

BIBLIOGRAPHIC DATA SHEET

1. CONTROL NUMBER
PN-AAH-5722. SUBJECT CLASSIFICATION (695)
JG00-0000-G800

3. TITLE AND SUBTITLE (240)

Report of Task Force on Manpower in Archaeology in the SEAMEO Region

4. PERSONAL AUTHORS (100)

5. CORPORATE AUTHORS (101)

SEAMEO

6. DOCUMENT DATE (110)

1973

7. NUMBER OF PAGES (120)

170p.

8. ARC NUMBER (170)

9. REFERENCE ORGANIZATION (130)

ASIA/RED

10. SUPPLEMENTARY NOTES (500)

11. ABSTRACT (950)

12. DESCRIPTORS (920)

Archaeology
 Manpower needs
 Surveys
 Manpower
 Training facilities
 Southeast Asia

13. PROJECT NUMBER (150)

14. CONTRACT NO.(140)

ASIA/RED

15. CONTRACT
TYPE (140)

16. TYPE OF DOCUMENT (160)

54



REPORT
ON MARITIME
IN ARABIA
IN THE
SEAS
REGIONS



ARCAFA PROJECT DEVELOPMENT OFFICE
" APDO "

REPORT OF TASK FORCE ON MANPOWER IN
ARCHAEOLOGY IN THE SEAMEO REGION

PHNOM PENH
AUGUST- OCTOBER 1973

C O N T E N T S

<u>Section</u>	<u>Page</u>
- Letter from the Task Force Leader	a
- A note from APDO	b
I - SUMMARY	1
II - INTRODUCTION	
A. Objective of survey	3
B. Approach taken	4
III - METHOD OF ANALYSIS	7
IV - SURVEY RESULTS BY COUNTRY (*)	
A- Indonesia	9
B- Khmer Republic	19
C- Laos	29
D- Malaysia	34
E- Philippines	42
F- Singapore	51
G- Thailand	55
H- Vietnam (Republic of)	65
V - SURVEY RESULTS FOR REGION	71
VI - CONCLUSIONS & RECOMMENDATIONS	78
VII - APPENDICES	
A- Copy of Questionnaire	A1-16
B- Task Force schedule	B1-4
C- List of persons interviewed by the Task Force	C1-7
D- Summary of interviews by institution /country	D1-29

(*) The work sheets of the Analysis of the Questionnaire by country will soon be published in volume II of the Task Force Report.

LETTER FROM THE TASK FORCE LEADER TO THE
CO-ORDINATOR OF THE ARCAFA PROJECT DEVELOPMENT OFFICE

H.E. UM SAMUTH
Project Co-ordinator
ARCAFA Project Development Office
Phnom Penh
Khmer Republic

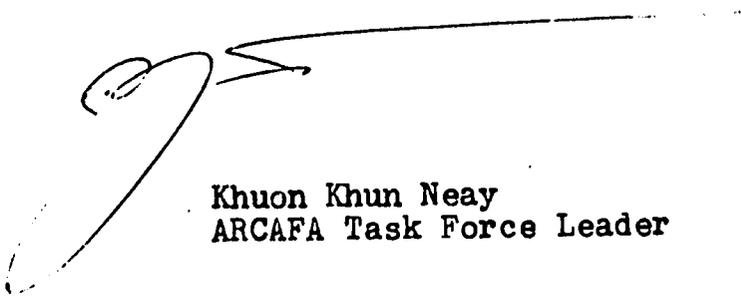
Your Excellency :

On behalf of the Task Force members, I would like to submit to you the Final Report of the regional survey of archaeological resources (manpower and facilities) which is the result of our work for a period of ten weeks in the SEAMEO member countries.

It is our earnest hope that this report will contribute to the development of the ARCAFA Project whose establishment fulfils the aspirations of the peoples of Southeast Asia to preserve and enhance their cultural heritage.

We would like to take this opportunity to express our thanks to APDO for having entrusted this challenging task to us.

Accept, Your Excellency, the renewed assurances of my highest consideration.



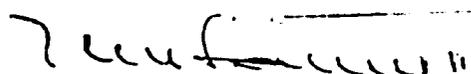
Khuon Khun Neay
ARCAFA Task Force Leader

A NOTE FROM THE ARCAFA PROJECT DEVELOPMENT OFFICE
(APLO)

May we take this opportunity to express our thanks to the government and various institutions of the SEAMEO member countries for having assisted the Task Force during their mission.

Our thanks go also to Mr. T.B. Slattery, SEAMES Consultant for his dedication during the compilation of the report.

Finally we would like to present our gratitude to SEAMES and the Ford Foundation for their untiring effort to assist the Task Force technically and financially.



U M SAMUTH
Project Co-ordinator

SECTION I

S U M M A R Y

SUMMARY

This report presents the results of a detailed survey of the existing archaeological resources (manpower, facilities, equipment) of the SEAMEO region and expected future needs.

The survey was conducted in two phases :

1. The use of questionnaire mailed to key archaeological organizations in each member country of SEAMEO.
2. Personal interviews by a professional Task Force that contacted a high percentage of these archaeological organizations in all SEAMEO member countries.

The report contains both an analysis of available resources, current and future research/training needs and major problems, first on a country by country basis, then consolidated for the SEAMEO Region.

This report can be considered as a working paper to be used at the forthcoming national and regional seminars to develop national program needs and priorities and to guide ARCAFA in preparing its Development Plan. It should be stressed that the results presented in this report may not be completely representative of country and regional archaeological needs because only a portion of the institutions doing work in this field reported. It is expected that much additional information will be gained at the national seminars and any gaps in this survey can be filled.

This survey is the first comprehensive one ever made of the SEAMEO region's archaeological capability and needs and should provide valuable inputs into future national and ARCAFA planning.

The following conclusions can be drawn from the survey :

1. All countries have the chronic problem of lack of funds for archaeological research/training/field work. This means that this activity ranks lower than the Task Force believes it should in each country's national priorities.

It is believed important that a high level (ideally ministerial) voice speaks for the archaeological needs of his country and has some influence on policies that effect this sector.

2. Each country is extremely understaffed in professionals and skilled technicians necessary to conduct its national programs. Therefore, a real need exists to use existing training resources most effectively and centralize them when feasible to train these specialists at a regional center.

SECTION II

INTRODUCTION

B. Approach taken:

The survey consisted of two major but interrelated activities :

- a. Filling out of detailed questionnaires on archaeological resources, problems and needs by appropriate organizations throughout the region and ;
- b. Following up on these questionnaires by sending a regional Task Force to visit a representative cross section of organizations to review the questionnaires and to interview key personnel to obtain first hand knowledge to their organization specific problems and needs.

The data from the questionnaire and the Task Force interviews has been analysed and consolidated in this report to present first a picture of each member country's archaeological resources, capabilities and needs, and secondly, the overall picture of these elements for the SEAMEO region.

Since the data obtained from this survey represents only a sample of the region's archaeological capability, this report will be reviewed by each country in its planned National Seminar to be held during November 1973. It is expected that major problem areas and needs in research/training and facilities requirements can be identified by each country and that national priorities can be assigned to them.

These national seminars will then provide the basic data for a subsequent Regional Seminar to be held in Phnom-Penh, Khmer Republic in December 1973. This Regional Seminar will be attended by the Chairmen and other key professionals from the various national seminars. Results of this Regional are expected to be :

- (i) A basic document summarizing the archaeological resources and activities of the SEAMEO Region.
- (ii) A listing of major regional archaeological needs/problems in order of priority.
- (iii) Identification of these needs/problems which might most appropriately be solved on a regional basis by ARCAFA.
- (iv) Preliminary recommendations, guidelines and criteria for structuring specific approaches to guide ARCAFA

II. INTRODUCTION

This report presents the results of the "first ever" regional survey of archaeological resources (manpower and facilities) conducted in the SEAMEO Region by the ARCAFA Project Development Office (APDO).

A. Objectives of survey

The objectives or terms of reference for this survey were as follows *:

1. Survey and assess the needs of the member countries in the field of archaeology and conservation in the following ways:
 - a. Determine the types of specialists and trained personnel required.
 - b. Determine the levels of technical training necessary.
 - c. Devise appropriate strategy and priorities for the training of instructors and trainees.
 - d. Obtain necessary data and information related to the above needs through direct, on-the-spot contact with key institutions in each member country.
2. Survey and assess existing facilities in each member country for the training and further training of archaeologists and curators of museums, monuments and historical sites.
3. Survey the employment opportunities and conditions for personnel in the fields mentioned above.
4. Identify the gaps between the needs and the available resources, and recommend specific actions at the regional level to supplement existing facilities and resources.

The information from this survey will be a basic input necessary for ARCAFA to prepare a comprehensive and realistic long range development plan geared to the present and future archaeological needs of the SEAMEO region.

(*) As taken from the Planning Document "Task Force on Manpower in Archaeology in the SEAMEO Region", SEAMES/APDO dated 8 June 1973.

2. The Task Force (♣)

Approximately 6-8 weeks after the questionnaires were mailed to the selected archaeological organizations, a Task Force of professional archaeology/manpower planning experts visited as many as possible of the organizations in each of the SEAMEO member countries despite the limited means put at its disposal and spent 1 to 4 hours with key staff members of each institution visited reviewing the questionnaire, answering any questions that arose in filling it out and discussing major activities and problem areas. In addition to obtaining much first hand data on each institution activities, the visits served the most useful purpose of establishing initial contacts between the institution and ARCAFA. The Task Force members consisted of the following professionals :

1. Specialist in manpower study
Task Force leader : Mr. Khun Khun Neay,
Dean, Faculty of Architecture, University of Fine Arts, Phnom-Penh
Khmer Republic.
2. Specialist in restoration of monuments : Mr. Pierre Pichard,
UNESCO consultant for restoration in Thailand,
Professor; School of Architecture, Nantes,
France.
3. Specialist in archaeology : From 15 to 31 August
Mr. Pisit Charoenvongsa,
Lecturer, Faculty of Archaeology, Silpakorn
University, Bangkok,
Thailand.

From 1 September to 26
October
Mr. Alfredo E. Evangelista,
Assistant Director, National
Museum, Manila,
Philippines.
4. Specialist in restoration of art-objects : Mr. Arphorn Na Songkhia
Conservator, Archaeology
Division, Department of
Fine Arts, Bangkok,
Thailand.

in planning programs in research and training and attacking specific problem areas.

- (v) Sufficient basic information, corroborated by regional review, to insure that ARCAFA can prepare a comprehensive development plan covering activities in applied research, training of key specialists and information dissemination, for the SEAMEO Region.

Questionnaires were sent to 49 organizations per Appendix C. 29 of them had to fill them out and either gave them to the Task Force upon their visit or mailed them back to ARCAFA. The Task Force spent more than 8 weeks in intensive travel, visiting 22 organizations in all eight of the SEAMEO countries.

The subsequent sections of this report cover an analysis of the questionnaires and a summary of interview results. These are done first on a country by country basis and then consolidated for the region. Thus a composite picture is beginning to emerge of the complex archaeological capabilities, resources needs, and future problems of the SEAMEO region.

1. The Questionnaire

The questionnaires used in this survey were quite complex, consisting of ten major sections, not all of which however, were appropriate to each organization. They were mailed to all major museums, universities, and other institutions doing work in Archaeology throughout SEAMEO. A copy is enclosed as Appendix A. Results obtained from the questionnaire were mixed. As expected, in any such procedure, not all organizations filled them out and returned them; some filled them out partially; and a number did a thorough and thoughtful job. The major problem appeared to be that much of the data asked for was not readily available and did require time and effort to obtain it and key personnel were not always on hand to do so. ARCAFA believes the results were well worth the effort as the questionnaires and supporting data, in addition to providing much available information on archaeological resources in the region, did introduce the cooperating institutions to the concept of regional cooperation through ARCAFA and did force them to think explicitly about their own current and future needs and problems. Because the results are a sample, the reader is cautioned not to extrapolate the questionnaire analysis results to the country or region. This will be left to the forthcoming national and regional seminars.

SECTION III

METHOD OF ANALYSIS

III. METHOD OF QUESTIONNAIRE ANALYSIS

The questionnaire used for this regional archaeological resources survey were designed to obtain data at the organizational level; namely individual museums, departments of archaeology in universities, and governmental institutions. The questionnaires were also structured so that this organizational data could be analyzed at three different levels of detail:

- 1- By type of organization (i.e. museums, universities, governmental institutions).
- 2- By country (by consolidating the organizational data obtained into a composite picture for each SEAMEO member country).
- 3- For the SEAMEO Region by consolidating the country data).

The Task Force recognized, of course, that resources, functions and needs of the various types of organizations responding to the survey differed within each country and among countries. Because of the small number of each type of organization that reported in each country, however, the Task Force felt that in-country analyses by type of institution (e.g. comparing all museums in one country) would not reveal significant differences. These differences will be subsequently analyzed on a regional basis and the results presented as a separate working paper at the ARCAFA regional seminar. This working paper will separately analyse regional needs and problems of all three of the above noted types of institutions.

This present analysis, therefore, concentrates on analyses at the country and regional levels. The approach was to prepare work sheets for each country, covering the data reported by all organization in that country for all ten sections of the questionnaire. The organizational data was then consolidated to present a country-by-country picture. This data will be of value to the national seminars in determining country archaeological needs, programs and priorities.

The next portion of the analysis contains a consolidation of the country data to present a regional picture. This information will be useful for comparative country review at the national seminars, but perhaps more importantly, will provide the data necessary for specific recommendations on ARCAFA's future regional research/training/information programs and their priorities at the Regional Seminar .

Since not all institutions answered all questions, the Task Force necessarily had to make its interpretations based on the data available from the questionnaires and personal interviews. Where the data was believed insufficient to make a judgement, the particular point will be raised as a question at the forthcoming National Seminars. In all cases, it is planned to review these

initial Task Force interpretations at both national and regional levels before drawing final conclusions as to regional implications in terms of archaeological resources, needs and priorities.

It is suggested that the reader briefly review the questionnaire used (Appendix A) before continuing on into the results of the analysis.

Appendix E contains the detailed worksheet developed for each country. These have all information submitted in the filled out questionnaire by organization, as well as the country summaries for each section of the Questionnaire.

SECTION IV

SURVEY RESULTS BY COUNTRY

I N D O N E S I A

A- INDONESIA

This review covers a total of five completed questionnaires received from Indonesia (two from the museums, one from the university and two from other institutions) representing about 70 per cent of the available archaeological data. As with other countries, a number of questions were not answered. Therefore interpretations reached by the Task Force were necessarily based on a small sample and on private interviews. The section numbers and titles correspond to the numbers and titles used in the questionnaires.

I- OBJECTIVES : (section I of Questionnaire)

This information was obtained primarily through personal interviews by the Task Force and is discussed in some detail in Appendix D.

Education and Culture are combined into a single ministry in the Republic of Indonesia. The Director-General for culture is responsible to the Minister as far as cultural matters are concerned. He supervises the Directorate of Museums, the Institute for History and Anthropology, and the National Institute for Archaeology and Cultural Heritage. The organizational chart of the Directorate general for culture is as follows:(+)

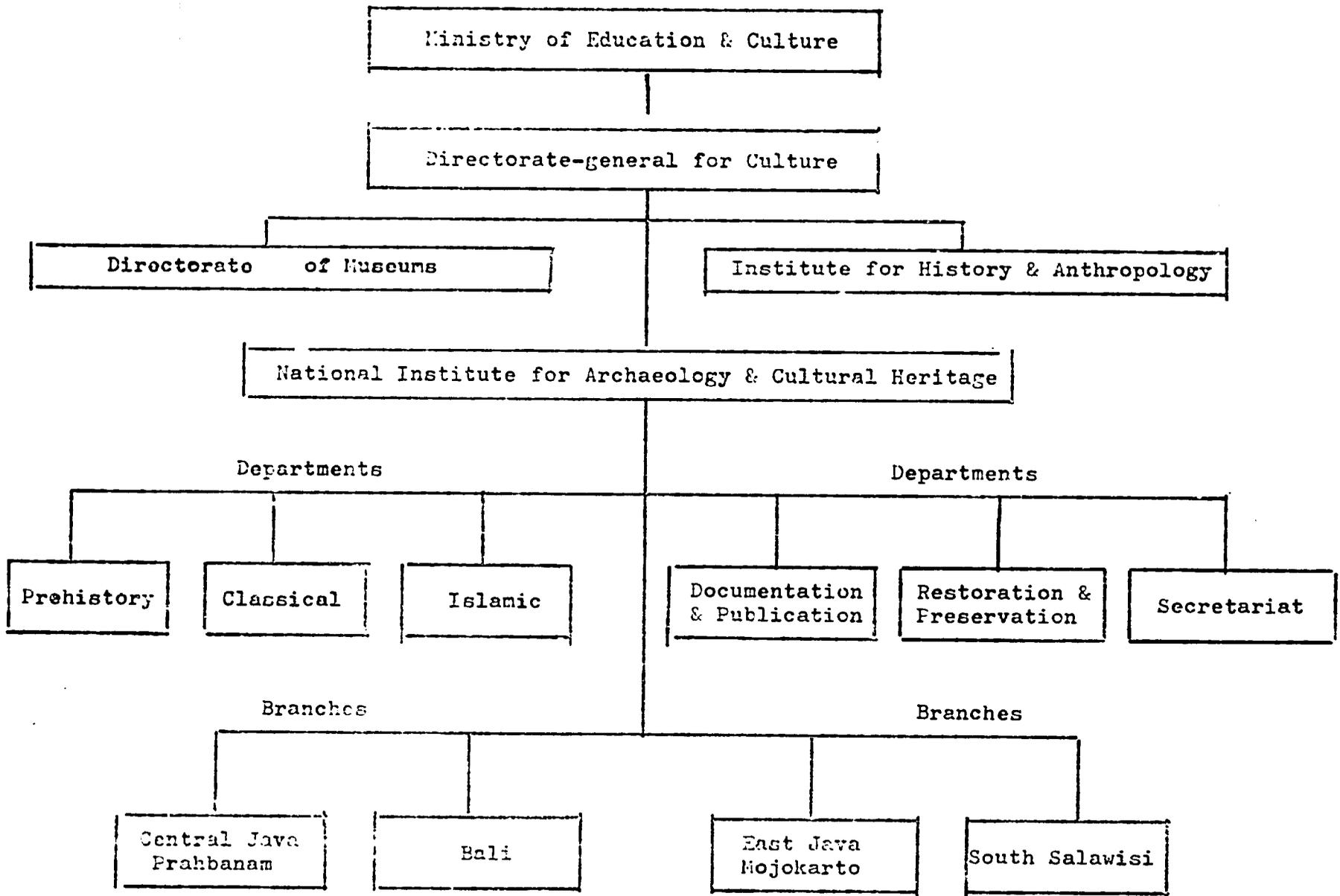
It is worth noticing that there is a close co-operation between the Archaeological Institute, the Department of Archaeology and the Faculty of Letters, University of Indonesia.

