

EAA 2020

VIRTUAL
24-30 August

#Networking



Breaking the taboo: harassment and assault in Central-East and South-East European archaeology

Laura Coltofean-Arizancu | University of Barcelona & Archaeology and Gender in Europe Community of EAA (AGE)

Bisserka Gaydarska | Archaeology and Gender in Europe Community of EAA (AGE)

Sébastien Plutniak | TRACES, University of Toulouse

Session #367, 28 August 2020

The background features two large, curved, overlapping bands. One band is a light blue color, and the other is a light green color. They are positioned in the top-left and bottom-right corners, creating a sense of movement and depth.

1/ Introduction



Photo: Jen Theodore | unsplash.com

1/ Introduction

1.1/ Context

- In the last few years, archaeologists have slowly begun to publicly open up about the harassment and assault that occur within the discipline.
- Western archaeology: disclosures, research & surveys especially focusing on sexual misconducts.
- Eastern archaeology: taboo topic.

1/ Introduction

1.2/ State-of-the art

- No survey in CE & SE Europe on harassment, assault, bullying and intimidation (HABI) in archaeology.
- Only 2 articles signalling HABI misconducts were published in the studied area (Romania – Palincaş 2006; 2010).
- 2020: board of AGE EAA Community initiates survey on HABI.



1/ Introduction

1.3/ Survey on HABI incidents in CE & SE European archaeologies

- **SURVEY AIM:** to assess the existence of various forms of harassment, assault, bullying and intimidation in Central-East and South-East European archaeology.
- **4 countries:** Bulgaria, Hungary, Romania & Serbia.



1/ Introduction

1.4/ Survey on HABI incidents in CE & SE European archaeologies

- The survey addresses various forms of harassment and assault, along with bullying and intimidation (HABI).
- 17 types of misconducts.

Surveyed HABI misconducts	
sexual harassment & assault	psychological harassment
gender harassment	power harassment
racial harassment	physical harassment & assault
religious harassment	online harassment
personal harassment	retaliation
sexual orientation-based harassment	intimidation
age-based harassment	bullying
disability-based harassment	

1/ Introduction

1.5/ Team



Laura Coltofean-Arizancu
Archaeologist

Questionnaire design
Questionnaire dissemination



Bisserka Gaydarska
Archaeologist

Questionnaire design
Questionnaire dissemination



Sébastien Plutniak
Archaeologist & sociologist

Questionnaire design
Data analysis



1/ Introduction

1.6/ Paper structure

- Introduction
- Methodology & Dissemination
- Preliminary results & analysis
- Discussion & Conclusions

The background features two large, curved, overlapping bands. One band is a light blue color and the other is a light green color. They are positioned in the top right and bottom left corners, framing the central text.

2/ Methodology & Dissemination



2/ Methodology

2.1/ Survey

- Online questionnaire in English (Google Forms)
- 33 questions (close-ended & open-ended)
- Open-ended questions could be answered in the respondents' native language
- Period of survey: 8 July – 12 August 2020 (and ongoing)



2/ Methodology

2.2/ Dissemination

- 3 Facebook groups (c. 6600 total members) of archaeologists (Romania) → not effective
- > 200 personal invitation emails to archaeologists & archaeology students (in all countries) → more effective

The background features two large, curved, overlapping bands. One band is a light blue color, and the other is a light green color. They are positioned in the top right and bottom left corners, framing the central text.

3/ Preliminary results & Analysis

3.1/ The respondents

3.1.1/ Answers

- 4 surveyed nationalities: Bulgarian, Hungarian, Romanian & Serbian.
- 42 answers (as of 12 August 2020), mainly from Romanian and Serbian archaeologists.

Respondent's nationality	No. of answers
Romanian	20
Serbian	14
Hungarian	3
British	2
American (USA)	1
Cypriot	1
Bulgarian	0

Country	No. of active archaeologists	Source
Romania	< 959	Romanian Registry of Archaeologists, 2020
Serbia	c. 213	Crnobrnja, 2018
Hungary	> 500	DISCO, Hungary 2006-2008
Bulgaria	< 200	Authors' estimation

