibility for built heritage, including 2 world heritage sites.⁴ While the employment boom in archaeology in 2007 will not be repeated, the standards and management of archaeology urgently need to be supported appropriately. For example, mainstream technological advances, dissemination of information methods and efficiencies in resourcing have to be addressed.

Exciting new challenges and opportunities present themselves. 3D modelling, digital archiving and community archaeology are changing the landscapes of how archaeological investigations are conducted. As a study of past societies, on behalf of the people, the plasticity of archaeology means it holds benefits to an array of disciplines and sectors, from genetics to climate change. With this in mind, Archaeology 2025 will plan how best to move archaeology forward in the next 10 years.

Please note: as the administrative structure of archaeology in Northern Ireland is changing, certain details are in flux.

Please note: the term ‘island of Ireland’ includes the Republic of Ireland and Northern Ireland

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¹ Central Bank, Quarterly Bulletin No.3, 2015, Dublin, Central Bank
² EU Committee of the Regions, 2014, Culture & Creativity; Europe’s Regions and Cities Making a Difference, Brussels, EU Committee of Regions
Discussion Paper – The Objective
This document provides a framework which will steer focused discussions with stakeholders between September 2015 – February 2016, the consultation phase of the Archaeology 2025 project. To conduct the most effective discussions, the areas of action outlined will draw together strong feedback. The project would like your opinion on how best to move forward.

As the RIA Standing Committee on Archaeology and the Discovery Programme embark on this project, they recognise that consultation within, and outside of, the profession is key. Extensive research was carried throughout the summer of 2015 to outline the consultation priorities from:

✓ an expert advisory panel
✓ representatives of the infrastructural, commercial and research & educational sectors of archaeology
✓ an online Preliminary Issues survey conducted over July – August 2015, reaching 214 respondents within the archaeology profession.

The importance of this document lies in allowing stakeholders to become involved in discussions at an early stage. The consultation process will provide an opportunity to express views and to facilitate stakeholders so that they can:

• inform the strategy design
• inform the successful implementation of the changes
• make necessary preparations for the anticipated changes

All consultation is conducted according to the government 2003 Guidelines on Consultation.5

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5 Department of Taoiseach, 2003, Reaching Out: Guidelines on Consultation for Public Sector Bodies, Dublin
2. Defining Archaeology

Archaeology is:
“The study of past societies through an examination of the material remains left by those societies and the evidence of their environment”
National Monuments Service

Archaeologists are:
“part of the Cultural Heritage community who value specific aspects of cultural heritage which they wish, within the framework of public action, to sustain and transmit to future generations”.
Council of Europe Framework Convention on the Value of Cultural Heritage for Society, Faro 2005

Archaeological heritage includes:
“all remains and objects and any other traces of mankind from past epochs and shall include structures, constructions, groups of buildings, developed sites, moveable objects, monuments of other kinds as well as their context, whether situated on land or under water”
Valetta European Convention on the Protection of the Archaeological Heritage (Revised), Valetta 2009

Cultural Heritage includes:
“all aspects of the environment resulting from the interaction between people and places through time”
Council of Europe Framework Convention on the Value of Cultural Heritage for Society, Faro 2005
3. You are a Stakeholder

Archaeology is an area of study, a service, and public resource for the public. Therefore, we invite all of those involved with, or benefited by, archaeology to take part in forth-coming dialogue. If you answer one or more of the following questions with a 'yes', please have your say in Archaeology 2025 process.

**Archaeological Service:**
- Do you use archaeological services?
- Do you earn a living as a practitioner of archaeological services?

**Physical Archaeology:**
- Do you devise policy that has an impact on archaeology?
- Do you manage or conserve artefacts?
- Does a community to which you belong benefit from monuments or artefacts culturally, socially or economically?

**Archaeological Knowledge:**
- Do you disseminate or interpret archaeological knowledge?
- Do you benefit from archaeological information?

**Society**
The knowledge gained from all aspects of archaeology provides a base for shared identities. It also helps to preserve our past and contributes to other spheres of research from genetics to geography to biology. The physical remains are part of public life, intrinsic to our landscapes. They are a key to nurturing our own cultural curiosity and that of the global audience. Archaeological communities – the public, private and academic - have a duty of care to learn from the past for future benefit, on the public’s behalf.

**Those who Study & Research**
There are seven institutions on the island of Ireland teaching archaeology at third level. This does not include various field schools and vocational schools who teach more specific and practical aspects. Dedicated bodies, such as the Royal Irish Academy, the Heritage Council and the Discovery Programme also conduct advanced research of Irish Archaeology. Individual historic and archaeological societies carry out significant bodies of research at a local level. Archaeology 2025 is interested in exploring education opportunities at primary and secondary level.

**Those who Practice**
In 2014, an EU-side survey recorded 338 archaeological professionals in Ireland. This was a drop in the profession of 83% since the previous 2007 EU survey. 28 of 241 respondents of the

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2014 DISCO survey were employers, 52 were sole traders and 103 were employees. The recent Preliminary Issues Survey 2015 (see Appendix I) painted a picture of a typical archaeologist who is highly experienced, highly qualified, working on contract and earning a salary far below the current industrial average wage of €35,768.\(^7\)

Those who make up the commercial archaeology sector include extensive range of sub-disciplines and skill sets from researchers to geophysical surveyors, from ceramists to osteo-archaeologists and many more. Representation from practitioners of all grades and specialisms is welcome.

**Those who Commission and Invest**

All those who encounter and pay for archaeological work and services as part of land use and development mitigations to comply with planning approvals and consents, are important stakeholders. They can include Developers, Engineers, Architects, Planners, whether public or private, for infrastructural, commercial or residential development. While appropriate archaeological risk management, through the identification of alternatives or through early mitigation can reduce unnecessary costs and project delays. Through these archaeological works and services carried out as part of development, significant archaeological information is provided on sites and areas which otherwise might not be researched. It is also recognised that there is a tremendous untapped resource of primary data relating to Ireland’s archaeological heritage captured through archaeological assessments, cultural heritage assessments and EIS. Likewise, initiatives such as the OPW flood mapping or the TII noise mapping provide extraordinary digital datasets for the identification of previously unknown archaeology.