II- STAFF AND EMPLOYMENT DATA (Section II of Questionnaire)

The objective of this section is to obtain as much information as possible on the existing archaeological talent of the reporting organizations and their current and future needs.

Data from each organization are consolidated for the entire country and presented in Table 1 for each specialist classification shown in the questionnaire for all reporting organization.

(+)



The most needed specialists are archaeologists, museologists/curators, librarians.

The specialist needs vary from one type of organization to another.

It is to be noted that for the archaeological work, usually some specialists outside the institutions are invited such as :

- the military topographical office for geographical and aerial survey
- the Bandung University for the geological survey

Recommendation

It is recommended that the Indonesian National Seminar review the listing of archaeological manpower needs and assign priorities to each category of relative importance.

III- EMPLOYMENT OPPORTUNITIES (Section III of Questionnaire)

The employment/salary picture for each of the archaeological specialist categories is shown in table 2, column 4.

In general, it can be stated that the opportunities for employment are good in Indonesia except for some categories such as Museologists/curators, Monument/object dating specialists, pottery and ceramics restorers. Therefore the employment opportunity for outside specialists in section C are in general poor.

Table 2, column 5 shows that archaeological specialists earn less than their peers (persons with equivalent education and experience) in other field.

Recommendation

It is recommended that the National Seminar review archaeological specialist opportunities by type of organization (museum, university, government institution) and make recommendations for ways to induce more people to enter these fields.

IV- EXISTING EDUCATION AND TRAINING PROGRAMS (Section IV of Questionnaire)

This section of the Questionnaire was intended to obtain

as much information as possible on both formal archaeological education programs at the university level and on Specialist/technician training in the form of short courses and on-the-job training.

In Indonesia there are two universities which train archaeologists :

- the Department of Archaeology,
Faculty of Letters, University of Indonesia Jakarta
- Bali Udayana university

Here are some information about the courses in the University of Indonesia :

- 4 years courses leading to B.A.
- 2 additional years for courses leading to M.A.
- Number of students currently enrolled (for B.A. and M.A.) : 32
- Number of lecturers : 17 permanent
7 invited

The Department of Physical Anthropology, Faculty of Medicine, Gadjah Mada University, Yogyakarta is currently carrying out paleo/anthropological research in co-ordination with the National Archaeological Institute and the Directorate of Archaeology, Bandung.

On-the-job training of technicians is given by the Borobudur Restoration Project (II-2). The courses last 3 years. There are 43 students in the archaeological section (concrete technology, mechanics, measuring) and 46 students in the archaeo-chemical section (microbiology, stone treatment).

The Museum Pasat in Jakarta (IM-1) gives some short courses to the volunteers :

- Ancient history : 2 week course
(4 hours per week)
- Art history : 8 week course
(2 hours per week)
- Ceramology : 6 week course
(2 hours per week)

- Technique of excavation, drawing,
publication : .4 week course
(2 hours per week)

V- LEVEL OF TRAINING (Section V of Questionnaire)

The objective of this section was to obtain experts opinion on the organizations contacted as to the types of professional and technician training believed to be the most important in upgrading the archaeological expertise of the region. It was agreed that professional staff should receive a general education up to B.A. level. From this level on, training should be specialized.

Two organizations suggest that it is necessary to standardize the qualifications definition of archaeological specialists.

Recommendation

It is recommended that the National seminar discuss level of training for the main categories of archaeological specialists listed in table I of the Questionnaire.

VI- EXISTING RESEARCH PROGRAMS (Section VI of Questionnaire)

The objective of this section is to obtain as much data as available on archaeological research programs in each country of the SEAMEO region and on existing unique research talent and equipment.

Following is a summary of data given by the organization contacted in Indonesia :

A. Research programs :

1- Research program underway :

- Early man in Java
- Study of ceramics
- Borobudur Restoration Project

2- Past Research of possible benefit to the Region :

- Study of bronze objects
- Early man
- 3- Recommendations for future research project :
 - Study in ceramology
 - Study of bronze statues
- B. Special facilities / equipment :
Equipment for Borobudur Restoration Project
- C. Special equipment needs :
 - Laboratory for conservation and restoration of art objects
 - dating equipment
 - photo equipment
- D. Specialist talent available
Specialists of Borobudur Restoration Project

Recommendation .

It is recommended that the National Seminar review all past research work, obtain technical reports for ARCAFA'S central file.

VII- SPECIFIC PROBLEMS REGARDING PROGRAMS (Section VII of questionnaire)

This section attempts to :

- 1- obtain recommendations on the types of regional research/training programs that ARCAFA should sponsor and,
- 2- determine what specific archaeological specialists were in greatest need.

The second part of this section was intended to cross-check the " needs " of the country as itemized previously in section II.

Most of the organizations contacted have stated these problems. The Museum Pasat (II-1) suggested the following types of regional research/training programs : on-the-job training, field work, research, publication.

The specialist needs of the reporting organization are listed by order of priorities as follows :

- 1- Archaeologist
- 2- Numismatician
- 3- Epigraphist
- 4- Museologist
- 5- Restoration specialist
- 6- Exhibition specialist

Recommendation :

It is recommended that the National Seminar provide more informations about this section. National priorities must necessarily be assigned so that the Regional Seminar will be able to establish priorities for ARCAFA programs.

VIII- SOURCES OF SUPPORT (Section VIII of Questionnaire)

The objective of this section was to compile a complete listing of organizations in the region actively supporting any kind of archaeological activities. It is believed that these organizations should be involved in the National and Regional Seminars so as to help ARCAFA structure its Development Plan.

A- Outside support- In addition to governmental support, Indonesia receives support for archaeological activities from UNESCO, Ford Foundation, JDR 3rd Fund, Ecole Française d'Extrême Orient, Asian Studies Foundation (national) oil companies.

B- Inter-departmental support. The Indonesian archaeological organizations receive inter-departmental support for their projects as required.

Recommendation :

It is recommended that member countries and ARCAFA insure that representatives of outside supporting organizations become involved with all future planning activities including National and Regional Seminars.

IX- SIGNIFICANT ON-GOING FIELD WORK (section IX of Questionnaire)

Considerable data on this work throughout the region was previously reported at the ARCAFA Reparatory Conference held in Phnom Penh on December 1972. Therefore this section serves primarily as a cross-check in obtaining more specific information on the projects in terms of manpower assignments, specialist needs and problems. The restoration of Borobudur is a big on-going field work in southeast Asia at the moment.

Many organizations contacted have not stated clearly on the problems that slow down their work. The Museum Pasat (IK-1) is the only one which has listed the problems faced in its on-going field work in order of importance as follows :

- 1- lack of funds
- 2- lack of technicians
- 3- lack of skill specialist
- 4- lack of management personnel

Recommendation :

It is recommended that the shortage of personnel as noted above be taken into account when assigning priorities to research/training programs at both the national and regional levels.

X- GENERAL RECOMMENDATIONS (section X of Questionnaire)

This section asked for any recommendations or innovative ideas that the organizations had in order to help ARCAFA plan its archaeological research/training, information distribution programs.

But most of the organizations that filled out the questionnaires had no comments on this particularly important point.

Recommendation :

It is strongly recommended that the National Seminar give information concerning this particular matter so as to enable the ARCAFA to establish its Development Plan.

ARCHAEOLOGICAL STAFF CLASSIFICATION	STAFF AND EMPLOYMENT DATA			EMPLOYMENT OPPORTUNITIES	
	(1) Present Staff	(2) Additional Staff needed now	(3) [*] Additional Staff needed in 3 yrs.	(4) Opportunities	(5) Salaries
A - Professional Staff					
1. Administrators/Managers	19	21	24	G/E	L
2. Historians	14	14	17	G	L
3. Archaeologists	26.5	40	49	G	L
4. Philologists, Epigraphists & Linguists	6.5	15	22	G	L
5. Ethnologists & Cultural Anthropologists	3	15	23	G	L
6. Museologists/Curators	7	23	23	P	L
7.8.9. Librarians	7	22	33	G	L
10. Architects of Historical Monuments	2	5	7	G	L
11. Excavation/Restoration Technicians	22	39	46	G	L
12. Monument/Object Dating Specialists	0	5	7	P	L
13. Others	8	11	15		
TOTAL	115	210	266		
B - Monument Excavation/Restoration/Conservation					
1. Excavation Specialists	9	13	29	G	L
2. Restoration Specialists:					
a. Stone	1	8	11	G	L
b. Masonry	2	8	12	G	L
c. Wood	0	8	12	G	L
3. Monuments Conservation Specialists	2	5	8	G/P	L
4. Draftsmen & Topographers	11	26	31	G	L
5. Photographers & Photo-Interpreters	5	11	18	G	L
6. Other Specialists such as engineers, etc	0	2	3		
TOTAL	30	81	124		
C - Cultural Property/Skeletal Excavation and Restoration/Conservation					
1. Excavation Specialists	1	5	6	G	L
2. Restoration Specialists:					
a. Stone	1	5	7	G	L
b. Metal	2	4	6	G	L
c. Wood	0	4	5	G	L
d. Skeletons	3	3	4	G/P	L
e. Textiles	0	3	4	P	L
f. Documents, Paintings	0	5	6	G	L
g. Pottery & Ceramics	1	3	6	P	L
3. Draftsmen & Artists	6	13	16	G	L
4. Others					
TOTAL	14	45	60		
D - Internal Supporting Staff					
1. Exhibition Experts	0	4	6	G/P	L
2. Public Relations Experts	0	4	7	G/P	L
3. Trained Guides	0	5	10	G/P	L
4. Others					
TOTAL	0	13	23		
E - Outside Specialists Resources					
1. Geographical & Aerial Survey & Analysis	1	5	7	P	L
2. Geological Survey & Analysis	0	5	7	P	L
3. Public works Specialists (lab. technician draftsmen etc.)	0	2	2	G	L
4. Climatological Survey Experts	0	2	2	P	L
5. Archaeological Legislation Experts	0	2	2		
6. Others					
TOTAL	1	16	20		

* Over and above present staff

LEGEND : P = Poor L = Lower than Peers
 G = Good C = Comparable to Peers
 E = Excellent H = Higher than Peers
 L/C = Lower to Comparable

P/G = Range from Poor to good
 G/E = Range from Good to Excellent
 P/E = Range from Poor to Excellent

KHMER REPUBLIC

B. KHMER REPUBLIC

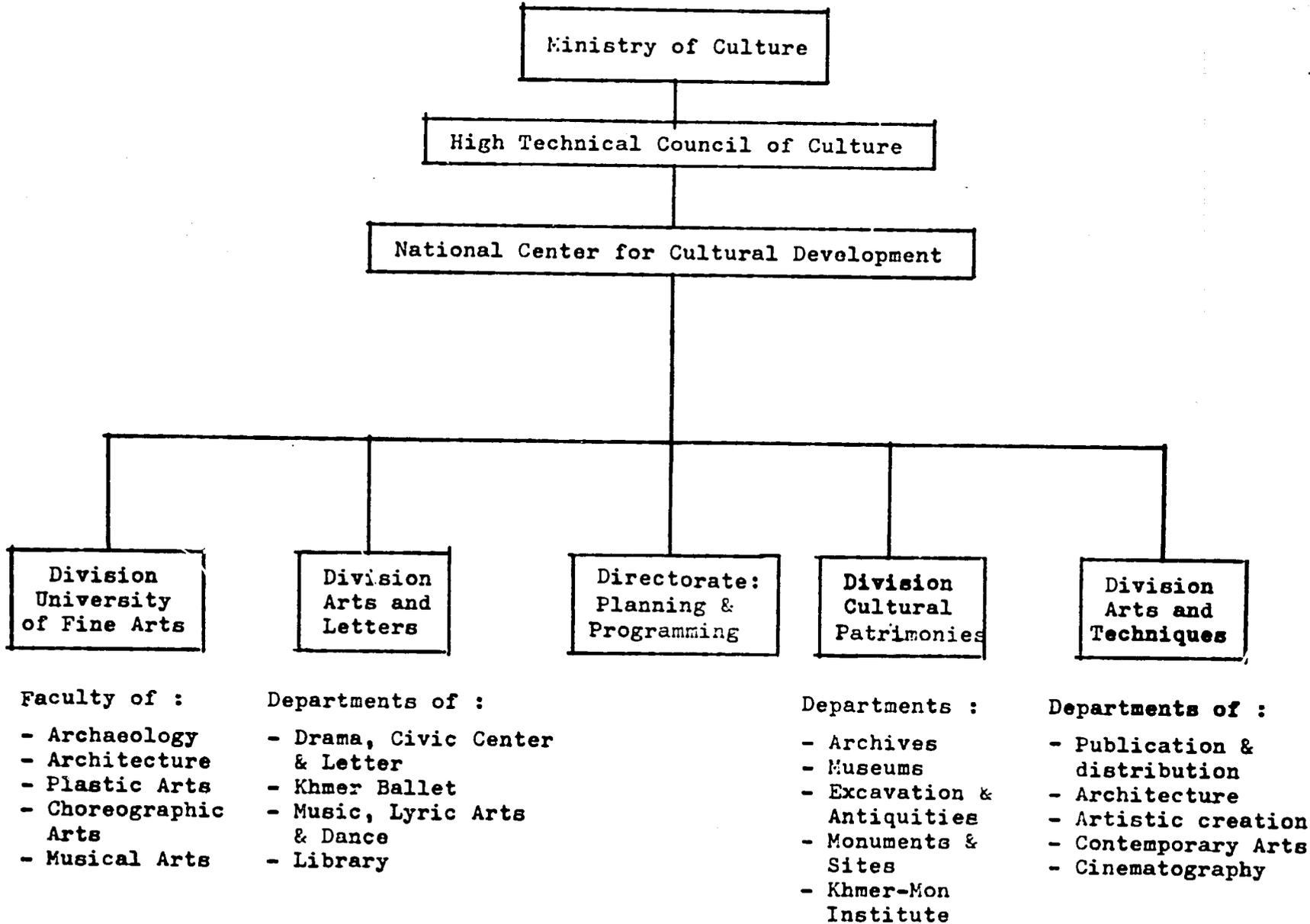
This review covers a total of four completed questionnaires received from the Khmer Republic (one museum, one university and two other institutions). This represents about 95% of the available archaeological data. In the discussion that follows, the section numbers and titles correspond to the numbers and titles used in the questionnaires.

I. OBJECTIVES Institutional and Governmental (Section I of Questionnaire)

This information was obtained primarily through personal interviews by the Task Force and is discussed in some details in appendix D .

The data is intended primarily for record purposes but in addition it can be used to determine the organizational levels and hence the authority and responsibility of various archaeological organizations (particularly Governmental) in the country.

For example, per the organization chart, (page 19) the Khmer Republic does have a Minister of Culture under whose authority all archaeological organizations function . This even includes the archaeological and fine arts department of government universities.



The Task Force believes that an autonomous organization such as that in the Khmer Republic is necessary to insure that the archaeological resources of the country are effectively used and that adequate funding is provided for this sector of government activity.