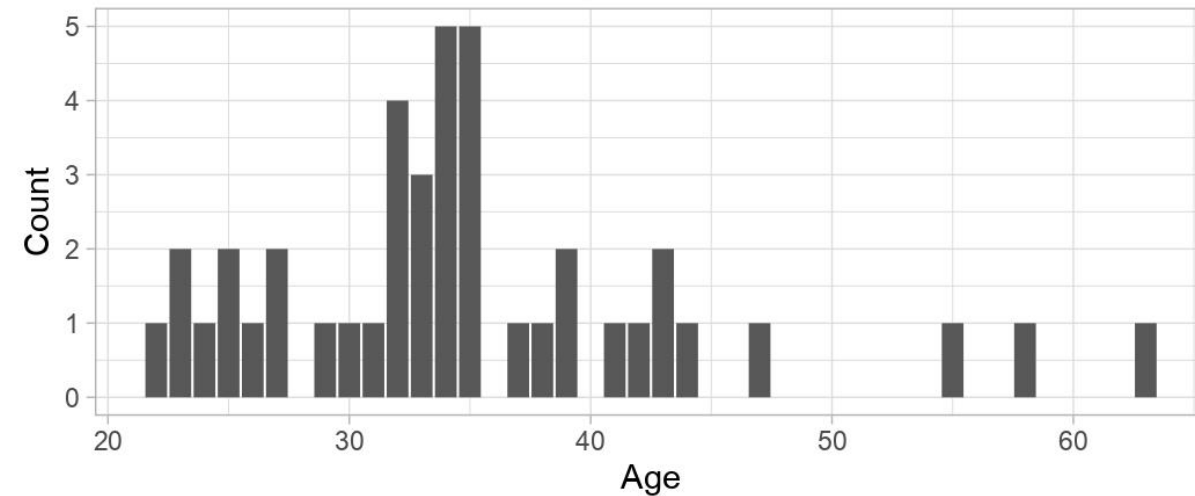
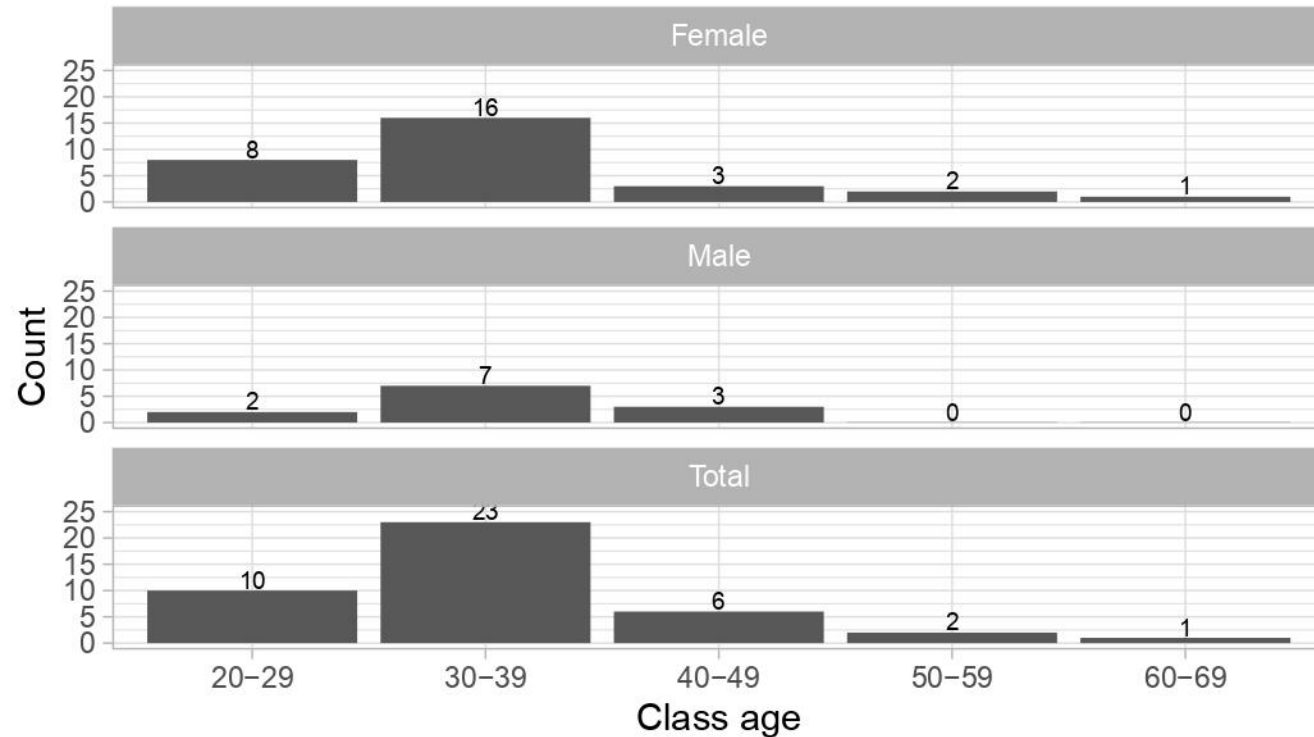
Representativity of the sample