**Those who Regulate & Manage**

The National Monuments Service (NMS), the National Museum of Ireland (NMI), the Office of Public Works (OPW) all have responsibilities in the governance and management of archaeology. The Heritage Council proposes policies and priorities for the identification, protection, preservation and enhancement of heritage, including archaeology. The Department of Arts, Heritage & the Gaeltacht is directly responsible for archaeology, as part of heritage. Some government departments, such as the Department of the Agriculture, Forestry and the Marine employ an in-house archaeologist as their work directly impacts on archaeological sites. The Transport Infrastructure of Ireland (TII) has developed an archaeology approach to deal with its infrastructural projects. The Institute of Archaeologists Ireland (IAI) represents the interests of the profession.

Many archaeological monuments are on land which is in the ownership of both individuals and public bodies such as Coillte, one of Ireland’s biggest landowners at 7%.\(^8\) The 31 local authorities around the country are the largest managers of archaeological sites. While only 6 local authorities areas employ an archaeological officer, all local authorities deal with archaeological matters through planning, development, parks and heritage officers.

**Those who Curate & Share**

Archaeological information and objects are curated, on behalf of the citizen, in the National Museum of Ireland. There are 568 museums, archives and collections in total on the island of Ireland.

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\(^8\) [http://www.coillte.ie/aboutcoillte/about_coillte/](http://www.coillte.ie/aboutcoillte/about_coillte/)
Numerous local museums and heritage centres hold archaeological artefacts and interpret the information for visitors. Bodies such as the National Archives and National Library and smaller organisations such as the Royal Society of Antiquaries of Ireland, care for significant archaeological archival records. Technological advances in archiving are being implemented in piloting initiatives via the Digital Repository of Ireland and relevant initiatives are beginning in the majority cultural institutions. As the profession develops, technological advances are having huge impacts which need to be dealt with. Those involved in any area of curation, conservation, care and accessibility to archaeological objects should partake in our discussions.

**Those who benefit from archaeology**

The benefits of archaeological knowledge has contributed to numerous areas of work and research from environmental to human genetics. The interactive benefits of the archaeological process is recognised as a inclusive platform for communities. The experience of archaeology is part of the tourism brand which attracted 7.1 million visitors in 2014.¹⁰

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⁹ [www.heritagecouncil.ie/fileadmin/user_upload/Heritage_Maps/Museums_Collections_Archives_Metadata.pdf](http://www.heritagecouncil.ie/fileadmin/user_upload/Heritage_Maps/Museums_Collections_Archives_Metadata.pdf)

4. What is the Value of Archaeology – A Resource & A Practice

“...not everything that can be counted counts, and not everything that counts can be counted.” William Bruce Cameron, 1963

Currently, it is difficult to quantify the value of archaeology to the island of Ireland. While certain studies have been conducted on the broader heritage area, there are no direct studies with evidence of its fiscal worth. Traditionally, there exists a deep-rooted assumption of its part in society, which does not always include an appreciation of its value. This situation transcends urgencies for reports and monitoring systems which evaluate more financially focused sectors. Therefore, archaeology has an under-appreciated economic value on the island of Ireland.

The socio-cultural merits are considerable, yet intangible. So how is this worth understood? To do this, we need to understand where it resonates. The presence of, and participation in, archaeology enhances daily lives, galvanising areas such as:
- citizenship and better quality of life
- the island of Ireland as an attractive place, based on the expression of its identities and cultural diversity in rural and urban landscapes
- education and life-long training.

Recent recommendations by the European Commission, consider that the cost-focused view of cultural heritage is out-moded. It must now be seen as a “special but integral component in the production of European GDP and innovation, its growth process, competitiveness and in the welfare of European society.” This concludes that both the economic and the socio-cultural values are intertwined. This is key to understanding a future for archaeology. One should not devalue the other. Archaeology is finite and priceless.

Knowledge Value – the significance of archaeological information. If archaeological investigation did not exist, we would endure societal amnesia. We would not understand such things as:

- Ireland’s first settlements were hunter-gathers c.10,000 years ago and that the first farmers only appeared c.6000 years ago
- the first evidence for economic recession is from the early Iron Age
- the island of Ireland as a country on the edge of the Roman Empire
- the Vikings introducing urbanisation and coinage
- Ogham being an early Latin alphabet and not strange markings on stones
- developments in 18th industrialisation being the reason behind the largest deforestation of our landscape
- environmental profiling and its contribution to climate change research
- dating techniques such as dendro-chronology and C14
- our basic genetic development
- our socio-cultural development.

As the search for information moves forward, innovative techniques and technologies develop. Satellite photography, remote sensing, archaeo-GIS, C14 dating, dendro-chronology, and chemical analysis have become standard tools of the archaeologist that coexist with the trowel and the shovel. Archaeological knowledge answers an intrinsic need to understand origins of all human activity. Scientific research would be working in a vacuum and have to start from scratch. We learn lessons from the past, although it does not mean we avoid the mistakes.

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**Identity Value** – the power to connect societies. Interestingly, in times of crisis, a society’s archaeology is a target area. When ISIS destroyed the UNESCO World Heritage site in Palmyra, Syria in 2015 it did so to weaken the historical consciousness of a community. Archaeological monuments dotted throughout landscapes and all artefacts displayed on the island of Ireland create connectivity between communities and therefore lead to a common identity. The UNESCO World Heritage site of Brú na Bóinne, which was built before Stonehenge and the Pyramids, is a source of pride and curiosity. It symbolises the initial stages of civilisation and growth on the island of Ireland.

For the Diaspora, such sites hold powerful associations. Whether it is the sight of its image on a computer screen or an actual site visit, the shared identity is poignant. In an age of public profiles, our archaeological asset forms part of how we project ourselves on an international level. Archaeology is a potent tool in articulating a unique identity, cultural richness and interest in our current cultural environment.