II. STAFF AND EMPLOYMENT DATA (Section II of Questionnaire.)

Data from each organization was consolidated for the entire country and is presented in table 2 for each specialist classification shown in the questionnaire. Since the survey covered about 95% of all reporting organizations, this data reasonably reflects the status of archaeological talent capability and needs in the Khmer Republic.

Table 2 shows quite clearly the pressing need for all categories of archaeological talent in the Khmer Republic. In particular, it is evident that lack of professional talent, both managerial and specialist affects the scope of archaeological work being done in the country. Based on interviews, this shortage of staff could not even be filled by providing more attractive salaries, as the skilled talent is almost non-existent. This means that education training of these specialists must have a high priority in the Khmer Republic. Since almost all categories of specialist are in short supply it will be necessary for the Khmer National Seminar to place priorities on those categories it believes of greatest importance.

Recommendation

It is recommended that the Khmer National Seminar review this listing of archaeological manpower needs and assign priorities to each category of specialist, (per the listing in the questionnaire) based on the seminar's appraisal of relative importance. At least the top ten specialist needs should be identified in order of priority.

III. EMPLOYMENT OPPORTUNITIES (Section III of Questionnaire)

Table 2 opportunities (Col. 4) shows the employment salary picture for each of the archaeological specialist categories covered by the questionnaires. At present there is no opportunity for employment for these specialists outside the Khmer Government service (with the exception of guides).

In general, it can be stated the opportunities for employment in most of the archaeologist specialty areas are good in the Khmer Republic; in certain specialist areas they are excellent, as the table shows. There is as yet less requirements for cultural property experts in this country. Therefore the demand for these experts is still low and their opportunities for employment are poor (see Section C of the listing of specialists).

The fact that job opportunities and hence demand for most specialists in the Khmer Republic are good corroborates the comment made earlier in Section II that qualified archaeological personnel are in short supply. Employment opportunities vary, of course among the different types of organizations, namely museums, universities, governmental institutions. Differences were difficult to detect however, because of such a small amount of data. Regional employment opportunities for each type of organization will be appraised in a subsequent working paper for the Regional Seminar and it is expected that significant patterns will become evident.

Table 2 salaries (Col. 5) shows that archaeological specialists generally earn less and in no cases earn more than their peers (persons with equivalent education and experience) in other fields. Since all archaeological specialists, as previously noted, are employed by the government, their basic salary is the same as their peers in the government but generally lower than those in private industry. The interpretation that the Task Force makes of the fact that most specialists earn even less than their peers in government service is that these archaeological specialists have less opportunity to earn money outside their jobs. For example, a government architect may be able to conduct a profitable consulting business on his own time but such opportunities do not exist at present for a government employed archaeologist. Thus their total annual income is less than their peers.

This point needs to be reviewed at the national and regional seminars as it may be a key impediment in attracting professionals to the archaeological field.

Recommendation

It is recommended that the National Seminar review archaeological specialist opportunities by type of organization (museum, university, government institution) and make recommendations for ways to induce more people

(particularly professionals) to enter these fields. The seminars should concentrate on their highest priority needs as derived from Section II.

It is also recommended that the total income problem of archaeological specialists as compared to their peers be discussed. In particular, inducements in form of research grants, payments for publications, etc. could be used to encourage more professionals to enter the archaeological field.

IV. EXISTING EDUCATION AND TRAINING PROGRAMS (Section IV of Questionnaire)

The Faculty of Archaeology, University of Fine Arts in Phnom Penh gives courses leading to graduation in Archaeology. As for the National Museum, its task is to train the museum guards and guides.

Here are some information on the courses given:

University Level Courses

University of Fine Arts, Faculty of Archaeology (KU -1)

- Five year course leaded to Licence d'Archaeology
- Number of Students currently enrolled - 55
- Maximum capacity - 60
- Total graduates (1965-1973) - 29
- Courses are taught in both French & Khmer

Short Courses

National Museum - Phnom Penh (KM-1)

- 1) Training of Museum guards - 40 hours
 - Enrolled - 12
 - Maximum capacity - 30
 - Languages - Khmer

- 2) Training of guides - 80 hours
 - Enrolled - 10
 - Maximum capacity - 30
 - Languages - English, French, Khmer

It is worthwhile to note that at present no courses are given for any of the professional or technician level specialists so urgently needed in the Khmer Republic.

Recommendation

It is recommended that the Khmer National Seminar establish training course requirements for those specialists in most urgent need. Ideally a general outline of the course content, its duration and prerequisites should be determined. Efforts should also be made to get such courses planned and underway as soon as possible the national level initially and subsequently by ARCAFA as it become operational.

V. LEVEL OF TRAINING (Section V of Questionnaire)

All organizations agreed that professional level staff should receive a general education up to the B.A. level. At this point, as the student's interests begin to focus on one or more specialist fields, he should undergo intensive education training in his field of interest. In particular, monument restoration professionals were stressed as urgently needed.

At the technician level, recommendations were for training for laboratory and restoration technicians.

Three of the four organizations that filled out questionnaires noted that they did have standardized definitions for certain archaeological specialists and support personnel but they are very broad.

Recommendation

It is recommended that the National Seminar discuss the necessary levels of training for the main categories of archaeological specialists (with higher priorities) listed in Table 2.

The seminar should also discuss ways and means of motivating students to become specialists in the most urgently needed categories.

VI. EXISTING RESEARCH PROGRAMS. (Section VI of Questionnaire)

The Summary of archaeological research programs (past, present or planned) in the Khmer Republic and existing research talent and equipment is as follows:

A. Research programs

1. Research Programs Underway

- Procedures for setting up restoration conservation offices
 - Monuments survey
 - Studies and preparation of catalogues of collections of arts objects
 - Restoration of art objects
 - Restoration of monuments & Management/Arrangement of historical sites
 - Maintenance and preservation of monuments
2. Past Research of Possible Benefit to the Region
- Techniques and methods of conservation and restoration of monuments
 - Excavation of monuments
 - Development of techniques for prevented stone deterioration
3. Recommendations for Future Research Projects
- Monument restoration techniques
 - Site management and arrangement
 - Excavation techniques
 - Restoration techniques for art objects.
- B. Special Facilities/Equipment.
- Laboratories for restoration of bronze/stone/ceramic objects
- C. Special Equipment needs
- Projectors
 - Equipment for microfilm and microfiche
 - Dating equipment
 - Photogrammetry equipment
- D. Specialist talent available
- Specialists of the "Conservation d'Angkor"

Recommendation

It is recommended that the National Seminar review all past research work, obtain technical reports for ARCAFA's central file and make further recommendations as to types of research believed most important.

The Seminar should then assign priorities to these programs so that ARCAFA can include them in its Development Plan.

VII. SPECIFIC PROBLEMS REGARDING PROGRAMS (Section VII of Questionnaire)

All organizations that reported recommended that short term training courses, on-the-job training, seminars, and field trips be developed by ARCAFA for regional scholars.

The nature and type of these short courses should evolve from the combined needs and priorities of all SEAMEO countries as determined at the regional seminar in Phnom Penh in December, 1973.

The specialist needs of the reporting organizations were, of course, different and can best be compared by organization type (i.e. museum, university, government institution) at the regional level.

Organizational priorities are listed here for review at the forthcoming national seminar.

Specialist needs in order of priority

- National Museum (KM - 1)
 - 1) Museologist
 - 2) Cataloguer
 - 3) Photographer
 - 4) Restorer of Paintings
 - 5) Exhibition expert
- University of Fine Arts, Faculty of Archaeology (KU-1)
 - 1) Administrator
 - 2) Epigraphist
 - 3) Prehistorian
 - 4) Architect of Historical Monuments
 - 5) Sanscrit Specialist
- National Centre for Cultural Development (KI- 1)
 - 1) Restorer of Monuments
 - 2) Prehistorical excavation specialist
 - 3) Museologist
 - 4) Librarian

Recommendation

As previously noted in sections V and VI it is recommended that the National Seminar take into account the reported training needs and specialist requirements as stated in this section. National priorities must necessarily be assigned so that the Regional Seminar will be able to establish priorities for ARCAFA programs.

VIII. SOURCES OF SUPPORT (Section VIII of Questionnaire)

The objective of this section was to compile a complete listing of organizations in the region actively supporting any kind of archaeological activity.

- A. Outside support In the case of the Khmer Republic, the following organizations, in addition to the government, support archaeological activities :
- UNESCO : expert, mission and some product for protection of art objects, scholarships
 - France : Books, experts, equipment
 - Co-sponsorship of restoration of Angkor
 - Scholarships
 - Ford Foundation : Scholarships
- B. Interdepartmental support The Khmer archaeological organizations receive interdepartmental support for their projects as required, no problems were reported as to the effectiveness of this support.

Recommendation

It is recommended that each member country and ARCAFA insure that representatives of outside supporting organizations become involved with all future planning activities, including National and Regional Seminars. They should also be invited to submit suggestions for regional work that they would be interested in sponsoring.

IX. SIGNIFICANT ON-GOING FIELD WORK (Section IX of Questionnaire)

This section served primarily as a cross check and to obtain specific information on the projects in terms of manpower assignments, specialist needs and problems. Other details will be consolidated with the forthcoming report on regional archaeological institutions.

The most important point in this section of interest to the National and Regional Seminars are the problems faced by each country in its on-going field work. These are listed in order of importance for the Khmer Republic:

1. Lack of funds
2. Lack of skilled specialists
3. Lack of trained technicians
4. Lack of adequate management staff

Recommendation

It is recommended that the shortages of personnel as noted above be taken into account when assigning priorities to research/training programs at both the national and regional levels.

Lack of funds for archaeological research/training is a critical problem common to all countries. ARCAFA should plan as part of its long range program to help member country institutions "sell" their programs to their own governments and thus obtain higher priorities for archaeological budgets.

K. GENERAL RECOMMENDATIONS (Section X of Questionnaire)

The following specific recommendations were proposed by the four organizations that filled out questionnaires in the Khmer Republic.

- Training of restorers of monuments
- Training of specialist technicians (based on priorities determined at the regional seminar)
- Collecting and distribution of relevant archaeological information.
- Coordination of efforts and information exchange

Recommendation

It is recommended that the specific suggestions noted in this section be discussed at the National Seminar and that more detailed plans for their accomplishment be worked out.

ARCHAEOLOGICAL STAFF CLASSIFICATION	STAFF AND EMPLOYMENT DATA			EMPLOYMENT OPPORTUNITIES	
	(1) Present Staff	(2) Additional Staff needed now	(3) ^a Additional Staff needed in 3 yrs.	(4) Opportunities	(5) Salaries
A - Professional Staff					
1. Administrators/Managers	7	9	14	P/O	L
2. Historians	4	7	13	G	C
3. Archaeologists	9	13	23	G	C
4. Philologists, Epigraphists & Linguists	3	6	11	G	C
5. Ethnologists & Cultural Anthropologists	2	8	11	G	C
6. Museologists/Curators	0	8	20	G	L
7,8,9. Librarians	1	6	8	P	L
10. Architects of Historical Monuments	1	8	14	G/E	L
11. Excavation/Restoration Technicians	4	14	27	P/O	L
12. Monument/Object Dating Specialists	C	4	5	F/E	L
13. Others	1	C	C		
TOTAL	32	83	146		
B - Monument Excavation/Restoration/Conservation					
1. Excavation Specialists	C	7	19	G	L/C
2. Restoration Specialists:					
a. Stone	2	4	7	G	L/C
b. Masonry	1	4	6	G	L/C
c. Wood	1	2	4	G/E	L/C
3. Monuments Conservation specialists	23	33	42	G	L/C
4. Draftsmen & Topographers	19	21	30	G/E	L
5. Photographers & Photo-Interpreters	4	5	7	G	L
6. Other Specialists such as engineers, etc	0	2	3	G/E	L/C
TOTAL	50	78	118		
C - Cultural Property/Skeletal Excavation and Restoration/Conservation					
1. Excavation Specialists	4	9.5	21.5	G	L
2. Restoration Specialists:					
a. Stone	2.5	5	7	P	L
b. Metal	1	3	5	P	L
c. Wood	1.5	1	5	P	L
d. Skeletons	0	1	2	P	L
e. Textiles	0	2	3	G	L
f. Documents, Paintings	0	6	7	G/F/E	L
g. Pottery & Ceramics	2	6	7	G	L
3. Draftsmen & Artists	16	19	27	G	L
4. Others	3	0	0		
TOTAL	30	52.5	84.5		
D - Internal Supporting Staff					
1. Exhibition Experts	C	3	6	G	C
2. Public Relations Experts	1	3	3	P	C
3. Trained Guides	12	10	25	G/E	C
4. Others	0	1	2	F	C
TOTAL	13	17	61		
E - Outside Specialists Resources					
1. Geographical & Aerial Survey & Analysis	0	0	1	F/E	L
2. Geological Survey & Analysis	C	0	1	F	L
3. Public works specialists (lab. technician, draftsmen etc.)	C	4	6	P/O/E	L/C
4. Climatological Survey Experts	C	C	0	I	C
5. Archaeological Legislation Experts	1	1	1	F/O	C
6. Others	C	1	2	F	L
TOTAL	1	6	11		

^a Over and above present staff

LEGEND : F = Poor
G = Good
E = Excellent
L = Lower than Peers
C = Comparable to Peers
M = Higher than Peers
L/C = Lower to Comparable

F/O = Range from Poor to good
G/E = Range from Good to Excellent
F/E = Range from Poor to Excellent

L A O S

C. LAOS

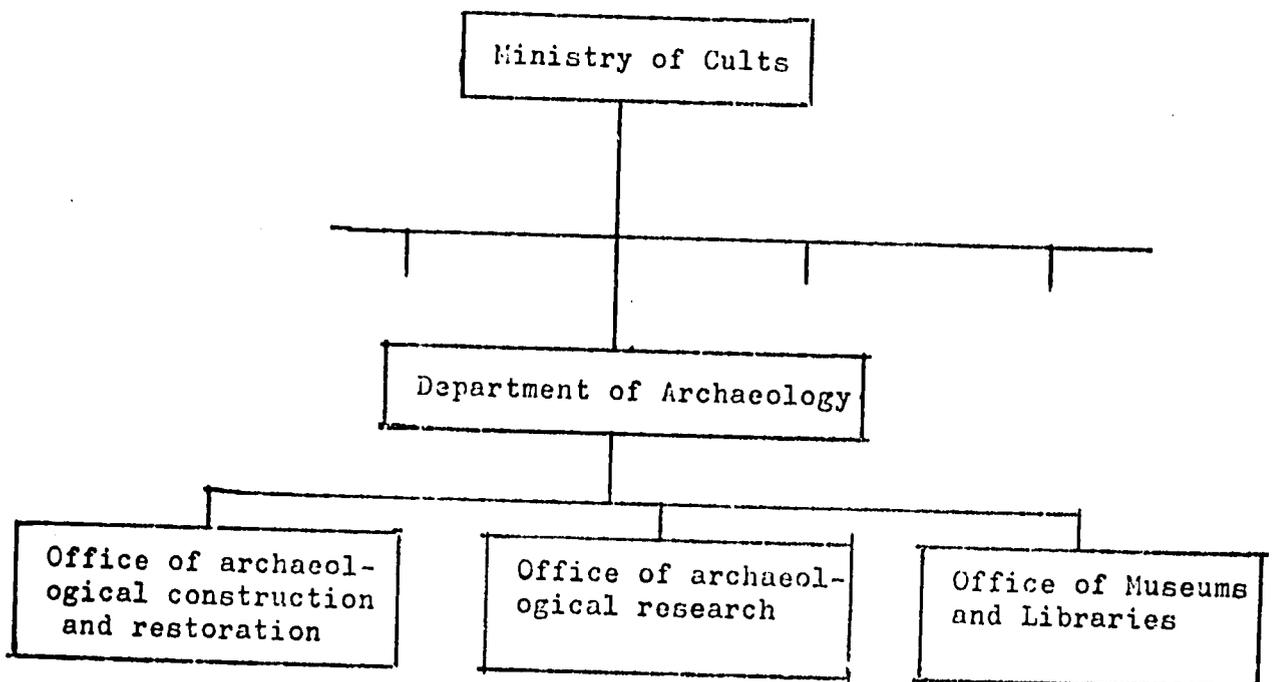
Two questionnaires have been received from the two governmental institutions : the National Directorate of Museums and Libraries and the Department of Archaeology. This represents 100% of the available data. In the discussion that follows, the section numbers and title correspond to the numbers and titles used in the questionnaires.