Estimated number of active archaeologists by country

3.1/ The respondents

3.1.2/ Age and gender

- 70% (i.e., 30) of respondents are female and 30% (i.e., 12) male.
- Most respondents come from the 30-39 age category (both female and male).



3.1/ The respondents

3.1.3/ Specialization within archaeology

- Most respondents specialize in prehistoric and classical archaeology.

	count	%
prehistory	13	37
classical	8	23
physical.anthropology	4	11
oriental	2	6
protohistory	2	6
archaeobotany	1	3
archaeozoology	1	3
bioarcheology	1	3
egyptology	1	3
geoarchaeology	1	3
medieval	1	3

Table 3: Specialization in archaeology.

3.1/ The respondents

3.1.4/ Institutional status

- Most respondents are affiliated to an academic institution (only 27 out of 42 mentioned their institutional status).
- They are predominantly PhD candidates, students, and researchers (with fixed position or not).

	Academic institution	Museum	no affiliation	NA	Σ
PhD Candidate	4	1	2	3	10
Student	4	0	0	3	7
Researcher	3	0	0	3	6
Museum worker	0	2	1	2	5
Postdoctoral Researcher	4	1	0	0	5
Field archaeologist	0	1	1	1	3
Grant Advisor	1	0	0	0	1
Independent researcher	0	0	1	0	1
Retired	0	0	0	1	1
Sales representative	0	0	0	1	1
Tourist guide	0	0	1	0	1
NA	0	0	0	1	1
Σ	16	5	6	15	42

Table 4: Institutional affiliation and position (“NA” stands for not available information).

3.2/ Context of harassment experiences

3.2.1/ National contexts

26 respondents

HABI in country of origin,
where the victim still lives

Origin	Residence
Hungary	3
Serbia	11
Romania	12

5 respondents

HABI in country of origin,
where the victim no longer lives

Origin	Residence
Cyprus	1
Hungary	1
Romania	3

2 respondents

HABI in other places than
country of origin & residence

Origin	Residence	HABI place
USA	UK	Romania
Russia	UK	Italy

3.2/ Context of harassment experiences

3.2.2/ Social contexts

- Respondents reported HABI experiences in various settings.
- Most of them reported 1, 2, or 3 different settings.
- **Most reported HABI settings:** fieldwork and universities → students and young archaeologists.
- **Less reported HABI settings:** conferences, laboratory, research stays, research institutes → mature archaeologists.
- 2 Romanian male respondents who did not experience any HABI incidents.

	Count	%
Fieldwork	30	33
University	17	19
Museum	9	10
Conference	7	8
University classes	7	8
Research institute	6	7
Laboratory	4	4
Training course	4	4
Research stay	2	2
in the institution car while travelling to the site	1	1
None	1	1
Online	1	1
Other: While hanging out with old colleagues	1	1

Table 8: Frequency of the settings reported by the respondents.