**Enabling Society Value** – not simply a final product but part of an active process of sharing identity, knowledge and social cohesion. The potential for archaeology expands if you consider it in terms of a ‘verb’ not a simply a ‘noun’. The possibilities for enabling learning skills through, rather than about archaeology, are vast. The exploration of archaeology through field work or research provides a platform to which all backgrounds and cultures can access. Teamwork, camaraderie, engagement with communities, fostering cultural ties and ownership of the past are valuable social skills. The hugely successful public archaeological initiative by Fingal County Council during the summer of 2015, invited over 100 members of the public to be part of excavations around Swords Castle, investigating knowledge gaps in its past. Participants ranged in age from 18 upwards and included hairdressers, teachers and visitors to the island of Ireland. It enabled a group with learning difficulties to work alongside others in an environment of knowledge and equality.12

Archaeology also has the capacity to allow citizen scientists to learn skills in research, recording, surveying, photography, report writing, analytics and knowledge creation. These are skills which are key to an array of careers and hold potential for development of innovation in transferrable skills.

**Place-making Value** – archaeology is a unique link in a chain when improving public environments. Place-making is a collaborative process by which we can shape our public realm to maximize shared value. It facilitates creative patterns of use, “paying particular attention to the physical, cultural, and social identities that define a place and support its ongoing evolution”.13 In the island of Ireland, there are many successful villages, towns and cities where archaeology has been a factor in transformation.

Waterford is an example of how archaeology has given both impetus and direction to what is one of Ireland’s most authentic and successful urban renewal schemes, the Viking Triangle Project. The significance of Viking and medieval discoveries around Waterford between 1985 and 2005, the pride felt by the local population and the need to revive the old city centre propelled the museum-led revitalisation. The international award-winning Treasures of Waterford museum, the

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12 Interview with Christine Baker, Final Community Archaeologist, 23rd Sept 2015
13 http://www.pps.org
Reginald’s Tower Viking Museum and the Bishop’s Palace Museum have given a new face and sense of place to Waterford. It also involved constructive collaboration between the NMI, the NRA (now TII), the local authority, FÁS and bodies such as the Danish Roskilde Museum. The concept of “…archaeological objects and monuments being national assets held in trust for the community of individuals that makes up the Irish people” is expressed in Waterford and demonstrates how the past can drive the present into the future.

**Economic Value** – in economic terms, archaeology has been seen as a moral duty and a financial burden. However, the EU now classifies cultural heritage, which includes archaeology, as a ‘strategic resource for a sustainable Europe’. The EU now encourages the treatment of cultural heritage as a production factor in economic and wider policy development, as with environmental protection. Cultural heritage, including archaeology, accounts for 3.3% of EU GDP and over 3% of EU employment figures.

To date, archaeology is assessed in economic terms under the heritage umbrella on the island of Ireland. A recent study by the Heritage Council in 2011 looked into the *Economic Value of Ireland’s Historic Environment*. The definition of the historic environment included sites and monuments and pre-1919 built environment. The report looked into the care and conservation of built heritage, the historic environment and tourism impacts. Its economic effect was estimated as follows:

- Total output = €2,194 million
- Employment = 35,093 full-time employment
- Gross Value Added (GVA) = €1,212 million.

One the points which was highlighted was “the strength of economic rationale for public investment in order to maximise the contribution Ireland's historic environment may make to the nation's sustainable economic development”. It recommended that this should be considered in an environment where economic policy on the island of Ireland looks to diversify from reliance on narrow economic sectors.

Archaeology, as part of cultural heritage, is a soft location factor for businesses. It creates appeal for businesses to thrive, the possibility of social interaction and the attraction for visitors to return and stay longer.

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14 Interview with Eamonn McEneaney, Director of Waterford Treasures, 9th October 2015
5. Areas for Action

I) Tackling Systemic Issues

Management & Regulation
The State archaeological infrastructure includes:
- the National Monuments Service – (DAHG), is responsible for the care, surveying, conservation, management, licensing and advice for over 138,000 archaeological sites and monuments
- Office of Public Works – (Dept. of Finance), is responsible for the conservation and management of 780 archaeological sites in State care
- National Museum of Ireland – (DAHG), is the national repository for all archaeological artefacts and has over two million artefacts in its care.

These bodies, in conjunction with other institutions such as the Heritage Council and Local Authorities are the State infrastructure responsible for archaeology. The continuing reduction of resources invested in these organisations is decimating their capacity to preserve our public heritage asset.

Between 1995 and 2003, Dúchas was the body that coordinated all heritage services. It was abolished in 2003. The devolution by government of responsibilities between the NMS and the OPW, was seen as a regressive step towards a far less holistic model. The NMS has reported to three different government departments since 2003 and it sits under a different department to the OPW. This has created gaps in the heritage service on the island of Ireland. These changes and division of responsibilities have caused problems with communication and produced organisational inefficiencies. The moratorium on staffing has stymied progress of new initiatives, institutional growth and implantation of the huge digital advances which are now mainstream. The moratorium has also had a negative impact on the immediate ability of the NMS, NMI and OPW to conduct their basic responsibilities to conserve, manage and curate. It is a flawed model which is potentially endangering all archaeological resources for the public and professional practices.

Local Authorities
In the 31 local authorities within Ireland, only seven employ archaeologists, either on a contract or permanent basis. Three of these are city councils – Dublin, Cork and Limerick - and four are county authorities – Kerry, Cork, Meath and Mayo. Currently, there are two archaeologists who are employed under the Field Monument Advisor scheme on a contract basis. According to NMS data, out of the top 10 counties with the highest numbers of Recorded Monuments in the country, only 2 have archaeological officers.

Their roles are expansive and include:
- being a contact point on archaeological issues for developer representatives
- offering key local expertise and oversight
- consultation in the pre-planning process
- acting as expert advisor to planning and development
- attendance on behalf of the local authority at oral hearings as expert witness
- overseeing site works
- acting as a project archaeologist to the local authority
- liaising with professional archaeological consultants
- maintaining compliance with archaeological conditions and carrying out enforcement actions, while at all times liaising with the Department of Arts, Heritage & the Gaeltact statutory authorities. Archaeology officers are also stakeholders in the local authority Heritage Plans. Depending on local authority responsibilities, they have a large community engagement remit.
However, difficulties arise for local authority archaeologists when enforcing and overseeing planning conditions for private developments. They are not privy to conditions of specific NMS licences for a site, given to the contract archaeologist. To fulfil planning conditions, the developer will most likely pursue the cheapest quote which creates aggressive competitiveness and a decrease in standards, and restricts the scope for comprehensive archaeological investigations. A Project Archaeologist is necessary so that:

a) the developers timeframes and economic bias does not affect the archaeological investigation which may be required
b) the national policy of preservation-by-record, in lieu of preservation-in-situ is achieved
c) Impartial discussions between the developer, contractor and local authority can take place.