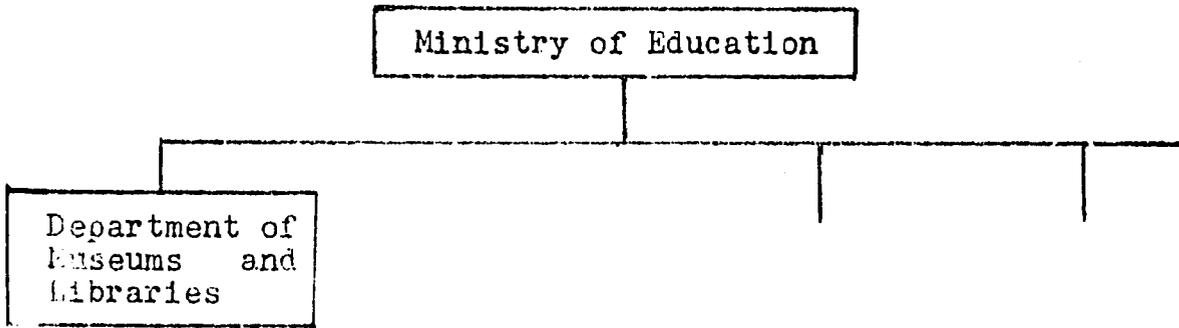
I. OBJECTIVES (Section I of Questionnaire)

This information was obtained primarily through personal interviews by the Task Force and is discussed in some details in Appendix D.

The two organizations dealing with archaeological resources, documentation and museums belong to the two different ministries. This complicates the work. Beyond that, the authority cannot supervise all the work because of the lack of legislation, technical staff etc.... For example the restoration of Buddhist wats is done by the religious for provincial authorities without consulting the interested governmental organization.

Following is the governmental chart of archaeological services in Laos





The Task Force believes that far more effective co-ordination can be established if all the interest organizations are under the responsibility of only one higher commission or ministry.

Recommendation

It is recommended that the Lao National Seminar review the problem of organization.

II. STAFF AND EMPLOYMENT DATA (Section II of Questionnaire)

This section was designed to obtain as much information as possible on the existing archaeological staff of the reporting organizations and their current and future needs.

Table 3 shows quite clearly how big a gap exists between the existing staff and the needs for all categories of archaeological talent. The absence of training of these specialists explains very well this situation. Only one Lao Student is now doing archaeological studies outside his country (Phnom Penh, Khmer Republic). Based on interviews, school graduates do not like to become specialized in this field, because the salaries are not attractive and the social position of archaeologists is unknown and unappreciated by the public.

Recommendation

This shortage of staff problem should be discussed at the National Seminar and recommendations should be made as how ARCAFA can be of assistance.

III. EMPLOYMENT OPPORTUNITIES (Section III of Questionnaire)

The whole employment salary picture for each of the archaeological specialist categories covered by the questionnaires is given in Table 3.

In general the opportunities for archaeological employment are poor and salaries lower than their peers in other sectors.

Recommendation

It is recommended that the National Seminar discuss the problem of how to increase the employment opportunities in the field of archaeology and how to attract people into this field.

IV. EXISTING EDUCATION TRAINING PROGRAMS (Section IV of Questionnaire)

There is no school for education/training of archaeological specialists in Laos. Therefore, the Department of Archaeology can only give course in History of Laos. The course lasts 52 weeks (1 hour per week). Ten persons attend this course.

Recommendation

The Lao National Seminar should discuss possible ways to begin to provide some initiation in archaeology in the school curriculum so that future students may be motivated to enter the field. Perhaps exchange arrangements with neighboring countries could be worked out to obtain temporary staff.

V. LEVEL OF TRAINING (Section V of Questionnaire)

The objective of this section was to obtain the opinion of the experts in the institutions contacted on the type of professional and technician training and the level which should be the most important for the country and the region.

Concerning the type of training, it can be stated that it would be preferable to have a general education up to B. A. level and then a specialized one beyond that level. The organization contacted would like ARCAFA to sponsor programs of training at the technician level.

At present, there is not one archaeologist in Laos. It is understandable that there are no standardized definitions of archaeological specialists.

VI. EXISTING RESEARCH PROGRAMS (Section VI of Questionnaire)

This is to obtain as much data as available on archaeological research programs in the region and on unique

research talent and equipment.

Research Programs :

1. Research Programs underway

- Archaeological survey, to pinpoint and license all sites in the country.

2. Recommendation for future Research Projects :

- Excavation and analysis of prehistoric sites in the vicinity of Luang Prabang, and Boharay caves in Khammouane Province.

Recommendation :

It is recommended that the National Seminar identify high priority research needs to permit ARCAFA to include them in its Development Plan.

VII. SPECIFIC PROBLEMS REGARDING PROGRAMS (Section VII of Questionnaire)

The Lao organizations contacted thought that on-the-job training and workshops/seminars are the best types of Regional Research/training programs that ARCAFA should sponsor.

The specialist needs of the reporting organizations are different. Following are the list of specialists needs in order of priority.

- Department of Archaeology :

1. Historian and Archaeologist
2. Philologist
3. Ethnologist
4. Excavation and Restoration technician
5. Specialist in monuments

- Directorate of Libraries and Museums :

1. Object dating specialist
2. Exhibition expert
3. Historian and Archaeologist
4. Excavation and Restoration technician
5. Epigraphist - linguist

VIII. SOURCES OF SUPPORT (Section VIII of Questionnaire)

This is to get information about the outside organizations which actively support any kind of archaeological activity in the country.

Up to now Laos has not received any support from outside in the field of archaeology but there are many possibilities to get it.

Therefore the organizations receive support and assistance from the other departments in the country.

IX. SIGNIFICANT ON-GOING FIELD WORK (Section IX of Questionnaire)

The organizations contacted have no comments on significant on-going field work. However, they did indicate that the problems which obstruct the work are those listed below in order of importance.

1. Lack of funds
2. Lack of skilled specialists
3. Lack of trained technicians
4. Lack of adequate management staff

Recommendation

It is recommended that the National Seminar take this listing into account when it establishes national specialist priorities.

X. GENERAL RECOMMENDATIONS (Section X of Questionnaire)

The organizations contacted suggest that the training programs will be the most efficient method that ARCAFA can use to help upgrade Lao archaeological capability.

Recommendation

It is recommended that the specific suggestions be discussed at the National Seminar.

ARCHAEOLOGICAL STAFF CLASSIFICATION	STAFF AND EMPLOYMENT DATA			EMPLOYMENT OPPORTUNITIES	
	(1) Present Staff	(2) Additional Staff needed now	(3)* Additional Staff needed in 3 yrs.	(4) Opportunities	(5) Salaries
A - Professional Staff					
1. Administrators/Managers	4	2	3	P	L
2. Historians	0.7	3	7	P	L
3. Archaeologists	0	2.5	5	P	L
4. Philologists, Epigraphists & Linguists	0.2	3	5	P	L
5. Ethnologists & Cultural Anthropologists	0	3	6	P	L
6. Museologists/Curators	0.1	4	10	P	L
7.8.9. Librarians	3.7	11	19	P	L
10. Architects of Historical Monuments	0	2	6	P	L
11. Excavation/Restoration Technicians	0	5	10	P	L
12. Monument/Object Dating Specialists	0	4	6	P	L
13. Others					
TOTAL	8.7	39.5	77		
B - Monument Excavation/Restoration/Conservation					
1. Excavation Specialists	0	4	10	P	L
2. Restoration Specialists:	0	2	5	P	L
a. Stone	0	1	2	P	L
b. Masonry	0	6	9	P	L
c. Wood	0	4	11	P	L
3. Monuments Conservation Specialists	0.5	2	6	P	L
4. Draftsmen & Topographers	0	3	6	P	L
5. Photographers & Photo-Interpreters	0.5	3	6	P	L
6. Other Specialists such as engineers, etc	0	1	3	P	L
TOTAL	1	23	52		
C - Cultural Property/Skeletal Excavation and Restoration/Conservation					
1. Excavation Specialists	0	9	18	P	L
2. Restoration Specialists:	0	3	6	P	L
a. Stone	0	1	3	P	L
b. Metal	0	3	6	P	L
c. Wood	0	1	3	F	L
d. Skeletons	0	2	4	P	L
e. Textiles	0	3	5	F	L
f. Documents, Paintings	0	1	3	P	L
g. Pottery & Ceramics	1	2	6	P	L
3. Draftsmen & Artists	0				
4. Others					
TOTAL	1	25	52		
D - Internal Supporting Staff					
1. Exhibition Experts	0	3	5	P	L
2. Public Relations Experts	0.2	3	4	P	L
3. Trained Guides	1	3	9	P	L
4. Others	8	2	7		
TOTAL	9.2	11	26		
E - Outside Specialists Resources					
1. Geographical & Aerial Survey & Analysis	0	4	6	P	L
2. Geological Survey & Analysis	0	2	3	P	L
3. Public works Specialists (lab. technician draftsmen etc.)	0	2	5	P	L
4. Climatological Survey Experts	0	2	3	P	L
5. Archaeological Legislation Experts	0.1	2	3	P	L
6. Others					
TOTAL	0.1	12	20		

* Over and above present staff

LEGEND : P = Poor L = Lower than Peers
 G = Good C = Comparable to Peers
 E = Excellent H = Higher than Peers
 L/C = Lower to Comparable

F/O = Range from Poor to good
 G/E = Range from Good to Excellent
 P/E = Range from Poor to Excellent

M A L A Y S I A

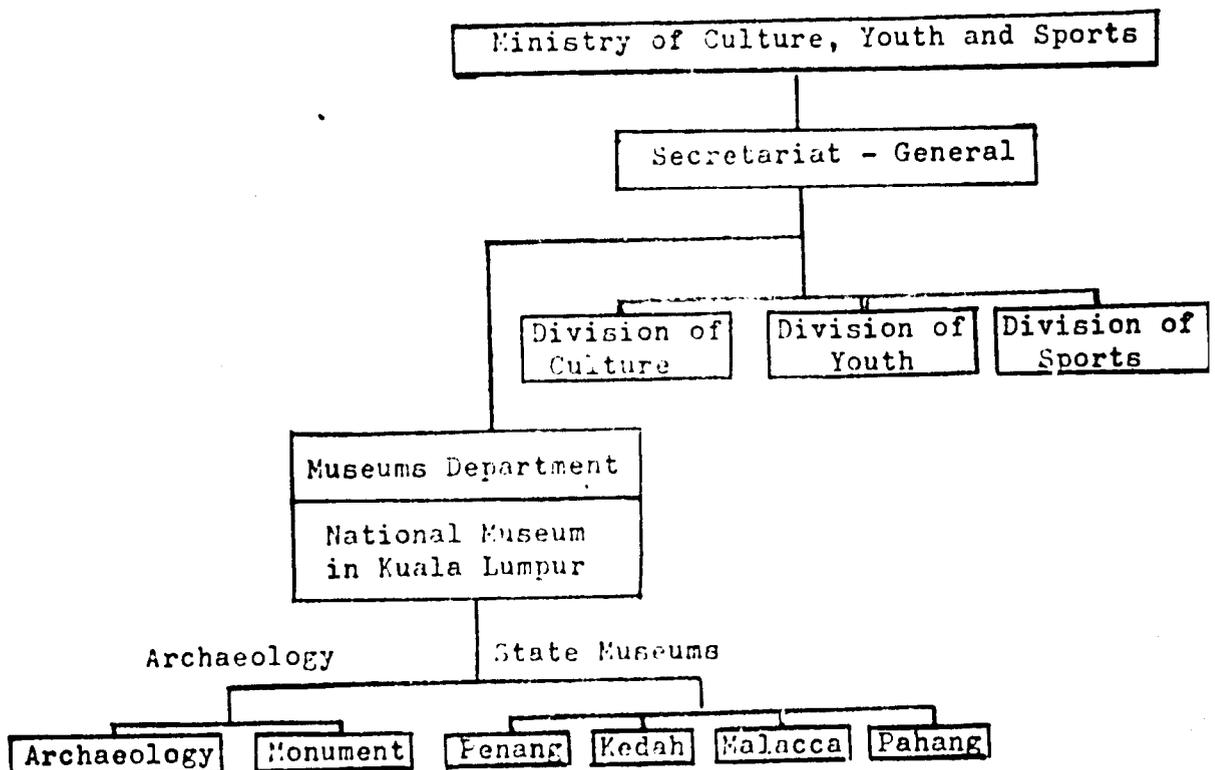
D. MALAYSIA

Four completed questionnaires have been received from Malaysia (three from Museum and one from university). Unfortunately the university of Malaya, which is the only place where courses in archaeology are given, did not answer the questionnaire. This represents 85 per cent of the available archaeological data.

I. OBJECTIVES (Section I of Questionnaire)

This information was obtained primarily through personal interviews by the Task Force and is discussed in some details in Appendix D.

A few years ago, Malaysia has organized a Ministry of Culture, youth and Sports in order to coordinate all the cultural activities in the country. There are three divisions (culture, youth and sports) and a Museum Department. The Director of the Museum Department is at the same time Director of the National Museum in Kuala Lumpur. He supervises all the archaeological works including monuments and State Museums. Following is the organizational chart :



The Sarawak Museum and Sabah Museum are under the authorities of East Malaysia.

II. STAFF AND EMPLOYMENT DATA (Section II of Questionnaire)

Table 4 shows clearly the situation of the staff of both East and West Malaysia as well as their needs. The most needed specialists are ethnologist, cultural anthropologist and excavation/restoration technicians. The Museums Department urgently needs another monument conservation specialist because of the restoration work in Malacca.

Recommendation

It is recommended that the Malaysian National Seminar review the listing of archaeological manpower needs and assign national priorities to each category of relative importance. This should be done in co-ordination between the eastern part and the western part of Malaysia.

III. EMPLOYMENT OPPORTUNITIES (Section III of Questionnaire)

In general the employment opportunities are poor. But it appears that they are better in the eastern part of Malaysia. According to the opinions of those responsible for the Sarawak Museum, opportunities are good and even excellent for some archaeological specialty. As for some organizations in West Malaysia, they are said to be poor.

Salaries are, in most cases, comparable.

Recommendation

It is recommended that the National Seminar give more details on this particular point.

IV. EXISTING EDUCATION AND TRAINING PROGRAMS (Section IV of Questionnaire)

This is an Archaeological Research Unit in the History Department of the University of Malaya where courses in archaeology are being taught. But unfortunately those responsible for this Research Unit did not fill out the questionnaire.

Recommendation

It is recommended that the Malaysian National Seminar provide complete information about the existing education/training programs.

V. LEVEL OF TRAINING (Section V of Questionnaire)

The organizations contacted suggest that the training of archaeological specialists be generalized up to B. A. level and specialized from this level on.

They are more in favor of the training of a good number of lower level of scientists and technicians than the training of a few Ph. D. level archaeologists.

VI. EXISTING RESEARCH PROGRAMS (Section VI of Questionnaire)

The National Museum in Kuala Lumpur has the following research programs :

1. Research programs underway :
 - Bujang valley : surveying, excavation, reconstruction, research (1970 - 1975)
 - National Survey of historical sites and monuments
2. Future research :
 - Archaeology of the Prehistoric and Hindu Buddhist period.

VII. SPECIFIC PROBLEMS REGARDING PROGRAMS (Section VII of Questionnaire)

The Museums (MM1, MM2 and MM3) suggest that the training be undertaken in these forms : short term courses, field work and on-the-job training.

The National University of Malaysia (MU-1) on the other hand suggests full-time graduate training for a few Ph. D. The specialist needs of the reporting organizations are listed by order of priority:

- A. Sabah Museum (MM-1)
 - one qualified archaeologist
- B. National Museum (MM-2)
 - Sub-professional level in field work (archaeology, ethnology, natural sciences)
 - documentation and registration, exhibitions
- C. Sarawak Museum (MM-3)
 - Museologist
 - Archaeologist

- Anthropologist
- Excavator/restoration technician
- D. National University of Malaysia (MU- 1)
 - Generalist archaeologist

Recommendation

It is recommended that the National Seminar assign national priorities in specialist needs to enable ARCAFA to establish its Development Plan.

VIII. SOURCES OF SUPPORT (Section VIII of Questionnaire)

The Malaysian National Museum used to have support from both outside and interdepartmental support.

- a. outside support : Colombo Plan, UNESCO, ICOM
- b. Interdepartmental : University of Malaya, the departments of geography, geology and climatology etc..

IX. SIGNIFICANT ON-GOING FIELD WORK (Section IX of Questionnaire)

Two organizations possess on-going field work :

a. National Museum (MM-2)

- Bujang Valley
- Malacca
- National Survey of Historical Sites and Monuments
- Traditional Homes
- Restoration/Conservation of Monuments in Peninsular Malaysia

b. Sarawak Museum (MM-3)

- Niah Cave Excavation
- Sungei Jaong - Bongkissam Excavation
- Bedong

The followings are problems faced by the two organizations (MM-2 and MM-3) as far as their on-going field work are concerned :

1. lack of skilled specialist
2. lack of funds

3. lack of management personnel
4. lack of technician

X. GENERAL RECOMMENDATIONS (Section X of Questionnaire)

Following are the recommendations from different organizations which have filled ou the questionnaire :

- ARCAFA should first assess the capability of this museum (MM-3) in terms of manpower resources and then give guidance all along until this museum can stand on its own.
- Publicity and availability of funds to carry out projects as well as on-the-job training for archaeological staff in the SEAMEO Region.
- Provide a few fellowships for training toward M.A. or Ph. D. level to those who already have B.A. in anthropology.