3.3/ Perpetrator-victim relationships

3.3.1/ Gender

Victim	Perpetrator	No.
Female	Female	11
	Male	57
Male	Female	7
	Male	25

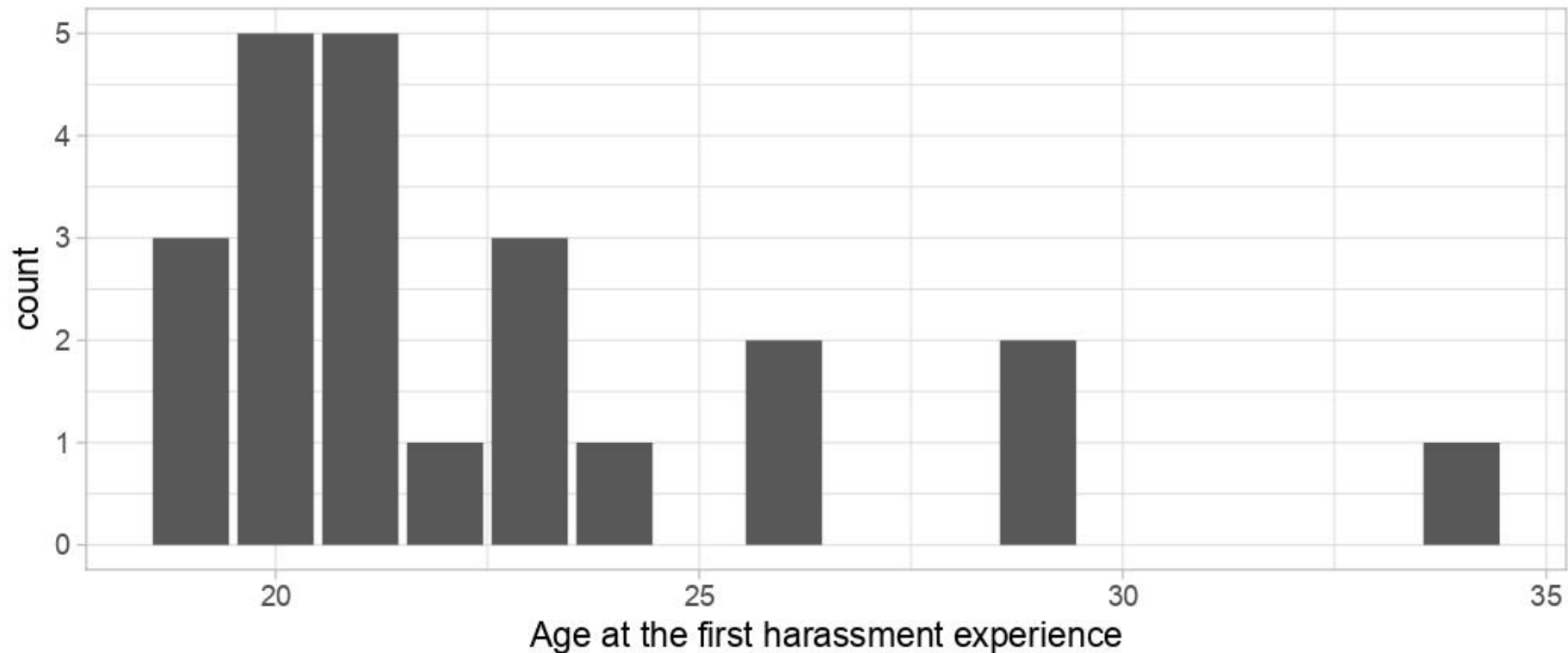
Gender of victims and perpetrators

- Most of the victims are female, and most of the perpetrators are male.
- High rate of male/male harassment incidents.
- No statistically significant relation between the gender of victims and the gender of perpetrators (Fisher test).

3.3/ Perpetrator-victim relationships

3.3.2/ Age

- Most respondents had their first experiences of HABI between 20 and 24 years (= during their undergraduate & graduate studies).