The in-house planning and development expertise, when absent, inevitably has a tangible negative impact on the archaeological resource.

Community Engagement
This is a positive development over the past decade. Community archaeology initiatives are becoming more common in local authority Development Plans, Local Area Plans and Heritage Plans. They are supported by programmes such as LEADER. Their value is increasingly recognised. Eachtra Archaeological Projects' hugely successful Historic Graveyards initiative allows local community groups to be trained in low-cost, high-tech field survey of historic graveyards and recording of their own oral histories. They are taught by professional archaeologists who give on-site training for a handful of days. They then build a multi-media online record of the historic graves in their own areas and unite to form a national resource, Histroicgraves.com. The project outlines a system and sequence which helps to co-ordinate and standardise an historic graveyard survey. It is a model which could be applicable to other areas of archaeology and community initiatives. It has facilitated citizen scientists to learn and to record their own landscapes. A website and database have been established and it allow international access to historic records and facilitates research. Community archaeology is becoming increasingly recognised for its value as a platform for education and skills learning for citizen scientists, social cohesion and community ownership. It holds huge potential for rural areas and urban communities. It is an element of archaeology that must be intrinsic to education at all levels. Community archaeology will be a driver in how archaeology is valued in the future.

Landowners
Many archaeological sites and monuments are on land owned by individual land owners, a majority of which are farmers. Yet, there is no standard Code of Practice regarding archaeology and agricultural practices with the Irish Farmers Association (IFA) or with the Department of Agriculture, Forestry and the Marine (DAFM). The DAFM has Codes of Practice established regarding forestry. For example, applications for the Forestry Grants from the DAFM are asked to comply with those Codes of Practice on Archaeology and Forestry. There is no other evidence of guidance on issues such as deep-furrow ploughing.

The perception of archaeology as an asset, with the exception of its tourism aspects is not communicated by state authorities for rural areas on the island of Ireland. Pillar II of the EU CAP – Rural Development Policy 2014 – 2020 states: “basic services and renovation of villages in rural areas (broadband, cultural activities, tourist infrastructure etc)” as one of its investments. Ireland’s Rural Development Programme 2014 – 2020 supports built heritage via the GLAS scheme and
LEADER tourism-related projects. There are no references to the care, conservation and accessibility to archaeology.

Q. What is the best model for the archaeological administrative system?
Q. Would a centralised hub for project archaeologists be of benefit to private development?
Q. Are increased archaeological contact points needed?
Q. What methods can be used to engage with Landowners?

II) Embedding Standards

Standards for Development-led Archaeology
There is an absence of standardisation at most levels of the archaeological process. Together with other ingredients of procurement deficiencies, the post-recession economy and poor implementation by responsible bodies, has decreased the quality of archaeological practice. In the commercial sector, the absence of agreed standard requirements in archaeological testing, monitoring and excavation in contracts means the local authority archaeologist has little capacity to ensure that specialist items are provided in the scope of services. Without those standard requirements, post-excavation is sometimes quoted to private developers as a ball-park percentage of the site cost. The results of an excavation may warrant greater time, expertise, dates than originally quoted and the developer may feel they have been held hostage for a fee they did not anticipate.

Where a problem arises in the resolution of an archaeological site in advance of development, there is often immense pressure on the consultant archaeologist working in tandem with the local authority archaeologist and the licensing authority to facilitate with speedy mitigation strategy for unforeseen impacts or unexpected finds. There can be ambiguity regarding where the decision lies. Is it the licensing authority or the local authority archaeologist who is overseeing compliance with the planning condition? The professionals involved are each committed to resolving such issues with integrity and in a timely fashion. They each have a unique position to represent and close liaison is essential. A possible solution it so implement existing TII standards for testing, monitoring and excavation which have proven to be a successful model. They could be recognised and adopted nationally by the profession.

Planning & Procurement Standards
An Bord Pleanala does not have a professional archaeologist on the panel. Conditions in planning can be open to interpretation. Where An Bord Pleanala is the decision-making authority, their conditions are overseen for compliance either by the local authority archaeologist, where one exists, or the DAHG. Would standards on content of strategies for specific types of work assist the profession with the implementation of such conditions?

National principles based on case studies would assist local authority professionals in the decision-making process from pre-planning stage onwards. This would provide certainty for the developer in managing risk. Piling as a means of preservation in situ is a difficult area, where excavation and piling may both be effective means of preservation, either by record or in situ. One archaeologist may be in favour of the piled approach, while another may consider this inappropriate especially in relation to a National Monument, such as a city ditch. In absence of principles or guidelines, there is a risk to the developer as each option has consequent cost implications.

Procurement laws that bind the decisions for which tender document to accept for large infrastructural project have a cost emphasis when decisions are made. The first priorities to be affected are staff, post-excavation and analysis costs. Private development is even more at risk of tenders being accepted on lowest cost available. The TII also have established templates for tender requirements and contracts.

**Codes of Practice**
Between 2000 to 2013 there have been ten Codes of Practice on archaeology developed between State bodies such as Bord na Mona, and DAHG (and their predecessors). Some are implemented to more effect than others. A handful of State departments and organisations have in-house expertise, such as the DAFM. An effective system should standardise the employment of, or provide consistent access to, archaeological expertise where their policies and work directly impact on archaeological investigations.

**Codes of Conduct**
What is the best practice guidance for the profession? A set of broad policy principles for the protection of archaeological heritage were set out in a document Framework and Principles for the Protection of Archaeological Heritage in 1999 by the Department of Arts, Heritage, Gaeltacht and the Islands. This document is over 16 years old and may benefit from a revision. The Institute of Archaeologists of Ireland (IAI) adopted six Codes of Conduct documents in 2006 which addressed areas such as professional conduct through to the treatment of human remains. The IAI state they will ‘promote and develop’ the Codes of Conduct.