TABLE 4

MALAYSIA

ARCHAEOLOGICAL STAFF CLASSIFICATION	STAFF AND EMPLOYMENT DATA			EMPLOYMENT OPPORTUNITIES	
	(1) Present Staff	(2) Additional Staff needed now	(3)* Additional Staff needed in 3 yrs.	(4) Opportunities	(5) Salaries
A - Professional Staff					
1. Administrators/Managers	2	2	2	P/G	C
2. Historians	0	3	3	G/E	C
3. Archaeologists	1	1	2	P	C
4. Philologists, Epigraphists & Linguists	0	0	0		
5. Ethnologists & Cultural Anthropologists	9	3	13	H/P	C
6. Museologists/Curators	0	1	1	E	C
7,8,9. Librarians	2	2	3	G	C
10. Architects of Historical Monuments	0	0	1	P	C
11. Excavation/Restoration Technicians	3	2	11	G/E	C
12. Monument/Subject Dating Specialists	0	1	2	P/E	C
13. Others	1	1	2	P	C
TOTAL	16	22	40		
B - Monument Excavation/Restoration/Conservation					
1. Excavation Specialists	0	3	3	F/G/E	C
2. Restoration Specialists: a. Stone	0	0	1	F	C
b. Masonry	0	0	1	P	C
c. Wood	0	0	1	P	C
3. Monuments Conservation Specialists	1	1	1	P	C
4. Draftmen & Topographers	0	3	4	G/E	C/L
5. Photographers & Photo-Interpreters	2	3	4	G	C/L
6. Other Specialists such as engineers, etc					
TOTAL	3	10	15		
C - Cultural Property/Skeletal Excavation and Restoration/Conservation					
1. Excavation Specialists		2	2	G	L
2. Restoration Specialists:					
a. Stone			1	P	C
b. Metal			1	P	C
c. Wood			1	P	C
d. Skeletons			1	P	C
e. Textiles			0	P	C
f. Documents, Paintings			2	P	C
g. Pottery & Ceramics		1	2	P	C
3. Draftmen & Artists	1	1	2	G	C
4. Others					
TOTAL	1	4	11		
D - Internal Supporting Staff					
1. Exhibition Experts	1	2	3	P/E	C/L
2. Public Relations Experts	1	2	3	G/E	C/L
3. Trained Guides	3	3	3	G	L
4. Others					
TOTAL	5	7	9		
E - Outside Specialists Resources					
1. Geographical & Aerial Survey & Analysis	1	1	1	G	C
2. Geological Survey & Analysis	1	1	1	G	C
3. Public Works Specialists (lab. technician, draftsman etc.)	1	1	1	G	C
4. Climatological Survey Experts					
5. Archaeological Legislation Experts					
6. Others					
TOTAL	3	3	3		

* Over and above present staff

LEGEND : P = Poor L = Lower than Peers
 G = Good C = Comparable to Peers
 E = Excellent H = Higher than Peers
 L/C = Lower to Comparable

P/G = Range from Poor to good
 G/E = Range from Good to Excellent
 P/E = Range from Poor to Excellent

PHILIPPINES

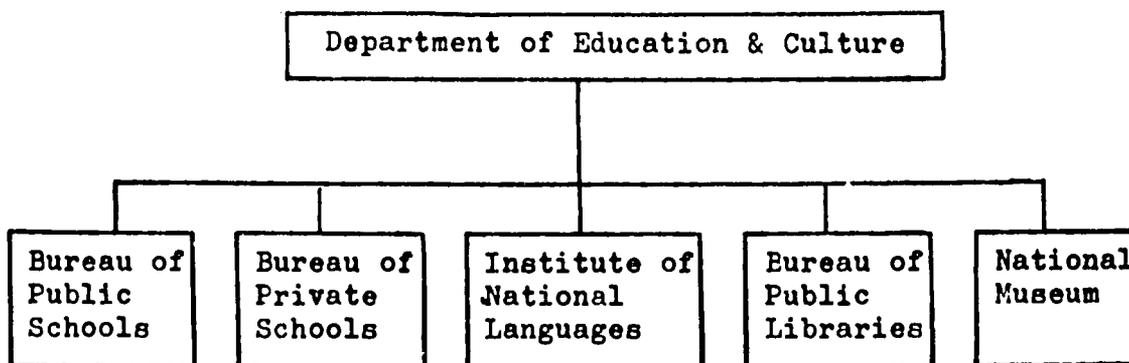
E. PHILIPPINES

This review covers a total of five completed questionnaire received from Indonesia (three from Museums and University Museums, one from University and another one from institution. This represents about 80 per cent of the available archaeological data.

I. OBJECTIVES : (Section I of Questionnaire)

This information was obtained primarily through personal interviews by the Task Force and is discussed in some details in Appendix D.

Among the departments (ministries) in the Cabinet of the president of the Philippines is the Department of Education and Culture headed by the Department Secretary . The organizational chart of the Department is as follows :



The National Museum is the main organization dealing with archaeology. With regards to archaeological excavation and survey or the exportation of antiques, only the Museum Director has the authority to grant government permits.

In the Philippines, there is no organization which really deals with restoration of monuments and historical buildings. Some works are undertaken by a committee while others, by the religious themselves. So there is no co-ordination in this field at all.

Recommendation

It is recommended that the Philippine National Seminar discuss the problems of restoration of monuments and historical buildings. May be a creation of a committee or a Department (or Section of Anthropological Department) in the National Museum is necessary for there is already a specialist on monument restoration who supervises and assists in all the restoration works of the country.

II. STAFF AND EMPLOYMENT DATA (Section II of Questionnaire)

Data from each organization are consolidated from the entire country and presented in table 5 for each specialist classification in the questionnaire for all reporting organizations.

It is to be noted that the National Museum of the Philippines is the only one in Southeast Asia which has legislation expert in its staff.

The most needed specialist are archaeologist, ethnologist, museologist, architect and excavation/restoration technician.

The specialist needs vary from one type of organization to another.

Recommendation

It is recommended that the Philippine National Seminar review the listing of archaeological manpower needs and assign priorities to each category of relative importance.

III. EMPLOYMENT OPPORTUNITIES (Section III of Questionnaire)

On the basis of the questionnaire data with regards to the salaries and job opportunities of each of the specialists in the various aspects of archaeological work, one may conclude that these are low, with the exception of administrators/managers, ethnologists, and librarians. These classes of specialists are rated differently by the respondents to the questionnaires. For example, some say the opportunities for employment of librarians are poor, others say good, and still others say excellent. It is however, a fact that librarians are needed by many kinds of institutions-educational, commercial, government, scientific, etc. hence their job opportunities are bright. There are almost 700 colleges and universities alone in the country having at least one library each. On the other hand, most specialists in archaeological work are limited to museum work and to some extent, university work. This factor probably accounts for, by and large, their small number.

When salaries are rated low in the country for the classes of specialists in archaeology (including most specialists in other museum activity such as those in the natural sciences), it is generally viewed from the perspective of length of training and work load in comparison with their peers in other offices-public and private who receive better pay. Museum also prepare themselves academically, yet, they are still widely regarded as mere custodians of antiques and do nothing else but keep old objects and curiosities.

Incidentally, not one of the five institutions in the questionnaire survey gave data on the job opportunities and salaries of specialists in monument excavation/restoration/conservation. As explained earlier, there are only three trained architect/restorers in the Philippines and only one of them is on the staff of the National Museum although he is not with the Division of Anthropology.

IV. EXISTING EDUCATION/TRAINING PROGRAMS (Section IV of Questionnaire)

Following are reported data on both formal archaeological education programs at the University level and on specialist/technician training in the form of short courses and on-the-job training. Details, unfortunately, are presently not available pending more definitive data from the forthcoming national seminars.

According to the American system followed by the Philippines (e.g. Univ. of the Phil.) student wishing to pursue specialization in archaeology enters college after graduating from high school after passing an entrance exam and pursues a general arts and sciences program for the first and second years. After he pursues a general anthropology and linguistics course in the next two years, graduating with a B.A. degree. Specialization usually begins at the graduate level (two more years for the M.A. degree plus thesis work and defense), but still the training aims to produce an anthropologist, for an archaeologist is in the last analysis still doing anthropology - the science of man and his works.

Theoretically, the student with an M.A. degree is ready to pursue the Ph. D. program, but in the Philippines today only the University of San Carlos is offering this program. Other universities still send their prospects to Europe and the United States. The reason for this is clearly inadequate teaching/training staff.

Though it has its own anthropology museum the U.P. Department of Anthropology nevertheless entered into an agreement with the National Museum to avail itself of the technical skills and facilities of the latter. The two institutions regularly conduct a joint field school in archaeological and ethnographic methods in summer usually in an on-going research project of the museum. In addition, museum anthropologists are hired as professorial lecturers at the university, thus augmenting their basic salaries.

Virtually the same system has been adopted by the Department of Anthropology, San Carlos University, in central Philippines.

Moreover, it lists five courses relevant to the training of archaeologists :

- a. Introduction to Prehistory
- b. Methods and techniques in Field Archaeology
- c. Archaeology of Southeast Asia
- d. Introduction to Philippine Archaeology
- e. Archaeology and the Chinese Bronze Age.

The Anthropology Museum of Silliman University also in central Philippine offers short courses in scientific illustration, field methods in archaeology, and cataloguing/documentation.

V. LEVEL OF TRAINING (Section V of Questionnaire)

It is the consensus of opinion on the basis of the accomplished questionnaires that training should be generalized for future archaeologists at all levels of college works. As stated earlier, it is still generally believed in the Philippines, the basic product (the graduate) must be a total anthropologist and that specialization comes when he practices his profession and becomes involved in specific research problems. At the middle level scientists and technicians, however, it is agreed to train large numbers and then generalized initially and specialized later. In the opinion of one respondent, the training of restorers (of monuments) be specialized beyond the baccalaureate level.

In the matter of sponsorship of training by ARCAFA the responses appear to be tailored to the present need of individual institutions. In this connection one prefers the training of stone, pottery and fossil specialists; another of Ph. D's; another on specialists in various phases of archaeological research; and another on sponsoring seminars on methods and techniques.

Four gave positive answers to the question of whether or not to standardize the definition of qualifications. One disagreed on grounds of diversity of problems in the SEAMEO Region. Equally distributed in four respondent institutions are the positive/negative replies about the existence of standardized definitions of archaeological specialists in their respective institutions. In the case of the National Museum, the whole institutions has one but there is none uniquely set up for any one division. Thus, the responsibilities of the curator of anthropology are similar to those of the curator of zoology, of geology and so forth.

VI. EXISTING RESEARCH PROGRAMS (Section VI of Questionnaire)

All respondent institutions claim to have each a research program with the exception of one whose researches are directly related to an on-going monument restoration project. These may be listed as follows :

<u>Institution</u>	<u>Specific Research Program</u>
1- National Museum	Early man and Environment in the Philippines
2- Silliman University (Anthro-museum)	Archaeology of the Island of Negros
3- University of the Phil. (Department of Anthropology)	Patterns of Ethno-ecological Adoptions (from the past to contemporary times)
4- University of San Carlos (Dept. of Anthropology)	Southeast Asian jar burials and protohistoric maritime trade

A fair number of the researches completed are of direct benefit to the region. For example, one recently published five-year research involving man-made cave deposits by the National Museum and dating to the late Pleistocene, provides evidence of early man in Asia who settled various island by walking across over land-bridges. Another research work bears upon the protohistoric maritime trade around Southeast Asia. Most respondents have ideas on future regional research programs :

<u>Institution</u>	<u>Comment</u>
1- National Museum	Early man in S.E.A
2- Silliman Univ.	- ditto -
3- Univ.of San Carlos	The peopling of S.E.A.
4- Univ. of the Phil.	No comment
5- Intramurous Restoration Committee	Regional research on humidity, stone disease, etc. of monuments

Only one, Silliman University reported laboratory equipment such as atomic absorption spectrophotometer, ultraviolet visible spectrophotometer, and an infra-red spectrophotometer. The respondent from the University of the Philippines failed to report the existence of an electronic computer in the university and that it also has excellent facilities for microfilming. The Atomic Energy Commission of the Philippines has a carbon -14 laboratory, although this is not ready as yet to receive analysis materials.

VII. SPECIFIC PROBLEMS REGARDING PROGRAMS (Section VII of Questionnaire)

Taken together, the following types of training needed were recommended :

1. Seminars on archaeological field methods and techniques
2. On-the-job training
3. Short courses
4. Site report (scientific) writing.

As to specialist needs, one respondent institution has no comment to make; one listed archaeologists only; and then one does not feel the need to specialize at present owing to the small size of the staff. The listings of the remaining two institutions are reproduced here including the order of priority :

<u>Institution</u>	<u>Specialists needed</u>
a- National Museum	<ol style="list-style-type: none">1. Archaeologist2. Conservation specialist3. Geomorphologist, macro-paleontologist, palynologist4. Restoration specialist5. Draftsmen6. Ethnologist
b- Silliman Univ. (Anthro-Museum)	<ol style="list-style-type: none">1. Archaeologist2. Ethnologist3. Architect4. Scientific illustrator5. Documentalist

VIII. SOURCES OF SUPPORT (Section VIII of Questionnaire)

The outside sources of support reported include both local and foreign funding institutions which are here combined :

<u>Local</u>	<u>Foreign</u>
1. National Science Development Board	1. International Fund of Silliman University
2. Research Foundation in Philippine Anthropology and Archaeology	2. The Asia Foundation
3. National Research Council	3. Ford Foundation
4. National Government	4. Rockefeller Foundation
5. Private contributions and donations	5. German Research Foundation
	6. The National Geographic Society

IX. SIGNIFICANT ON-GOING FIELD WORK (Section IX of Questionnaire)

This is really related to or an extension of Item VI, which depicts the research programs of the respondent institutions. Each has specific archaeological projects representing the implementation of the provisions of their programs. On this proviso, one can say that museums and universities in the Philippines are research-oriented and that there are no longer any arm-chair archaeologists.

With regards to problems that slow down work, inadequate funding or lack of it stands out as the most acute one, followed by shortage of skilled technicians. Bureaucracy is also listed as a problem, because redtape can and often does delay the release of much needed funds. Surprisingly, the National Museum listed funds as N° 3, which implies that it does suffer from lack of funds at least for the present time.

X. GENERAL RECOMMENDATIONS (Section X of Questionnaire)

The followings were recommended by four of the five Philippine respondent institutions :

1. Training specialists in various levels of archaeological work, monument restoration, and museology.

2. Research and writing
3. Regional Control of antique traffic
4. Adequately financed researches and restoration work
5. Setting up (or exploiting existing) dating laboratories to serve the region
6. Scholarships for training at least for short-term courses
7. Seminars to standardize methods and techniques.