3.3/ Perpetrator-victim relationships

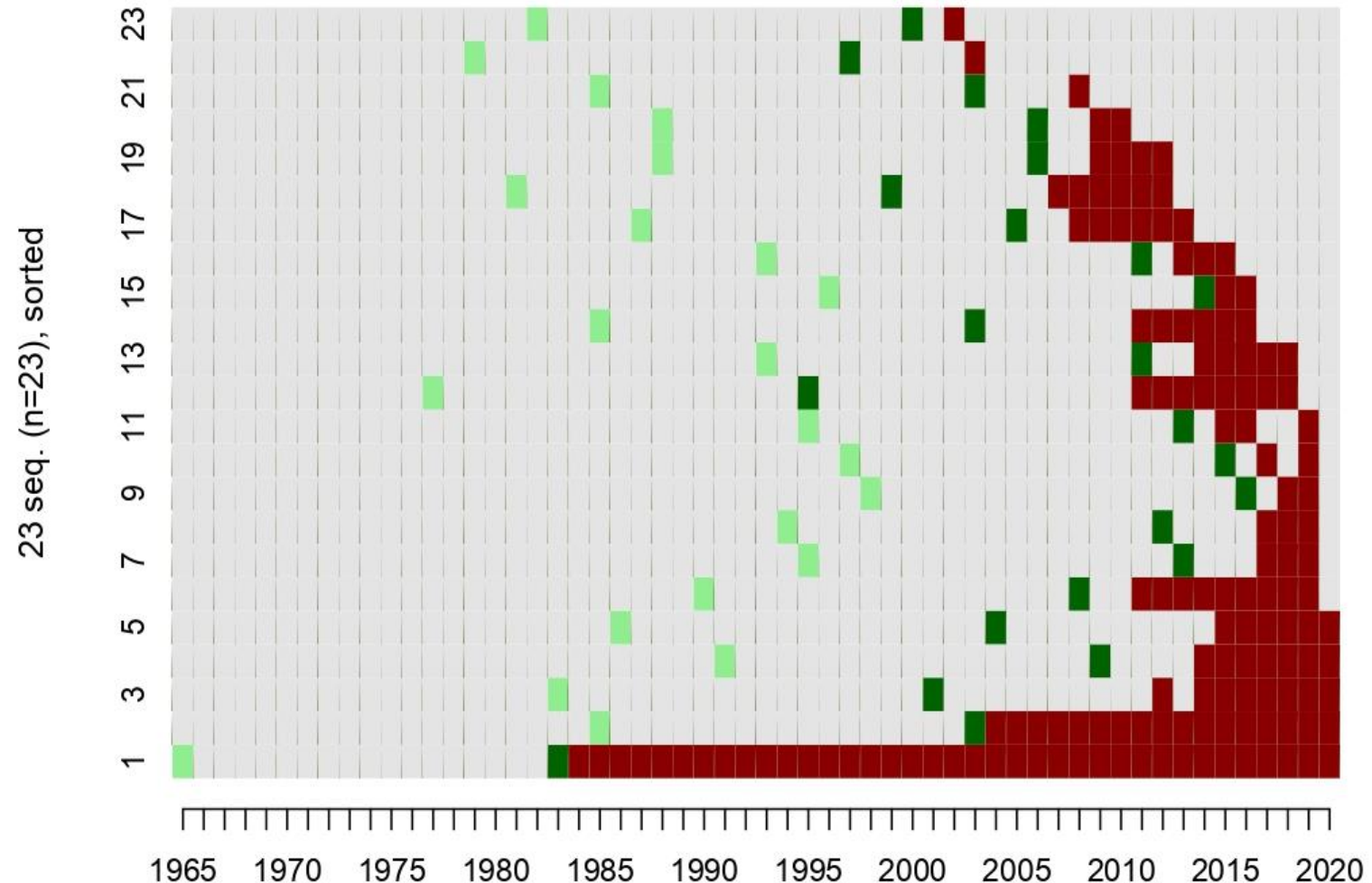
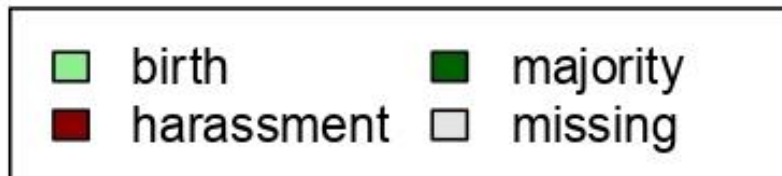
3.3.3/ Life courses

Respondents' life courses: each horizontal line corresponds to the life course of one individual, each cell representing one year (time scale in x-axis).