**Digital Recording**
In an age where digital reports are the norm, there are no standards on how to submit digital archives and reports from archaeological investigations. This inhibits accessibility to information by professionals and the public. Databases are a new form of library. Their potential to allow data mining for information is enormous. However, their capacity to do so must be addressed from the outset. Coding information to enable it to be filtered in searches, must be standardised from the point of compilation. For example, when lodging big data into online databases, it must be necessary to access reports so that information can be mined through various filters. Discovering how many fulacht fiadhs in a county can be found through filters. How many investigations took place in County Kerry will be another search filter. This will all improve the ease and context of research. However, this will require standardisation and input from experts in digital archiving, amongst others.

Currently, the main obstacle is assignment of implementation of standards. Assignment for responsibility of standards and consequences for non-adherence are required to increase the quality of the archaeological work, and to achieve professional coherence.

**Q. What areas could be addressed in revised Codes of Conduct for the profession?**

**Q. Should the structure of archaeological administrative bodies be changed?**
Q. Are current regulations for archaeology fit for purpose?
Q. What changes could be made to make regulations more efficient and effective?

III) Improving Economic Factors

Public Funding
The national recession impacted negatively on public and private archaeology from 2008 onwards. For example, the NMI received government support of €18.3 million in 2007. By 2013, there had been a 40% drop in government support to €11.5 million. This affected the capacity for the museum to fulfil its obligation as a cultural institution to care for, conserve and curate the materials that were produced during archaeological investigations and in its existing historic collections. Essential public services such as the NMS, the OPW and local authority archaeology services have also undergone disproportionate cuts. In 2011, the heritage unit of the Department of Environment, Heritage & Local Government (as it was then) suffered a 77% budget cut. Heritage now comes under the remit of the Department of Arts, Heritage & the Gaeltacht since 2011. Its budget has continued to be reduced and is not a priority for national budget agendas.

Pay & Supports
According to the Discovering the Archaeologists of Europe project, the average salary in archaeology was €35,680 in 2002. By 2007, the average had risen to €37,680. This was 2.75% lower than the national average salary. In 2014, there is a 3.3% drop to an average salary in archaeology of €36,450 with 60% of the archaeological profession earned less than this average. The Preliminary Issues Survey, conducted as part of this project, reflected these previous findings. The Preliminary Issues Survey 2015 also found that 42% worked on a part-time or contract basis. In order to compete for public tenders and jobs, companies and individuals have to submit quotes that are as low as possible, at the expense of wages and de-prioritisation of post-exavacation commitments. The knock-on consequences are job insecurity, ‘brain drain’ from the profession and increased lack of analysis transferring into accessible knowledge. Unite the Union are currently working on establishing pay grades and erasing the effects caused by procurement obligations through a professional-wide agreement not to pay below a living wage.

Sole traders in the profession need business supports – such as CPD courses in business and finance management, marketing, legal and other skills. The organisations such as Enterprise Ireland and local enterprise offices do not have archaeology or heritage-based programmes. Sole traders are restricted by grant supports, as they are often only available to SMEs or collaborative partnerships. They are liable for VAT and do not have any PRSI-benefits, such as the ability to claim social welfare supports should they be incapable of working.

Grant Funding
A small number of bodies directly fund archaeological research. The Royal Irish Academy Standing Committee on Archaeology and the Heritage Council INSTAR Programme are the main sources for grants in archaeological research on the island of Ireland. INSTAR has been hugely successful as research funding model, promoting innovation and collaboration across sectors and counties. In a review in 2010 by Barry Cunliffe, it was deemed to be a great success and if maintained it would place Ireland to the forefront of the discipline on the world stage. However, it has undergone cuts to its budget, with a suspension of funds for 2013. Grant funding is also available through the local authorities. Their focus is largely on community archaeology. These

grants are annual and offer no security for a project which will extend beyond a year. Re-
application is necessary.

Ireland has one of the lowest take-up rates of EU research grants in the Humanities area. Archaeology spans both the humanities and science areas which opens up opportunities for EU funds. Larger organisations, particularly the universities on the island of Ireland, can avail of in-house expertise to advise on, and compile, successful grant applications. To increase this rate of grant uptake across the archaeology profession and encourage projects from initiation to completion, funding supports are needed in the form of training and advisory officers in relevant bodies.

The Heritage Lottery Fund in the UK is an excellent example of secure funding for heritage, inclusive of archaeology. It has a budget of £375 million annually and has invested £6.6 billion in over 38,000 in just over 20 years\(^2\). It allows investment in the wider picture of archaeology, not just research projects. The investment by the HLF in cultural institutions, sites, research and community engagement connects the gaps between the practice of archaeology, the resource and the public. It is an active advocate for the value of heritage, which contributes to the public appreciation for support of this public service.

Q. Are there other ways of securing funding for the administrative and cultural institutions of archaeology?

Q. How can business supports for commercial archaeology be improved?

Q. How can archaeology collaborate with other disciplines or areas for economic enhancement?

IV) Refining Legislation

Current Legislation
The infrastructure for archaeology in Ireland is rooted in the National Monuments Acts 1930-2004. Archaeology filters into many other areas and must be a consideration of other legal instruments such as The Planning & Development Act 2000. International and EU legal guidance influence national legislation.

- **National Monuments (Amendment) Acts, 1930 - 2004** - enshrines the preservation, curation and value of archaeology to Ireland. The 2004 amendment allows for fewer impediments to the completion of major road projects in the country
- **The Roads Act, 1993** - requests that cultural heritage impacts be assessed and is an example of how archaeology is included in other areas
- **The Heritage Act, 1995** - sets out the legal definitions of archaeology and archaeological objects, as an intrinsic part of Irish heritage
- **The National Cultural Institutions Act, 1997** – the NMI is obliged to maintain, manage, control, protect, preserve, record, research and enlarge archaeological (and other) collections
- **Architectural Heritage & Historic Monuments Act, 1999** – defines archaeological significance as a term of assessment for buildings and formalises the need for architectural heritage surveys
- **The Local Government Planning & Development Act, 2000** – requires identification of properties for preservation and the implementation of statutory protection procedures for integrated conservation in the planning process.

\(^2\) [http://www.hlf.org.uk/about-us](http://www.hlf.org.uk/about-us)
International and European Union legal directions influence national legislation.

- **The EU Directive on Environmental Impact Assessments, 1985** - requires Ireland, as an EU member, minimises the impact on development on cultural heritage, including archaeology. This influenced the Roads Act 1993 and the Planning & Development Act 2000. The commercial archaeological sector thrived as EIS and EIA were a planning and development requirement.