ARCHAEOLOGICAL STAFF CLASSIFICATION	STAFF AND EMPLOYMENT DATA			EMPLOYMENT OPPORTUNITIES	
	(1) Present Staff	(2) Additional Staff needed now	(3) [*] Additional Staff needed in 3 yrs.	(4) Opportunities	(5) Salaries
A - Professional Staff					
1. Administrators/Managers	2.01	3.05	5.5	P	L/R
2. Historians	0	1	0	P	L
3. Archaeologists	8.2	13	17	P	L
4. Philologists, Epigraphists & Linguists	2	1	0	P	L
5. Ethnologists & Cultural Anthropologists	11.2	6	13	P/G	L
6. Museologists/Curators	3.55	3.5	8	P	L
7.E.9. Librarians	2.83	4.5	4.5	P/G/E	L/C
10. Architects of Historical Monuments	3	5	8	P	L
11. Excavation/Restoration Technicians	3.33	5	17	P	L
12. Monument/Object Dating Specialists	2	2	7.5	P	L
13. Others	1.33	3	3		
TOTAL	39.43	47.05	80.5		
B - Monument Excavation/Restoration/Conservation					
1. Excavation Specialists	2.5	3	8	P	L
2. Restoration Specialists: a. Stone	0	4	5	P	L
b. Masonry	0.1	4.5	5	P	L
c. Wood	0.1	6.5	9	P	L
3. Monuments Conservation Specialists	1	4	9	P	L
4. Draftsmen & Topographers	3.35	11.5	15	P	L
5. Photographers & Photo-Interpreters	1.1	5.5	5	F	L
6. Other Specialists such as engineers, etc	0	3	4	F	L
TOTAL	8.13	42	64		
C - Cultural Property/Skeletal Excavation and Restoration/Conservation					
1. Excavation Specialists	4.6	1.25	3	F	L
2. Restoration Specialists:					
a. Stone		2	4	P	L
b. Metal		2	4	P	L
c. Wood		2	4	F	L
1. Skeletons		2	4	F	L
e. Textiles		2	4	P	L
f. Documents, Paintings		2	4	P	L
g. Pottery & Ceramics	2.25	7	12	P	L
3. Draftsmen & Artists	4.33	11	15	F	L
4. Others	1				
TOTAL	12.18	31.25	54		
D - Internal Supporting Staff					
1. Exhibition Experts	4.5	6.5	10	P	L
2. Public Relations Experts		3	3	P	L
3. Trained Guides	4	17	16	F	L
4. Others					
TOTAL	8.5	26.5	29		
E - Outside Specialists Resources					
1. Geographical & Aerial Survey & Analysis	1	3	7	P	L
2. Geological Survey & Analysis	1.25	4.5	10	P	L
3. Public works Specialists (lab. technician draftsmen etc.)	0.33	2	5	P	L
4. Climatological Survey Experts	1	0	2.5	P	L
5. Archaeological Legislation Experts	1.1	2.25		F	L
6. Others					
TOTAL	4.68	11.75	24.50		

* Over and above present staff

Legend

P = Poor
C = Good
E = Excellent
L = Lower than Peers
C = Comparable to Peers
H = Higher than Peers
L/C = Lower to Comparable

P/G = Range from Poor to good
G/E = Range from Good to Excellent
P/E = Range from Poor to Excellent

S I N G A P O R E

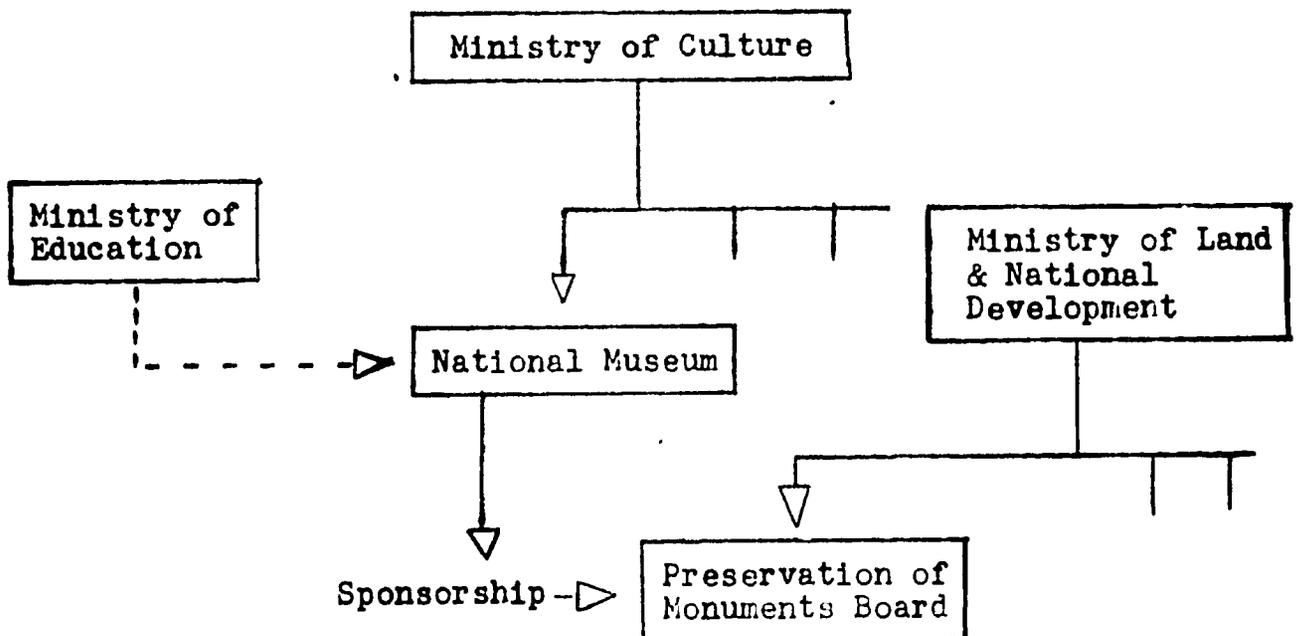
F. SINGAPORE

One completed questionnaire has been received from Singapore. It was filled up jointly by the National Museum and the Preservation of Monuments Board. However, as these two institutions are in charge of all the archaeological work in the country, this questionnaire represents 100 per cent of the available data.

I. OBJECTIVES (Section I of Questionnaire)

This information was obtained primarily through personal interviews by the Task Force and is discussed in some details in Appendix B.

The two organizations belong to two different ministries. The National Museum is an organization of the Ministry of Culture. The Preservation of Monuments Board is under the Ministry of Land and National Development but under the sponsorship of the National Museum.



II. STAFF AND EMPLOYMENT DATA (Section II of Questionnaire)

No prehistoric site has been discovered in Singapore, though a few artifacts have been picked up in surrounding islands. This fully explains the present staff and the needs shown in table 6.

III. EMPLOYMENT OPPORTUNITIES (Section III of Questionnaire)

The problem of employment does not arise. There are scarcely any trained specialist. The salary levels of specialists are not generally comparable with their peers in private sectors.

IV. EXISTING EDUCATION AND TRAINING PROGRAMS (Section IV of Questionnaire)

The University of Singapore does not provide any course in archaeology. There are only courses in social anthropology as part of social studies.

V. LEVEL OF TRAINING (Section V of Questionnaire)

The organizations contacted suggest that the training of archaeological specialists should be generalized in the first level then specialized later on.

They suggest that training must also be extended to non-university graduate (technician)

VI. EXISTING RESEARCH PROGRAMS (Section VI of Questionnaire)

The National Museum has, in the past, participated in archaeological survey and excavation in conjunction with outside institutions, mainly in Malaysia. Such activities, not presently undertaken, can be planned again in the future.

VII. SPECIFIC PROBLEMS (Section VII of Questionnaire)

The training of technicians has been mentioned as the first need for the Region.

Specialist needs in order of priority are :

1. Restoration specialist in cultural properties
2. Exhibition expert
3. Museologist/curator
4. Architect of historical monuments/building

VIII. SOURCES OF SUPPORT (Section VIII of Questionnaire)

There is no outside resources as no archaeological activities are planned.

IX. SIGNIFICANT ON-GOING FIELD WORK (Section IX of Questionnaire)

Not applicable

X. GENERAL RECOMMENDATIONS(Section X of Questionnaire)

Based on interviews, those responsible for the organizations contacted suggested that emphasis of training should be on large numbers of middle level scientists with the training being extended to non-university graduates who are technicians. It is indeed worthwhile to train people abroad. But even so, it is not the proper way to send scholars abroad right after their graduation from the university or technical Institute. They should be employed in the home country first, for one or two years, so as to familiarize them with the local problems, objectives and needs. They tend to take everything they learn for granted if they are not properly exposed to the environment of their home country.

ARCHAEOLOGICAL STAFF CLASSIFICATION	STAFF AND EMPLOYMENT DATA			EMPLOYMENT OPPORTUNITIES	
	(1) Present Staff	(2) Additional Staff needed now	(3)* Additional Staff needed in 3 yrs.	(4) Opportunities	(5) Salaries
A - Professional Staff					
1. Administrators/Managers	.5	1	1		
2. Historians	.1				
3. Archaeologists					
4. Philologists, Epigraphists & Linguists					
5. Ethnologists & Cultural Anthropologists					
6. Museologists/Curators	1.40	3	3		
7,8,9. Librarians					
10. Architects of Historical Monuments		1	1		
11. Excavation/Restoration Technicians					
12. Monument/Object Dating Specialists					
13. Others					
TOTAL	2	5	6		
B - Monument Excavation/Restoration/Conservation					
1. Excavation Specialists		1	1		
2. Restoration Specialists:					
a. Stone		1	1		
b. Masonry		1	1		
c. Wood		1	1		
3. Monuments Conservation Specialists		1	1		
4. Draftsmen & Topographers			1		
5. Photographers & Photo-Interpreters					
6. Other Specialists such as engineers, etc					
TOTAL		4	5		
C - Cultural Property/Skeletal Excavation and Restoration/Conservation					
1. Excavation Specialists					
2. Restoration Specialists:					
a. Stone		1	1		
b. Metal		1	1		
c. Wood		1	1		
d. Skeletons		1	1		
e. Textiles		1	1		
f. Documents, Paintings		1	1		
g. Pottery & Ceramics		1	1		
3. Draftsmen & Artists					
4. Others					
TOTAL		6	6		
D - Internal Supporting Staff					
1. Exhibition Experts		1	1		
2. Public Relations Experts	1	1	1		
3. Trained Guides	1	1	2		
4. Others					
TOTAL	2	3	4		
E - Outside Specialists Resources					
1. Geographical & Aerial Survey & Analysis					
2. Geological Survey & Analysis					
3. Public Works Specialists (lab. technician, draftsmen etc.)		1	1		
4. Climatological Survey Experts					
5. Archaeological Legislation Experts					
6. Others					
TOTAL			1		

- The problem of employment does not arise. There are scarcely any trained specialists.

- The Salary levels for specialists are generally not comparable with their peers in other fields.

* Over and above present staff

LEGEND : F = Fair I = Lower than peers
 G = Good C = Comparable to peers
 E = Excellent H = Higher than peers
 L/C = Lower to Comparable

1/G = Range from fair to good
 3/E = Range from Good to Excellent
 1/E = Range from fair to Excellent

T H A I L A N D

G. THAILAND

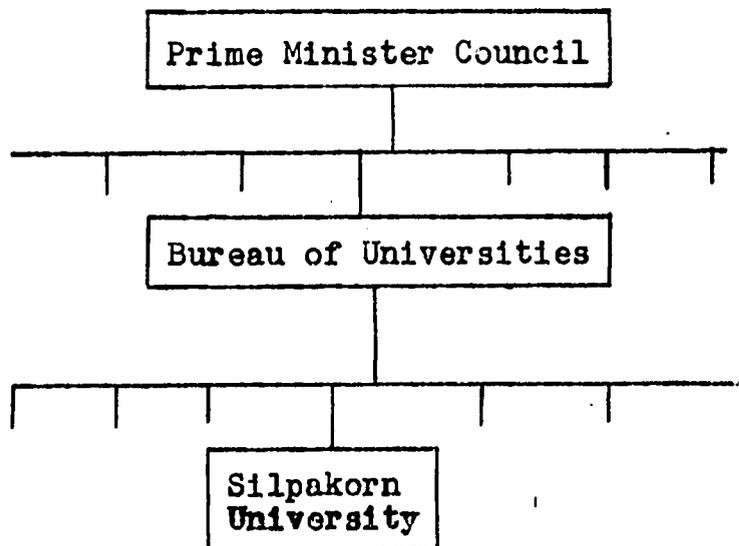
This interpretation review is based on questionnaires completed by three offices of the Fine Arts Department and Faculty of Archaeology of Silpakorn University. As both the Fine Arts Department and the Faculty of Archaeology are the only existing institutions that deal with archaeological activities, while as others such as the Universities of Thammasat, Chulalongkorn and Chiang Mai, offer merely a course in archaeology, the data here, if correctly answered, may be said to represent all the available data in Thailand.

In the following discussion, the number of the sections and titles are arranged according to those used in the questionnaire.

I. OBJECTIVES (Section I of Questionnaire)

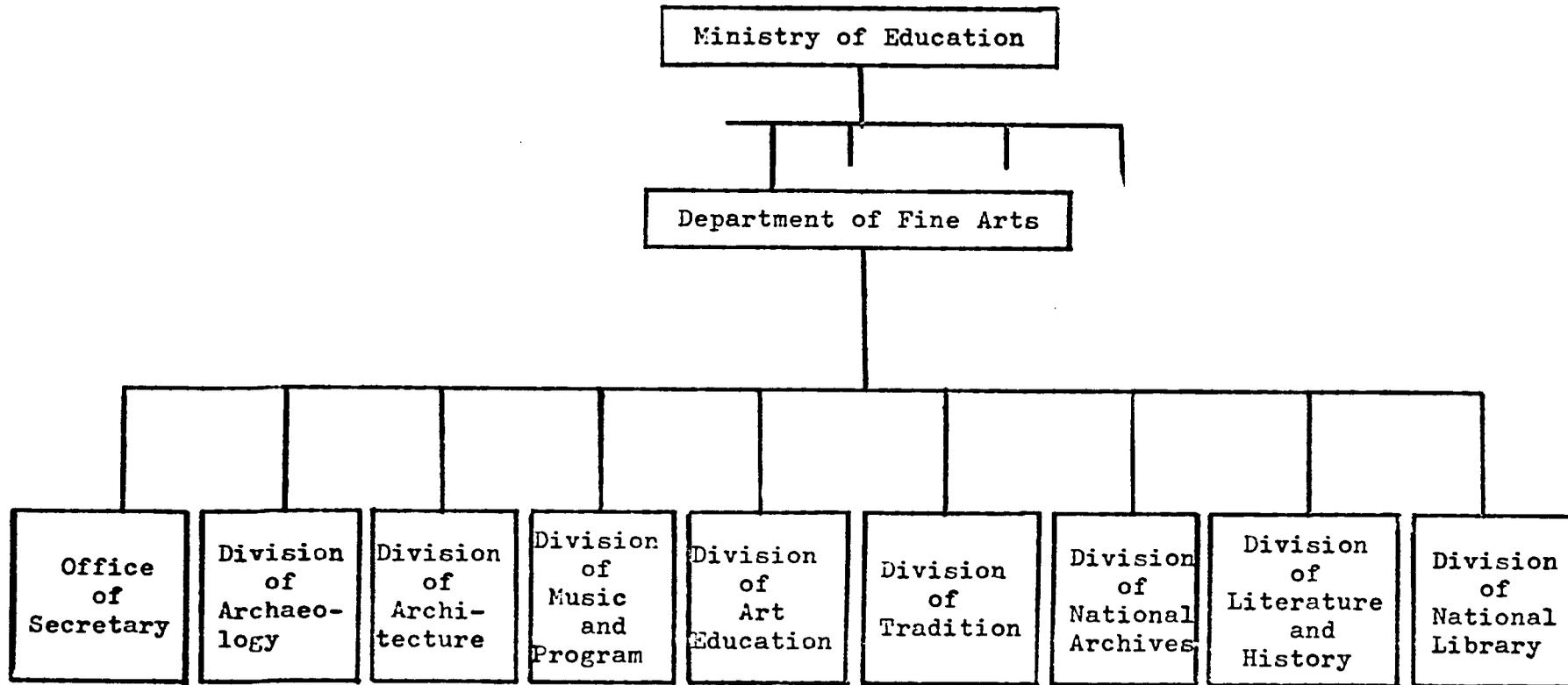
This information was obtained primarily through personal interviews by the Task Force and is discussed in some details in Appendix D. There are two principal institutions dealing with archaeological activities, the Faculty of Archaeology and the Fine Arts Department. The former is more concerned with teaching and research in smaller scale because of lack of funds, while the latter is in charge of more activities i.e. archaeological investigation, restoration and maintenance of historical monuments and supervision of museums under control.

Following is the organization chart of Universities :



- Faculty of Archaeology
- -----
- -----
- -----

Following is the organization chart of the Department of Fine Arts:



II. STAFF AND EMPLOYMENT DATA (Section II of Questionnaire)

Considerable information on the existing manpower in Archaeology is shown in table 7 and some additional data were obtained from interviews. The data exhibit quite clearly the lack of some specialists for archaeological implementation. The Fine Arts area needs more administrators for its museum expansion programs, whereas the Faculty of Archaeology requires a few Archaeology teachers and one or two technicians for the laboratory.

The difficulty in getting additional workers is due mainly to the bureaucracy.

Recommendation

It is recommended that the National Seminar set up to review all the needs and assign each priority in detail as well as discuss clearly definitions concerning the specialist classification.

III. EMPLOYMENT OPPORTUNITIES (Section III of Questionnaire)

Per table 7 it is clear that employment opportunities for archaeological specialists in Thailand is poor. This is explained by the increasing number of graduates from the Faculty of Archaeology who are unemployed. On the whole, the salary level for the specialists are comparable with others from government offices, except those in State enterprises such as Tourist Organization of Thailand, Thailand Tobacco Monopoly etc. whose salary is above general governmental officials.

Recommendation

It is suggested that the Fine Arts Department museums take more specialist in accordance with its expansion program of research and maintenance.

IV. EXISTING EDUCATION/TRAINING PROGRAMS (Section IV of Questionnaire)

Silpakorn University is the only institution in the country that offers a thorough study of archaeology at high level. The B.A. course conducted by the Faculty of Archaeology extends over not less than 4 academic years and M.A. courses conducted by the University's Graduate School extends over not less than two academic years. The Faculty of Archaeology has provided also the Graduate School with some of its Teaching staff. For both levels, the examination is exercised mainly by written papers, including a thesis, but in some of the papers required the examination will include assessment of laboratory and field-work.

B.A. Level

Number of students enrolled now	125
Maximum capacity now	125
Total graduates (1955-1973)	323
Instructing language is thai	

M.A. Level

Number of students enrolled now	6
Maximum capacity	6
Enrollment in 3 years	13

Archaeology or rather art History are also taught as one optional subject at Chulalongkorn, Thammasat and Chiang Mai Universities, but the matter of concern is just introductory.

Short Courses

The Faculty and museums under the Fine Arts Department do not regularly give their staff any short courses but do have some on-the-job training, particularly during field works.

Recommendation

It is highly recommended that, as the danger caused by the public works and private vandalism is increasing, the institutions concerned should take the matter into consideration, by persuading other education departments to add to school courses subject of archaeology in general and that they persist on disseminating archaeological information to the Public at the same time.