LIGHT GREEN = birth year of respondent

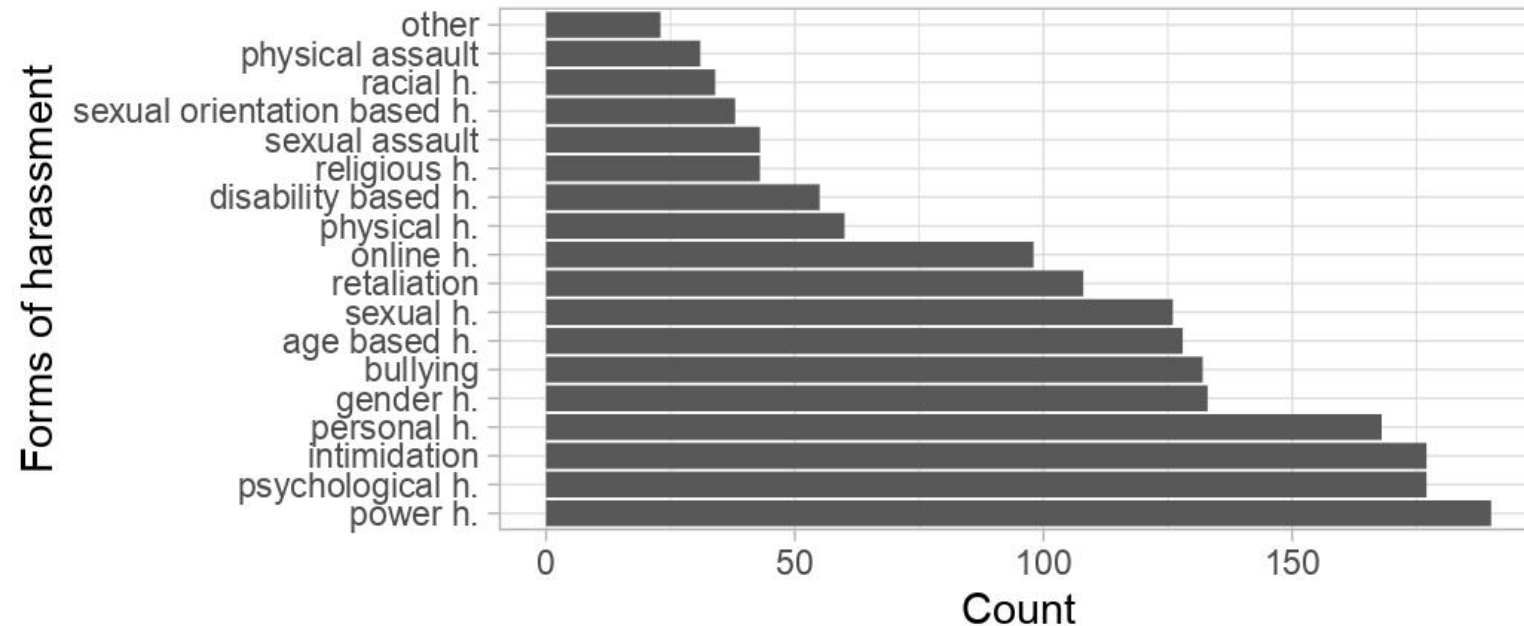
DARK GREEN = respondent's age of majority (18 years)

RED = years in which respondent was subjected to HABI incidents

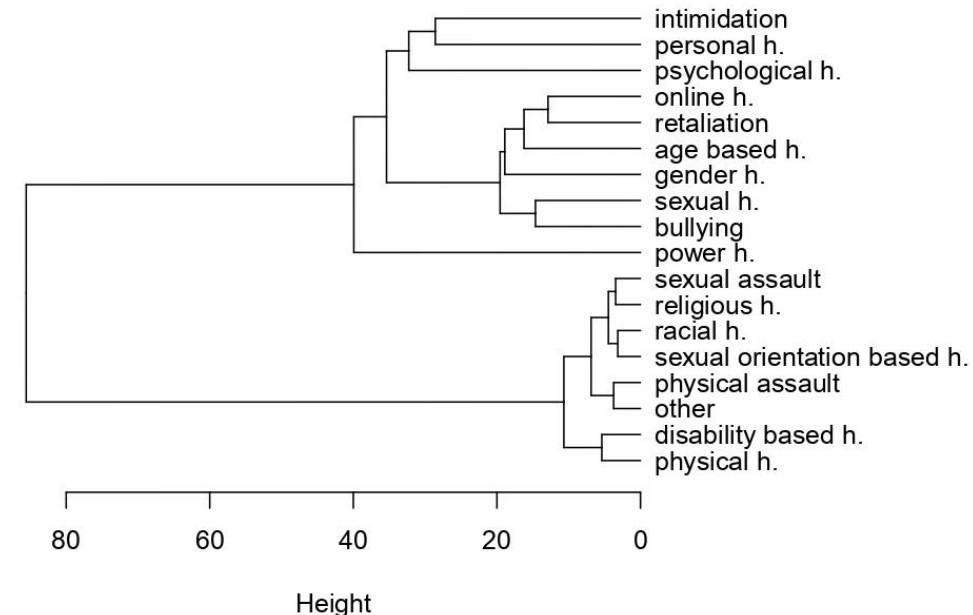


3.4/ Relationships between different forms of HABI

- Most respondents have been the victims of several forms of HABI misconducts.
- Power harassment, psychological harassment, intimidation and personal harassment are the most frequently reported incidents.
- Respondents often associated specific types of misconducts (e.g., intimidation has been most often reported together with personal harassment).