- **The European Convention on the Protection of the Archaeological Heritage (Valetta) 1997** - treaty on the preservation, protection and scientific study of archaeology. Ireland ratified it and is obliged to incorporate it into national law.

- **The Convention on the Value of Cultural Heritage for Society (Faro) 2005** - provides for greater public participation and accessibility to archaeology as a way of achieving a more socially cohesive society. This has yet to be ratified by Ireland.

While the Faro Convention has not been signed by Ireland, its ethos of inclusiveness has been incorporated into bodies such as the Heritage Council and local authority community archaeology initiatives.

**Legislation Gaps:**

In 2009, the National Monuments Heads of Bill was compiled as the initial government process to update the existing National Monuments Acts. These Heads of Bill have been awaiting discussion by the Dáil since 2009. The Heads of Bill propose:

- consolidated and modernised legislation
- a Register of Monuments to replace the statutory Record of Monuments and Places and the statutory Register of Historic Monuments
- mechanisms for dealing with all new discoveries of archaeological monuments and sites
- a consistent system for regulation archaeological works in relation to all types of development (only discoveries made on approved roads scheme are only legislated for)
- a more efficient licensing system
- an appeals system for refused licenses
- a system for identification, registration and conservation of historic landscapes
- improved recognition of and protection for archaeology under planning legislation.

Many of the respondents to the Preliminary Issues Survey identified legislation as one of their primary concerns and commented that the legislation is outdated when taking into account implementation of licensing, the amount and methods of digital information created and community archaeology. The grading of pay-rates for archaeologists was also raised in this survey. This is an area to be considered by employment law.

In the past, legislative instruments and amendments have been reactive rather than pre-emptive. The National Monuments Amendment Act 2004 was brought about in response to the controversy around archaeological finds in Carrickmines, discovered as part of the M50. It is important that any alternations to legislation further the holistic operation of archaeology, as a practice and a resource, within society.

Q. Is the 2009 National Monuments Heads of Bill fit for purpose?

Q. What needs to be addressed in a revised National Monuments Act?
Q. Should Ireland ratify the Faro Convention?

Q. Are there any International or EU legal instruments which may impact on archaeology in the next 10 years?

V) Preparing for Development-led Future

Improvements in the national economy saw a revolution in archaeology from the 1990s - 2008. The commercial sector thrived, albeit on an unsustainable basis. Legislation compelled archaeological investigation as part of EIA Directives and the National Monuments (Amendments) Act, 1930 – 2004. The media coverage preferred archaeological scandals, rather than positive archaeological finds. From the 1960s Wood Quay projects to the Carrickmines investigations, public imagination was caught by the damage to heritage as reported in the media. Lessons have been learnt and better management of large infrastructural projects have limited the potential for rescue archaeology. Is the commercial sector prepared for increased archaeological activity considering positive growth projections for the economy?

Over the next 6 years €27 billion will be invested in capital spending initiatives, including large infrastructural projects. Another €15 will be indirectly allocated to capital projects via public-private partnerships 22. This is a €10 billion increase since the previous 5 year plan for capital ventures. Many of these investments will have to consider archaeology in their development process. EU policies such as the CAP Rural Development Plan and the Climate Change 2020 and 2030 objectives are influencing national projects. The main areas for consideration in the next ten years are:

- An initial allocation of €275 million for the National Broadband Plan, with the aim of providing 85 per cent of the State’s homes and businesses with high-speed broadband by 2018.
- €10 billion on transport including a Dublin City Metro link to the airport, DART extension to Balbriggan, new roads such as the N5 Westport to Turlough and €4.4 billion on road upgrades.
- 1.25 billion to be invested in agricultural sector such as the Forestry Programme and the Rural Development Network.
- 35,000 social housing units to be provided by 2020, health and education infrastructural projects
- €444 million in energy efficiency and renewable energy programmes from 2016 until 2021, to help reach 2020 and 2030 climate change targets.

Knowledge of the forthcoming developments is an argument to secure better resources from government. It also shows the need to implement standardisation.

Q. What provisions should be put in place to avoid mistakes of the past?

Q. How can archaeology be addressed on a national and an EU level in strategic development?

VI) Excelling in Research and Education

Primary & Secondary Level

Education of archaeology at primary and secondary level has the potential to increase public

22 file:///C:/Users/dpuser/Downloads/Capital-Plan.pdf
understanding and appreciation. The ‘Archaeology in the Classroom’ initiative was developed by the DAHG to promote the experience of archaeology and history for primary and post-primary curricula. The www.itsabouttime.ie website, designed by Limerick Education Centre, is a support tool for pupils, teachers and parents. Informal investigations through the Heritage Officer network, show that it is not widely used, or known about. The Heritage Experts is a list of 175 heritage professionals available to visit primary schools. Teachers would welcome the opportunity to receive support training to increase confidence in teaching, and offering support to an incoming expert, an archaeology module.

Third Level Education
There are seven universities and colleges on the island of Ireland who teach archaeology from graduate to post-graduate level. There are field schools who teach the more practical elements of archaeology and certificates and diplomas offered in various third level organisations.. The number of students in archaeology increased since the 1990s due largely to the growth of the commercial sector, but has decreased since 2008. The span of specialisation within the archaeological profession has also grown. It now ranges from geophysical survey to zoo-archaeology.

Archaeology on the island of Ireland follows the European approach and is considered a discipline in its own right. In the US, it is best taught as a branch of anthropology. Is it time for archaeology schools to look at where and how they place themselves?

All schools of archaeology have seen cuts to budgets. Staff and students are unhappy with:

- the lack of capacity to train in practical excavation and post-excavation techniques
- the lack of basic business skills for entering the commercial profession.

The commercial sectors surge associated with the ‘boom’ years of construction in Ireland from 2000-2009, saw a huge focus on commercial needs. Graduates from archaeology, however, do not always enter the profession. This is a concern for the future of academic archaeology. Archaeology teaches skills that are applicable in many careers - research, recording, surveying, photography, report writing, analytics and knowledge creation. This is strength of an archaeology qualification. Merging with other third level departments can bolster an archaeology qualification. For example, should business and marketing modules be added, it would have added value and increase the attractiveness of a course. Similarly, collaborations with other schools could contribute positive attitudes to archaeology at a third level stage. Offering a module in archaeology and heritage management to an agricultural science degree would foster ownership and awareness of how to protect an archaeological resource for a landowner.