V. LEVEL OF TRAINING (Section V of Questionnaire)

To upgrade the training of experts in Archaeology and related fields for the benefits of all member countries, one opinion out of 4 unanswered questionnaires, expresses that primary emphasis should be placed on teaching and training a good number of middle or lower level scientists and technicians. The fact is all agreed by archaeologists during interviews. As for the question whether the teaching/training of regional archaeologists should be specialized or generalized and at what academic level should changes be made, the answers are agreed to the specialization at Post-Graduate level.

It is suggested that ARCAFA sponsors the training of technicians for technical analysis of materials such as pottery, glass etc. It is also recommended that ARCAFA should standardize definitions and qualifications of the specialist levels in Table I of the Questionnaire so that inter-country needs can be appraised on a common basis.

VI. EXISTING RESEARCH PROGRAMS (Section VI of Questionnaire)

A. Research Programs

1- Silpakorn University, Faculty of Archaeology :

Some archaeological research, carried out by the Faculty of Archaeology are on-going.

- a. Dvaravati urbanization in Nakhon Nayok Province. The objective of the program is to find out evidence of a moated town in Dvaravati period (ca.A.D. 600-1000) in comparison with those in central and Northeast Thailand.
- b. The Prehistoric culture of Ban Chieng in Northeast Thailand.

The objective of this Program is to find out relationships between the sites of the same culture in a wide area. Any significant evidence of cultural development of communities from farming-villages to urbanization, which is believed to appear first in this region.

2. Department of Fine Arts

- a. Investigation of Ban Chieng Prehistoric culture in North-eastern Thailand. (The same program is also undertaken by the Faculty of Archaeology).
- b. Museum Adult Education Joint Program.

The Objective of the program is to find out what programs are both acceptable and effective for reaching the goals i.e. (to raise the level of health, literacy, agriculture and technical skills of the local people, and simultaneously to stimulate their pride in their cultural patrimony.

B. Special facilities/equipment

The Fine Arts Department in Bangkok has a complex of laboratories for restoration of art objects (metal, bronze, ceramics, textile, painting).

VII. SPECIFIC PROBLEMS REGARDING PROGRAMS (Section VII of questionnaire)

With regard to the type of Regional Training Programs that ARCAFA should sponsor, the needs are in three areas :

- 1- Short courses in Museology or Museum Education
- 2- Conservation and Preservation of cultural heritage
- 3- Practical field archaeology.

The specialist needs of the reporting organizations were of course different. They are listed here in order of priority :

Bangkok National Museum (TM-I) :

- 1- Librarian
- 2- Photographer
- 3- Public relation expert
- 4- Administrator

The Fine Arts Department :

- 1- Museologist
- 2- Ethnologist
- 3- Excavation/Restoration Technician
- 4- Artifacts dating specialist
- 5- Documentation specialist.

Recommendation

It is recommended that the National Seminar assign the National priorities in specialists so that the Regional Seminar will be able to establish priorities for ARCAFA programs.

VIII. SOURCES OF SUPPORT (Section VIII of Questionnaire)

Archaeological activities are always expensive, time-consuming and hard-working. Sources of support are necessary. As Thailand has few qualified archaeologists and other specialists, to carry out some programs of training and research, she is in want of,

firstly experts to advise, secondly, fellowships in training courses and lastly, funds to sponsor. The Fine Arts Department and Faculty of Archaeology have obtained from time to time funds for publications, specific equipment from their own budget as well as from international support, such as Ford Foundation, Asia Foundation, UNESCO, ICOM, etc.

Recommendation

It is recommended that each country insure that representatives of outside supporting organizations become involved with all future planning activities of ARCAFA.

IX. SIGNIFICANT ON-GOING FIELD WORK (Section IX of Questionnaire)

The Fine Arts Department has the following on-going field work :

- 1- Investigation of the Ban Chieng Prehistoric Culture in Northeastern Thailand.
- 2- Museum Adult Education Joint Program in Lophuri
- 3- Restoration of the Phnom Rung khmer stone sanctuary in Buriram Province
- 4- Restoration of Ancient Monuments in Ayudhya Province
- 5- Restoration of the Main Prang in the Aroon Monastery in the Bangkok Metropolitan
- 6- Restoration of the Ancient Monuments in the old towns of Sukhothai, Srisatchanalai and Kamphaengphrt.

The problems that Thailand faces in its on-going field work are listed in order of importance :

- 1- Lack of funds
- 2- Lack of technician
- 3- Lack of Management staff
- 4- Lack of skilled specialists

X. GENERAL RECOMMENDATIONS (Section X of Questionnaire)

It is regrettable that all the four questionnaires filled out by different organizations have no comments on this point.

Recommendation

It is recommended that National Seminar expresses clearly the recommendations to enable ARCAFA to establish its Development Plan.

ARCHAEOLOGICAL STAFF CLASSIFICATION	STAFF AND EMPLOYMENT DATA			EMPLOYMENT OPPORTUNITIES	
	(1) Present Staff	(2) Additional Staff needed now	(3) ^a Additional Staff needed in 3 yrs.	(4) Opportunities	(5) Salaries
A - Professional Staff					
1. Administrators/Managers	7	0.75	0.75	P	C
2. Historians	32.25	.5	2.75	P	C
3. Archaeologists	9.5	.5	2.75	P	L/C
4. Philologists, Epigraphists & Linguists	1.5	.75	1.5	P	L/C
5. Ethnologists & Cultural Anthropologists	1.25	0	4	P	L
6. Museologists/Curators	4	1	2	P	C
7.8.9. Librarians	1	1	1	P	C
10. Architects of Historical Monuments	6	0.25	5.75	P	C
11. Excavation/Restoration Technicians	0.5	0.5	0.5	P	C
12. Monument/Object Dating Specialists	0	2	2	P	L
13. Others	8	2.25	2.75	P	C
TOTAL	71	9.5	25.25		
B - Monument Excavation/Restoration/Conservation					
1. Excavation Specialists	0.5	0.5	0.5	P	C
2. Restoration Specialists:	0	0.5	0.5	P	C
a. Stone	0	0.5	0.5	P	C
b. Masonry	0	0.5	0.5	P	C
c. Wood	0	0.5	0.5	P	L/C
3. Monuments Conservation Specialists	2	0.5	0.5	P	C
4. Draftsmen & Topographers	0	0	0	P	C
5. Photographers & Photo-Interpreters	1	4	9	P	C
6. Other Specialists such as engineers, etc	0	1	1	P	C
TOTAL	3.5	7.5	12.5		
C - Cultural Property/Skeletal Excavation and Restoration/Conservation					
1. Excavation Specialists	0.5	0.5	0.5	P	C
2. Restoration Specialists:					
a. Stone	1	0	0	P	C
b. Metal	2.50	0.5	1.5	P	C
c. Wood	0	0.5	2	P	C
d. Skeletons	0	0.5	1	P	C
e. Textiles	1	0.5	2	P	C
f. Documents, Paintings	2	0	0	P	C
g. Pottery & Ceramics	0.5	0.5	0.5	P	C
3. Draftsmen & Artists	2	0	0	P	C
4. Others					
TOTAL	15.5	3	7.5		
D - Internal Supporting Staff					
1. Exhibition Experts	2	3.5	4.5	P	C
2. Public Relations Experts	0	2.5	2.5	P	C
3. Trained Guides	0	0.5	0.5	P	C
4. Others	4	0	0		
TOTAL	6	6.5	7.5		
E - Outside Specialists Resources					
1. Geographical & Aerial Survey & Analysis					
2. Geological Survey & Analysis					
3. Public Works Specialists (lab. technician draftsmen etc.)					
4. Climatological Survey Experts					
5. Archaeological Legislation Experts					
6. Others					
TOTAL	0	0	0		

^a Over and above present staff

LEGEND : F = Poor L = Lower than Peers
 G = Good C = Comparable to Peers
 E = Excellent H = Higher than Peers
 L/C = Lower to Comparable

F/G = Range from Poor to Good
 G/E = Range from Good to Excellent
 P/E = Range from Poor to Excellent

V I E T N A M

H. VIETNAM (REPUBLIC OF)

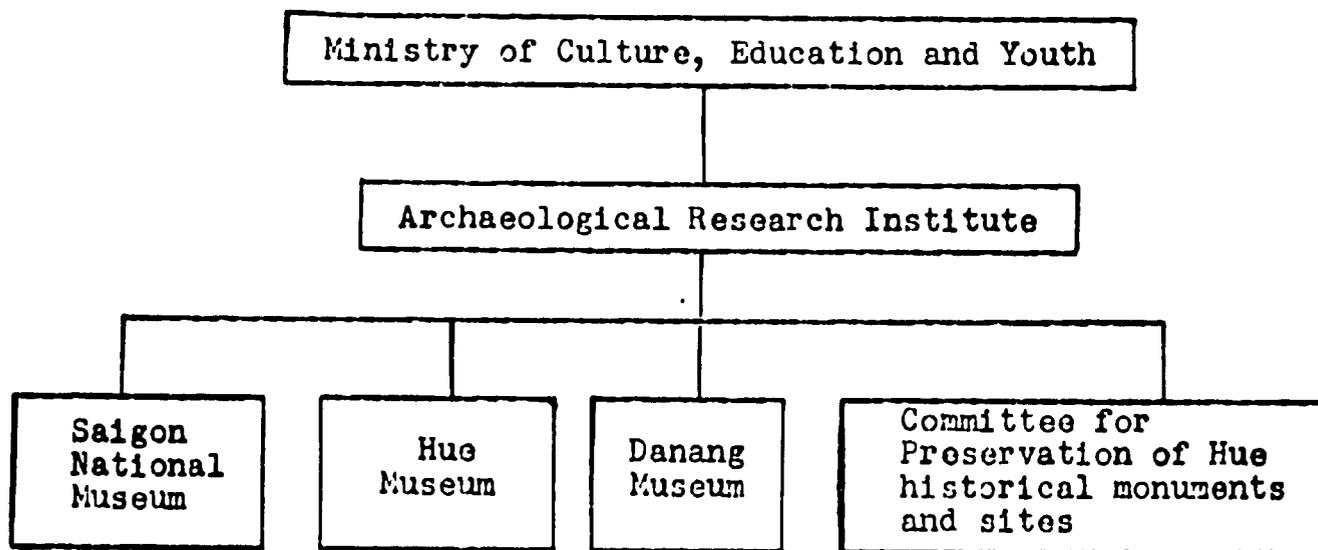
This review covers only one completed questionnaire received from the Archaeological Research Institute, Saigon. However, as this institution is in charge of museums, restoration of monuments as well as archaeology, this questionnaire represents about 95 per cent of the available data.

I. OBJECTIVES (Section I of Questionnaire)

This information was obtained primarily through personal interviews by the Task Force and is discussed in some details in Appendix D.

With the war in Vietnam, no archaeological preservation work can be presently undertaken. There are many archaeological sites, particularly of neolithic period, around the country. Some interesting artifacts have been found accidentally in recent years, and we can assume that, in the delta areas, each hillock can be archaeological evidence. But the economy of Vietnam is still primarily aimed at the war and the efforts in the cultural field cannot yet go from plans into realization.

Following is the organizational chart of the archaeological institutions in Vietnam:



II. STAFF AND EMPLOYMENT DATA (Section II of Questionnaire)

Table 8 shows the primary need for all categories of specialist in Vietnam. The lack of professional staff is evident, and the quite total absence of personnel listed in sections B, C, D and E can explain why the archaeological and research activities are far below the objectives of the Institute. This means that education/training of these specialists must have a high priority in Vietnam. Since almost all categories of specialists are in short supply, it will be necessary for the Vietnam National Seminar to place priorities on those specialties it believes of greatest importance.

Recommendation

It is recommended that the Vietnam National Seminar review this listing of archaeological manpower needs and assign priorities to each category of specialist (per the listing in the questionnaire). At least the top ten specialist needs should be identified in order of priority.

III. EMPLOYMENT OPPORTUNITIES (Section III of Questionnaire)

Table 8 shows the employment picture for each category covered by the questionnaire. It can be stated that opportunities range from Poor to Good and are of course mainly depending on the cultural policy of the country, for there is generally no opportunity for employment of these specialists outside the government service.

The salary level is usually low, however in some cases, it is comparable with their peers. But the statement "comparable" does not mean decent salary.

Recommendation

The first priority is to set a clear career-status for the archaeological researchers and specialists. The status must define the rights, working conditions, promotion, mission and acceptable salaries for every specialist.

IV. EXISTING EDUCATION AND TRAINING PROGRAMS (Section IV of Questionnaire)

No professional training in archaeology is organized presently in Vietnam. A general education is included in History licence in the Universities of Saigon and Hue.

Therefore the Faculty of Letters in Hue University should start to orientate their curriculum to ethnology.

Recommendation

It is recommended that the Vietnam National Seminar establish training requirements and investigate ways of providing this training, either from Vietnam Universities or from the regional ARCAFA Center.

V. LEVEL OF TRAINING (Section V of Questionnaire)

The organizations contacted suggest that training must be generalized first and specialized later.

They recommended that the job classifications and prerequisites are standardized at the regional level.

VI. EXISTING RESEARCH PROGRAMS (Section VI of Questionnaire)

The Archaeological Institute plans to restore the Hue Imperial city suffered from the war.

The Faculty of Letters, University of Hue, will found the "Vietnamese House", a kind of ethnographical museum and cultural center displaying the people's life in rural areas. It expects to deal with research on vietnamese civilization.

VII. SPECIFIC PROBLEMS REGARDING PROGRAMS (Section VII of Questionnaire)

Archaeological specialist needs are presented here in order of priority:

1. Museologist
2. Restorer of cultural properties
3. Technician

Recommendation

It is recommended that the National Seminar study in detail the above list.

VIII. SOURCES OF SUPPORT (Section VIII of Questionnaire)

Up to the present time, Vietnam have not received outside support for the archaeological activities.

Therefore, for the project of the "Vietnamese House" the Hue University expects to receive assistance from the Asia Foundation the Ford Foundation and UNESCO apart from the funds provided by the Vietnamese government.

Within the country itself, the Archaeological Institute used to receive assistance from the other departments such as the Dalat Geographical Service and Saigon Geological Service.

IX. SIGNIFIANT ON-GOING FIELD WORK (Section IX of Questionnaire)

The organizations contacted have no comments on significant on-going field work. However, they did indicate that the problems obstructing the work are those listed below in order of importance :

1. Lack of funds
2. Lack of skilled specialist
3. Lack of trained technician
4. Lack of management staff

Recommendation

It is recommended that the National Seminar take this listing into account when it establish national specialist priorities.

X. GENERAL RECOMMENDATIONS (Section X of Questionnaire)

The organizations contacted suggested that ARCAFA must provide facilities for the training of specialist and technician, and assist member countries whenever they ask for specific assistance.

Recommendation

It is recommended that the specific suggestions be discussed at the National Seminar.

ARCHAEOLOGICAL STAFF CLASSIFICATION	STAFF AND EMPLOYMENT DATA			EMPLOYMENT OPPORTUNITIES	
	(1) Present Staff	(2) Additional Staff needed now	(3)* Additional Staff needed in 3 yrs.	(4) Opportunities	(5) Salaries
A - Professional Staff					
1. Administrators/Managers	1	1	1	G	
2. Historians	1	1	2	I	L
3. Archaeologists		1	2	P	L
4. Philologists, Epigraphists & Linguists	2	2	3	G	L
5. Ethnologists & Cultural Anthropologists		2	2	C	C
6. Museologists/Curators	2	2	3	P	C
7,8,9. Librarians	4	1	6	G	L
10. Architects of Historical Monuments	1	1	3	G	C
11. Excavation/Restoration Technicians	1	2	4	P	L
12. Monument/Object Dating Specialists	1	1	2	P	C
13. Others		2	2	P	
TOTAL	13	16	29	-Poor salary & no career status	
B - Monument Excavation/Restoration/Conservation					
1. Excavation Specialists		2	2	P	
2. Restoration Specialists:		1	1	G	
a. Stone			1	P	
b. Masonry		1	3	G	
c. Wood			3	G	C
3. Monuments Conservation Specialists	1	1	3	G	L
4. Draftsmen & Topographers	2	2	2	G	L
5. Photographers & Photo-Interpreters		2	2	G	L
6. Other Specialists such as engineers, etc					
TOTAL	3	9	14		
C - Cultural Property/Skeletal Excavation and Restoration/Conservation					
1. Excavation Specialists		2	4	P	
2. Restoration Specialists:		1	2	G	
a. Stone			1	P	
b. Metal		2	1	E	
c. Wood			1		
d. Skeletons		1	2	P	
e. Textiles			1	P	
f. Documents, Paintings		1	2	G	
g. Pottery & Ceramics		2	2	E	
3. Draftsmen & Artists	3				L
4. Others					
TOTAL	3	9	15		
D - Internal Supporting Staff					
1. Exhibition Experts		1	2	G	
2. Public Relations Experts		2	2	G	
3. Trained Guides		1	3	G	
4. Others					
TOTAL	0	4	7		
E - Outside Specialists Resources					
1. Geographical & Aerial Survey & Analysis		1	1	G	
2. Geological Survey & Analysis		1	1	G	
3. Public works Specialists (lab. technician draftsmen etc.)			2	P	
4. Climatological Survey Experts		1	1	P	
5. Archaeological Legislation Experts		1	1	G	
6. Others					
TOTAL	0	4	6		

* Over and above present staff

LEGEND : P = Poor L = Lower than Peers
 G = Good C = Comparable to Peers
 E = Excellent H = Higher than Peers
 L/C = Lower to Comparable

P/G = Range from Poor to good
 G/E = Range from Good to Excellent
 P/E = Range from Poor to Excellent

SECTION V

SURVEY RESULTS FOR REGION

SURVEY RESULTS FOR REGION

I- ORGANIZATION - OBJECTIVES

Details of the various national objectives for archaeology and the fine arts and the country organizations are contained in each country report and amplified in the appendices. One problem that is present in some countries in the region is the division of authority for archaeological/fine arts activities among more than one ministry and lack of centralized control and authority. In other cases the person specifically responsible for these areas is at the sub-ministerial level. This generally means that institutional archaeological programs and financial requirements are not able to compete for scarce national funds with other national organizations. These two points also result in lack of coordination among archaeological organizations (for example museums and archaeology departments of Universities). Finally effective use of limited specialist talent and equipment is hampered.