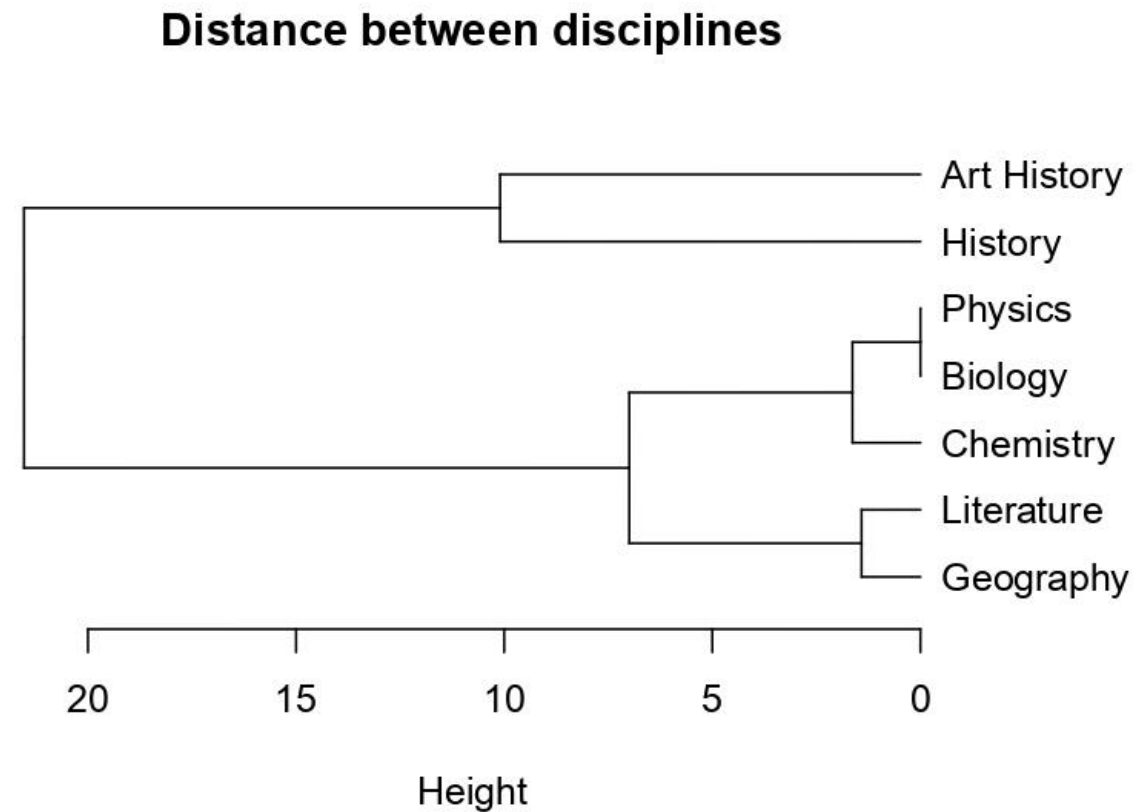
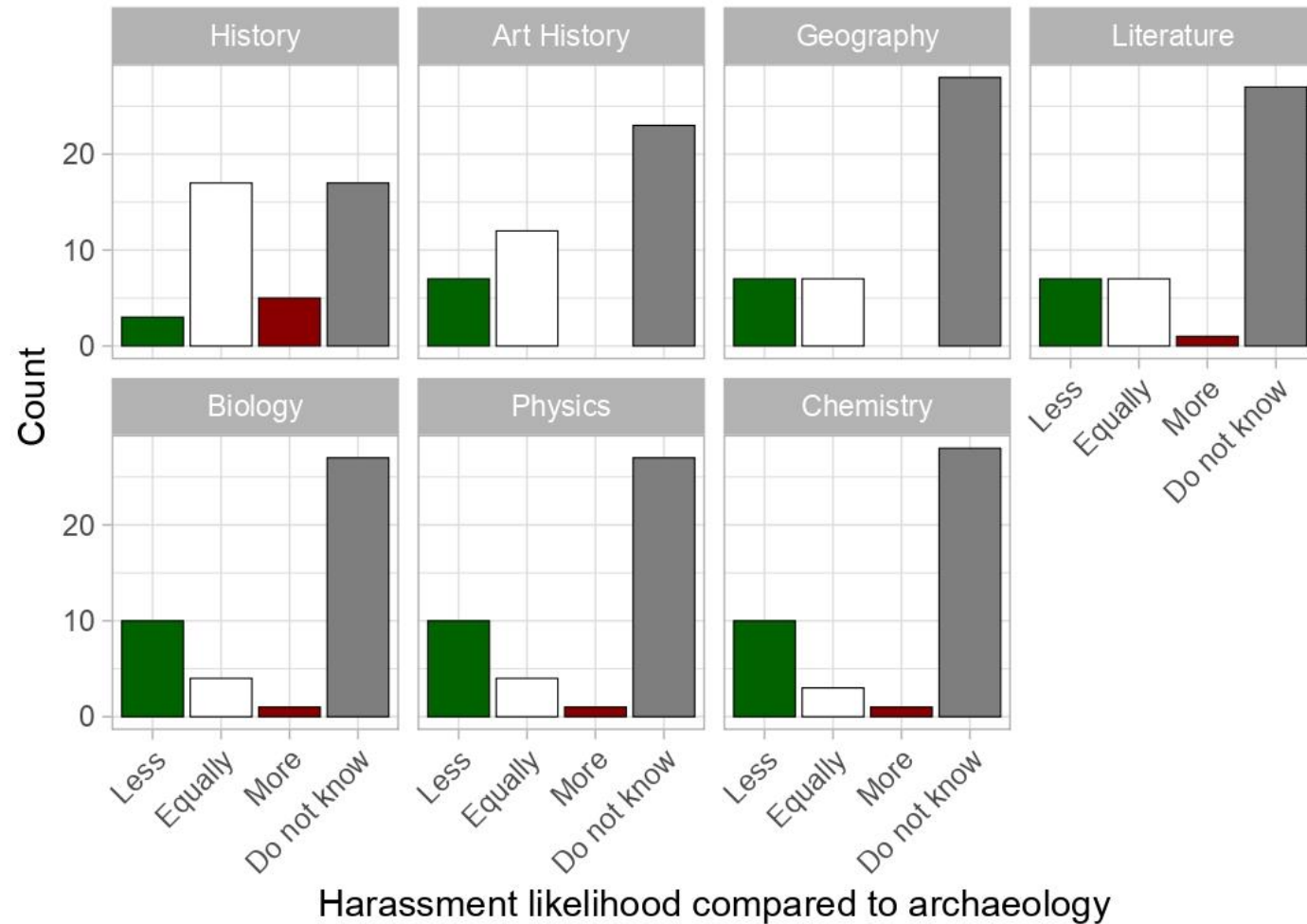