Research & Collaboration
Archaeological investigation is conducted by archaeologists on behalf of the State. The knowledge created is a public asset. Therefore, the State has a responsibility to financially support certain elements of the profession in a manner that echoes their commitment in law. Under the current model, there is very little funding for professionals, engaged in the commercial sector to conduct research. Research funding is viewed as the preserve of universities and State sponsored bodies. The RIA and the Heritage Council are the main funding bodies. The Irish National Strategic Archaeological Research (INSTAR) grant programme was set up in 2008 by the Heritage Council, followed through on previous archaeological strategy recommendations. This initiative enabled diverse research on an all-island basis, into Early Medieval Ireland (EMAP) and the WODAN database and innovative projects such as the Joint Bathometric Study (JIBS) which used new techniques to explore maritime archaeology. INSTAR funding encouraged collaboration with other sectors, disciplines and pan-European bodies. It has suffered budget cuts
but remains in place.

Research in the third level is strong but much consider fresh ways to approach resourcing its future. All of the seven universities teaching archaeology are under pressure and struggle to educate on the more practical elements of archaeology. In such as small profession, collaboration between research institutions would strengthen capacities.

The Discovery Programme is the only dedicated archaeological research centre on the island of Ireland. Its mission is to uncover the past through advanced research, working with related disciplines and “disseminating its findings widely to the global community”. It endeavours to use the latest techniques to explore research gaps. The innovative 3D Icons project has digitised over 130 monuments across Ireland. The Discovery Programme collaborated with bodies in Poland, the UK, the US and national universities, local authorities and the OPW, NMS, National Parks and Wildlife Service and the Northern Ireland Environmental Agency. It is an excellent model of how the cross-disciplinary, cross-border and public bodies can collaborate to achieve world-class outcomes.

Respondents to the Preliminary Issues Survey 2015 suggested that a National Research Agenda be considered. Examples in the UK and the Netherlands have had certain benefits. However, a national research agenda can be negatively selective in what it studies, causing loss of finite archaeology. Ireland’s democratic approach to archaeological investigation is non-selective and provides a more expansive research. A focused research agenda has proven to be positive. For example, bodies such as local authorities, may be able to secure funding for a thematic research programme on monastic sites.

Archaeology can be of benefit to other disciplines. Because of current national and EU agendas to promote the Science, Technology, Engineering, Mathematics (STEM) areas of research, particularly those with commercial gain, archaeology must be prepared to explore partnerships. The realm of STEM is favoured by research agendas. However, science, technology, engineering and mathematics have evolved over time and, the study through archaeology of their past, implications, contributes to research of the future. Collaboration with other countries, organisations and sectors can improve the context and quality of archaeological research and education outcomes. For example, 3D Icons project is a pilot project funded under the European Commission’s ICT policy through the Discovery Programme. It brings together partners from across the EU with the relevant expertise to digitise archaeological and architectural monuments and buildings in 3D technology. It has an impressive array of applications, including feeding content into Europeana, Carare, Athena and other projects. The plasticity of archaeology’s role, offering examination of all past human activities, holds hidden analysis for other disciplines.

Q. Can current supports for primary and secondary level be improved?

Q. Do current third level archaeology courses reflect the needs of the sector?

Q. What incentives are in place for CPD training?

Q. What can a research agenda offer to archaeology?

Q. How can Ireland be more proactive in promoting and supporting archaeological research?

VII) Future Proofing the Knowledge Bank

Legacy Issues
Turbulent times in recent decades have resulted in unfinished excavation reports, uncatalogued finds and the loss of site archives. Preservation by record, the official contingency policy for archaeology, is thus not being realised. The issuing of licenses by the NMS has not consistently resulted in final reports. Factors of aggressive competitiveness in tendering, unrealistic time constraints and lack of consequences for non-submission have encouraged this problem. Since the recession, many commercial companies have gone out of business and taking with them a substantial amount of records, artefacts and knowledge. In 2007, there were 115 small to very large commercial archaeological companies, employing an average of between 1 – 193 employees. By 2014, there were 72 small to large companies, employing an average of 1 – 19 employees. This includes an exit of 40% of medium to very large companies from the profession by 2014.

The NMI did not have the physical capacity to store the amount of artefacts until a storage facility was secured in Swords in 2012. It now holds several million objects. The lack of storage space for the NMI up until then and the cost of the archiving requests of the NMI, inhibited artefact submissions by commercial companies. The NMI Swords archive is also not a permanent solution. Rent is paid each year by the government on a 15 year lease. Legacy issues also exist within the NMI. The cataloguing and publication the Dublin Excavations from 1961 – 1981 remains incomplete. There is an opportunity to collaborate with third level institutions and the Discovery Programme. The NMI can offer facilities to train students in materials archaeology and expertise will be created.

Digital Developments
Archaeological digital data, like archaeological artefacts, are non-renewable resources that once lost are gone forever. Because digital data is so new in comparison to paper records, more digital records are lost than is acknowledged. Considerations in preparing, storing and disseminating digital archaeological information need to be embraced by all aspects of archaeology from community archives to professional data sets. As greater amounts of data are created, the digital curation crisis will grow. A perfect solution has not been established but huge progress is made by bodies such as Digital Antiquity in the US and Archaeological Data Service in the UK. It will improve information sharing, collaboration across large geographical areas, effective communication and allow reconstruction of entire excavations. Issues such as copyright and intellectual property have still to be resolved. Digital archives are currently more unstable than a paper record and may be unreadable in 10 years, due to format change. However, ‘born digital’ records are now common practice in the workplace. Loss of this information is akin to bulldozing a site. It is vital that the transition from paper to digital datasets is addressed.

The storage of digital data on the island of Ireland, is being explored by various bodies such as the Digital Repository of Ireland (DRI). This is the repository for social and cultural data and links together and preserves both historical and contemporary data held by the NMI, the National Library of Ireland and other institutions. The DRI acts as a central internet access point and

interactive multimedia tool. It is working with other institutions on pilot projects developing policies, guidelines and training.

Projects exploring digital dissemination of information are breaking boundaries in this area. The Discovery Programme is one of 31 European partners on the LoCloud project, a best practice network funded under the EC Communication and Innovation Programme for Information & Communication Technologies. It supports SMEs in putting content into Europeana, which is now the official EU cultural content portal.

Oscailte, Ireland’s Cultural Heritage Data Programme, is a proposal which has been put together by the Heritage Council and the Discovery Programme in anticipation of issues with digital storage and dissemination of information. It will put together a long-term infrastructural strategy to bring cultural heritage data into the digital age. The provision of, and curation of, a lasting and accurate digital record with access to digital information for a global audience is key to the project. It will develop standards on how to deal with cultural heritage data for all.

Q. How do we recall and store information not properly recorded or stored?

Q. How can digital development be instilled in mainstream archaeological practice?

VIII) Communicating Archaeology

Perception of Archaeology
The view of archaeologists is fostered by media sensationalism. It varies from the images of archaeological themed films, most famously Indiana Jones stealing artefacts across the globe to scandals of large-scale destruction such as Wood Quay. The perceptions of archaeologists range from highly-paid professionals, who will eat up budgets by developers and landowners, to sandal wearing hippies. The value of the knowledge created is not understood. Where is the reality? How do we take control and communicate the reality of a highly qualified, typically under-paid, but passionate profession?

Archaeology itself is in the ownership of society. Yet, there is often a feeling of disassociation with artefacts and well-known sites by the individual. There is a feeling that objects are behind glass, not to be touched. Archaeological sites are the preserve of academics and tourists. Community archaeology has been making inroads into changing this attitude. Initiatives such as the Finglas Historic Graveyards Road show in Dublin City Council, 2012 and community excavations projects, such as the Swords Castle Dig in 2015 brought people together on common ground and provided up-close and personal involvement in archaeology.

Interacting with Archaeology
The most significant investments of time and money involve tourism related sites, such as Newgrange. Of the ten most visited fee paying sites in 2013, four are of national archaeological significance. The last published figures show that 404,230 visitors attended the NMI Archaeology Museum in 2013. Archaeology sites and monuments are prominent in the promotion of Ireland by the Department of Foreign Affairs and Trade. Fáilte Ireland research has found that of visitors

to Ireland the ‘culturally curious’ are the largest group and invest the largest amount of money into the economy. Is it sustainable to promote to advertise a culturally rich product, yet not care for the product which is marketed. For example, the TII Archaeology Section have conducted some of the largest excavations in the country. They have an extensive publication list and have significant in-house archaeological expertise. They are responsible to the same department as Failte Ireland. Neither communicates with the other on a research, policy or guidance level.

Landowners
There is sparse information on the care, conservation and accessibility issues for individual landowners. The DAHG offer an information brochure on ‘Archaeology in the Planning Process’ published by the NMS in 2006. There is no formal information or point of contact for individual landowners in the IFA or the DAFM. This lack of knowledge perpetuates misconceptions that archaeology is troublesome and expensive, as a landowner or developer. While the NMS and local authority archaeology officers, in the local authorities that employ them, may be contacted, more supports and advice on how to manage your monument are required. Appreciation and respect of the archaeological resource could be engendered in all landowners and developers with this approach. Knowing that investment in archaeological investigations will turn into knowledge may also increase the return of their investment. In Northern Ireland, under the UK system, landowners generally take pride in objects uncovered and support the completion of the preservation-in-situ process.

Q. Does archaeology need a marketing make-over?
Q. Is access to archaeology via digitations a positive?
Q. How should supports and attitudes change towards the individual landowner?
6. Archaeology 2025 Will Achieve?

Vision:
To establish a vibrant, confident, sustainable and relevant sector within a national context and a source of pride and excellence on an international level.

Principles:
Archaeology 2025 will operate the following core values in working towards the achievement of strategy outcomes:
- Transparency & Dialogue;
- Representation;
- Collaboration;
- Excellence & Innovation.

Mission:
- to bring vitality, growth and sustainability to archaeology in the long-term;
- to guide the profession from the lessons learned towards a solid path to the future;
- to connect with other disciplines and interests in a meaningful way;
- recognition of the values – social, cultural and economic – of archaeology by decision-makers.

Outcomes:
- set out a shared agenda for Irish archaeology for 2016 - 2025;
- increase resources for the archaeological sector;
- implement standardisation throughout archaeology;
- improve the operations of management and regulation of archaeology;
- stimulate change in the attitudes and communications with wider society;
- plan for cross-disciplinary collaboration, using improved professional co-ordination;
- outline pathways to proposed actions for growth and employment;
- foster better professional coordination.
WAYS TO HAVE YOUR SAY

Get in Touch with Archaeology 2025

- Arrange a Face-to-Face meeting
- Join in Twitter Chats – 12.30-1.30 every Wed in Jan-Feb 2016 @DisProg
- Request a workshop, presentation, or discussion from Archaeology 2025
- Give your written submission by email or post - deadline Fri 29th Jan 2016

Use the contact details below to find out more and attend one of the events.

<table>
<thead>
<tr>
<th>Attend an Event</th>
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<tr>
<td>Research &amp; Education Focus Group</td>
<td>63 Merrion Square, Dublin 2</td>
<td>Mon 16th Nov 2015</td>
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<tr>
<td>Commercial Archaeology Focus Group</td>
<td>63 Merrion Square, Dublin 2</td>
<td>Tues 17th Nov 2015</td>
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<tr>
<td>Public Sector Archaeology Focus Group</td>
<td>63 Merrion Square, Dublin 2</td>
<td>Wed 18th Nov 2015</td>
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<tr>
<td>Northern Ireland Forum</td>
<td>Ulster Museum, Botanic Gardens, Belfast</td>
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<tr>
<td>RIA Forum</td>
<td>RIA, 19 Dawson St, Dublin 2</td>
<td>Wed 16th Dec 2015</td>
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<tr>
<td>Archaeology 2025 Assembly</td>
<td>RIA, 19 Dawson St, Dublin 2</td>
<td>Thurs 25th Feb 2016</td>
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Contact:

Mary Teehan, Strategy Coordinator,
The Discovery Programme, 63 Merrion Square, Dublin 2, Ireland.
T: +353 1 6393039 E: info@discoveryprogramme.ie W: www.discoveryprogramme.ie