Relationships between forms of harassment



3.5/ Interdisciplinary comparison of the perception of HABI by archaeologists

- No other discipline is perceived as presenting more HABI misconducts than archaeology.
- The natural sciences are considered as presenting the least HABI incidents.



3.6/ Narrative data

- The questionnaire included 10 open-ended questions which allowed respondents to share their HABI experiences.
- Very detailed and touching accounts that need a future in-depth analysis.
- Most victims have been strongly affected by the suffered HABI incidents.
- In many cases, the incidents were witnessed by colleagues (often also victims) who did not react in any way.



The background features two large, curved, overlapping bands. One band is a light blue color, and the other is a light green color. They are positioned in the top right and bottom left corners, framing the central text.

4/ Discussion & Conclusions

4/ Discussion & Conclusions

- HABI misconducts in CE & SE Europe archaeology seem to be endemic, but are still a taboo topic. → Our survey has broken the ice.
- Students & young archaeologists are more likely to be HABI victims than mature archaeologists.
- We are in the beginning of a process of naming misconducts for what they are.
- Project's future: questionnaire open for a few more months; revision of dissemination strategy; in-depth analysis of data; article.



Thank you!

Special thanks to all archaeologists & students who participated in the survey and shared their experiences with us!



laura.coltofean@gmail.com

b_gaydarska@yahoo.co.uk

sebastien.plutniak@posteo.net



Survey link:

<https://forms.gle/pHR2oQ571d93yuWX9>

AGE website:

<https://www.archaeology-gender-europe.org/>