Recommendation

It is recommended that the Regional Seminar thoroughly review the problem of governmental organization, policy making, and authority delegation channels and devise guidelines that might help national governments in making their archaeological/fine arts organizations more effective and efficient. Such a paper could be presented to the next SEAMEC Conference where it might receive considerable attention.

In addition to this, the experts at the seminar might suggest ways and means for governments to give more publicity and increased education to the people on the value of preserving their national heritage. Little indication exists that organized effort exists in many countries.

II- STAFFING PROBLEMS

Some countries need many specialists but they cannot find them to recruit. In this case the problem can be solved by setting up appropriate national or regional training courses or sending the students abroad.

Some countries have sufficient numbers of archaeological specialists but they cannot hire them because of lack of funds and in some cases because the government neglects the archaeological field. It is a problem of attitude of official vis-à-vis of archaeology and cultural heritage.

The gap between needs and present staff is in many cases too big.

Recommendation

It is recommended that National/Regional seminars identify the priorities of training needs for archaeological specialists to enable ARCAFA to set up its Development Plan to best assist the member countries.

National Seminars definitely clarify whether those institutions in the member countries have the financial resources to hire or employ additional specialists needed.

III- EMPLOYMENT OPPORTUNITIES AND SALARIES

Archaeological Employment opportunities are usually offered only by governmental sector. They therefore must depend generally on governmental policy in Archaeology and Cultural Heritage development.

In general the opportunities are poor. In some countries there is not even career-status for archaeological specialists.

Employment opportunities are too limited when new expansion programs are undertaken. Therefore archaeologists or other specialists concerned are over worked.

Salaries are also generally lower than peers working in the private sectors and some government sectors.

Recommendation

It is recommended that the National/Regional Seminars explore ways for each country to elevate archaeological specialists to a career-status.

It is also recommended that means be found to offer higher salaries to archaeological staff, at least as much as other staff and to allocate some research grants or allowances for publications for archaeological researchers, e.g. in the Philippines 15 percent of salary was allocated in addition to that for a research project.

IV- EXISTING EDUCATION/TRAINING PROGRAMS

Many countries have the university courses up to B.A., M.A. or Licence. It is a generalized course. There are no specialization course/ diploma course in the field of museology, excavation, restoration.

No doctorate degree is offered in the entire Southeast Asian area. Some countries have short training courses in museum guides, education officer, archaeological staff (restoration technique). Others cannot afford a school for training archaeological staff. Still others have no specified course in archaeology but do have

some in anthropology or art history.

Recommendation

It is recommended that countries without an archaeological school arrange with a neighboring countries for their scholars.

It is also recommended that ARCAFA prepare a booklet about schools and courses available in the member countries to enable some scholars to choose their courses and place of training.

V- LEVEL OF TRAINING

Many countries suggested that the training should be done at different levels to meet their needs:

- 1- Short courses for training technicians in the fields of :
 - excavation
 - conservation/restoration of monuments
 - conservation/restoration of art objects
 - etc...
- 2- Specialization (Post-graduate diploma course) in the field of :
 - excavation
 - conservation/restoration of monuments
 - conservation/restoration of art objects
 - museology
 - arrangement of historical sites
 - etc...

These courses should be practical and can be on-the-job training type.

3- Doctorate degree

Recommendation

That the Regional Seminar review country needs and propose priorities and specific programs that can sponsor ARCAFA.

VI- EXISTING RESEARCH PROGRAMS

A number of SEAMEO countries have no archaeological research programs whatsoever. The others that reported generally gave too little information for the Task Force to understand the nature, scope and objectives of their research effort.

The country reviews list some available information on existing research projects but it is desirable if ARCAFA obtain more details so that it can prepare its regional research plan more thoroughly. It is to be noted that the techniques and methods of working is different from one country to another.

Recommendation

It is recommended that the National Seminars provide additional details on research projects going on in their countries.

Further, that the Regional Seminar should then review these programs (including those recommended programs listed below) and assign priorities to them so that ARCAFA can determine which areas of regional research needs strengthening and support.

It has been recommended by the institutions visited by the Task Force that ARCAFA sponsor the following kinds of research :

1- Archaeology :

- Research on the field (excavation, prehistoric/historical sites and monuments...)
- Research in the laboratory (analysis, classification, other documents...)
- Research on the connecting sciences such as : history, religion, literature, music, drama,...

2- Historical architecture :

Methods to detect the ancient sites and monuments, conservation, restoration and maintenance of the monuments/historical buildings...

3- Arrangement of environment:

Protection and animation of natural/prehistoric/historical sites

Priorities should be assigned to these activities and any new areas of research added.

On this connection ARCAFA should sponsor equipment for regional use such as :

- datation laboratories
- analysis laboratories
- restoration laboratories
- photogrammetry equipment

ARCAFA should also study the problem of **standardization of techniques and methods of working and classification in Southeast Asian area.**

VII- SPECIFIC PROBLEMS REGARDING THE REGION

Most of the country suggested that ARCAFA should sponsor the following programs to help them meet their needs :

- 1- Training programs (Technicians, specialization, Doctorate degree) Refer to Section V.
- 2- Research programs (Refer to Section VI) A regularly scheduled seminar should be organized by ARCAFA to provide opportunities for researchers in the Region and outside the Region to communicate their studies, discuss problems and exchange ideas.
- 3- Documentation and Information with microfilm and microfiche equipment to :
 - gather the documents and informations
 - publication and dissemination of information by bulletin, etc...

Recommendation

It is recommended that scholars not be sent directly to the regional center after their graduation from the university or technical institute : it is advisable to employ them in the home country first - at least for one or two years - so as to familiarize them to the local problems objectives and needs.

VIII- SOURCES OF SUPPORT

- 1- Member countries should assist each other through ARCAFA in different forms: exchange of specialists, instructors; offering of scholarship etc...
- 2- ARCAFA should contact international organizations (UNDP, UNESCO, ICOM, ICONOS, ICA, etc...) philanthropic foundations such as Ford Foundation, Asia Foundation, Rockefeller Foundation etc...

and other national foundations for the purpose of acquiring funds, equipments, experts, scholarships.

It has already been suggested that the Regional Seminar discuss ways and means for giving more publicity to problems of preserving each country's archaeological resources and preventing pilferage. This public relations effort could also be channeled to attract sponsors for specific critical areas. ARCAFA backing via an organized regional publicity program may be of benefit in this activity.

IV- ON-GOING FIELD WORKS

Almost all countries have on-going field works. These are in different fields and can be classified in 2 groups :

- archaeological survey
- excavation work
- conservation/restoration work.

Recommendation

It is recommended that National Seminars classify the on-going work by order of priority. So that Regional Seminar can suggest the establishment of the Development Plan to ARCAFA.

X- GENERAL RECOMMENDATIONS

In this section of the questionnaire, many problems have been brought up :

- 1- All countries have its own laws protecting sites, monuments, objects and other cultural properties. But legislations in some countries are out of date and cannot cope with the present situation where illicit trade is prosperous.
- 2- Archaeology, in most cases, is unknown to the public. And so young people are not aware of it let alone be dedicated to it.
- 3- Some member countries have no job definition and classification of archaeological specialists which others have too broad a definition.

The major problem that the Task Force noted in many SEAMEO member countries was the fact that most archaeological personnel were necessarily expert in more than one job specialty and in fact divided their working hours among many classifications. This problem would decrease as adequate staff were obtained but it will be a chronic problem in the Region for a long time. The

implication is that these specialists must spread their activities so broadly that they cannot become true experts in any one field. This, of course, affects the quality of both professional and technical level of the archaeological work conducted in the country.

Recommendation

It is recommended :

- 1- that ABCAPA should study the problem of how to standardize or at least how to harmonize the legislation dealing with the protection of sites, monuments, cultural properties and others.
- 2- that, as the danger caused by public works and private vandalism is increasing, the institutions concerned should take the latter into consideration by persuading other educational departments to add to courses at school such topics related to archaeology in general at the same time that archaeological information is disseminating to the public.

ARCHAEOLOGICAL STAFF CLASSIFICATION	INDONESIA		KEMER REP.		LAOS		MALAYSIA		PHILIPPINE		SINGAPORE		THAILAND		VIETNAM		REGION	
	OPP*	SAL*	OPP	SAL	OPP	SAL	OPP	SAL	OPP	SAL	OPP	SAL	OPP	SAL	OFF	SAL	OPPORTUNITIES	SALARIES
A - Professional Staff																		
1. Administrators/Managers	G/C/E	L	P/G	L	P	L			P	L/H			C	P	C	C	F/G	L/C
2. Historians	G	L	G	C	P	L	G	C	P	L			C	P	C	F	F/G	L/C
3. Archaeologists	G	L	G	C	P	L			P	L			C	P	L/C	P	F	L/C
4. Philologists, Epigraphists & Linguists	G	L	G	C	P	L			P	L			C	F	L/C	G	F/G	L/C
5. Ethnologists & Cultural Anthropologists	G	L	G	C	F	L			P/G	L			C	F	L	G	F/G	L/C
6. Museologists/Curators	P	L	G	L	P	L			F	L			C	F	C	P	P	L/C
7.8.9. Librarians	G	L	P	L	P	L			P/G/E	L/C			C	P	C	G	F/G	L/C
10. Architects of Historical Monuments	G	L	G/E	L	P	L			F	L			C	P	C	G	F/G	L/C
11. Excavation/Restoration Technicians	G	L	F/G	L	P	L			P	L			C	F	C	F	F	L
12. Monument/Object Dating Specialists	P	L	P/E	L	P	L			P	L			C	P	L	F	F	L
13. Others																F	F	L
B - Monument Excavation/Restoration/Conservation																		
1. Excavation Specialists	G	L	G	L/C	P	L			P	L			C	F	C	F	P	L/C
2. Restoration Specialists :																		
a. Stone	G	L	G	L/C	P	L			P	L			C	F	C	F	F/G	L/C
b. Masonry	G	L	G	L/C	P	L			P	L			C	F	C	P	P	L/C
c. Wood	G	L	G/E	L/C	P	L			P	L			C	F	C	G	F/G	L/C/G
3. Monument Conservation Specialists	G/P	L	G	L/C	P	L			F	L			C	F	L/C	G	F/G	L/C/G
4. Draftsmen and Topographers	G	L	G/E	L	P	L			F	L			C	F	C	F	F/G	L
5. Photographers and Photo-Interpreters	G	L	G	L	P	L			P	L			C	F	C	J	F/G	L
6. Other Specialists such as engineers etc...			G/E	L/C	P	L			F	L			E	F	C		F	L/C
C - Cultural Property/Skeletal Excavation & Restoration/Conservation																		
1. Excavation Specialists	G	L	G	L	F	L			P	L			C	F	C	F	F	L
2. Restoration Specialists:																		
a. Stone	G	L	P	L	P	L			F	L			C	F	C	F	F	L
b. Metal	G	L	P	L	P	L			P	L			C	F	C	F	F	L
c. Wood	G	L	P	L	P	L			P	L			C	F	C	E	F/G/E	L
d. Skeletons	G/P	L	P	L	P	L			P	L			C	F	C	P	F	L
e. Textiles	P	L	G	L	P	L			P	L			C	F	C	P	F	L
f. Documents, Paintings	G	L	G/P/E	L	P	L			P	L			C	F	C	P	F	L
g. Pottery & Ceramics	P	L	G	L	P	L			P	L			C	F	C	G	F/G	L
3. Draftsmen and Artists	G	L	G	L	P	L			P	L			C	F	C	E	F/T/E	L
D - Internal Supporting Staff																		
1. Exhibition Experts	G/P	L	G	C	P	L			P	L			C	F	C	G	F/G	L/C
2. Public Relation Experts	G/P	L	P	C	P	L			P	L			C	F	C	G	F	L/C
3. Trained Guides	G/P	L	G/E	C	P	L			P	L			C	F	C	G	F/G/E	L/C
4. Others			P	C	P	L			P	L			C				F	L/C
E - Outside Specialist Resources																		
1. Geographical & Aerial Survey and Analysis	P	C	P/E	L	F	L			P	L			C			G	F/G/L	L
2. Geological Survey & Analysis	P	L	P	L	P	L			P	L			C			G	F	L
3. Public Works Specialists (lab technicians draftsmen etc.)	G	L	P/G/E	L/C	P	L			P	L			C			F	F	L/C
4. Climatological Survey Experts	P	L	P	L	P	L			F	L			C			F	F	L
5. Archaeological Legislation Experts			P/G	C	P	L			P	L			C			G	F/G	L/C

* Opportunities
 ** Salaries

SECTION VI

CONCLUSIONS & RECOMMENDATIONS

CONCLUSIONS AND RECOMMENDATIONS

This detailed survey of the SEAMEO region's archaeological resources and needs has resulted in the collections of considerable data that will help ARCAFA plan its long range programs. Because this information does have gaps in it and because it does not necessarily reflect overall country priorities, the country reports should be reviewed at the respective national seminars to insure accuracy, identify important research, training and information programs and to assign priorities to them.

Results of these National Seminar recommendations should then be presented at the Regional Seminar and used as the basis for establishing regional archaeological research/training/information programs geared to the region's priority needs.

The manpower and resources, the data available and the needs encountered in each SEAMEO member country justifies the necessity of the creation of ARCAFA.

The overriding conclusions that can be drawn from this regional archaeological survey are :

- The region badly needs archaeological specialists but those responsible (including ARCAFA must insure that they can find jobs after they are trained.
- Research in new techniques and methods of excavation, restoration, conservation of archaeological material is almost non-existent and should be carefully planned using existing regional capabilities.
- Physical resources, laboratories, research equipment- even space- is extremely limited. Little evidence exists, however that these resources are used efficiently and shared within a given country, let alone on a regional basis. As ARCAFA develops its programs, it will make specific recommendations for the best use of these resources to the benefit of the country involved and the SEAMEO Region.

The Task Force agrees with the recommendations of the organizations contacted that ARCAFA should plan to sponsor the following three major program areas:

1. Training

- a. Training of technicians (non-university level) by short term courses, field training, on-the-job training (excavation techniques, conservations/restoration of

monuments, conservation/restoration of cultural properties

- b. Specialization courses for graduates : by courses and lectures, field training, on-the-job training, (excavation conservation/restoration of monuments, conservation/restoration of cultural properties, museology, arrangement of historical Sites)
- c. Doctorate degree.

This should be the last one to set up in relation to the possibilities of manpower and other resources.

2. Research

ARCAFA should coordinate and sponsor the research programs in the Region about archaeology, historical architecture and environment arranging; and apply standardized techniques and methods of working and classification in Southeast Asia area.

The equipment for researchers includes :

- dating laboratories
- analysis laboratories
- restoration laboratories
- photogrammetry equipment

The seminar should be set up regularly by ARCAFA to enable researchers to communicate and discuss problems.

3. Documentation and information

ARCAFA should gather documents and informations in its library make publication and dissemination of information by bulletins find and keep up-to-date documentation with microfilm and microfiche equipment.

It should also begin to study some urgent problems for regional interest such as:

- law protecting sites, monuments, objects and other cultural properties
- job definition and job classification

in order to determine the possibility of standardizing them or at least coming to a harmonious regional collaboration.

SECTION VII

APPENDICES

APPENDIX A

APPLIED RESEARCH CENTER
FOR
ARCHAEOLOGY AND FINE ARTS
(ARCAFA)

SEAMEO Regional Archaeological Resources Survey

July 1973

Prepared by
ARCAFA Project
Development Office
(APDO)

GENERAL NOTES ON THE QUESTIONNAIRE

The attached questionnaire consists of ten separate sections, as shown in its index. Not all sections will be applicable to your Institution depending on its objective and these should be so marked N.A. (Not Applicable). Thus the questionnaire is not really as long as it appears.

In its attempt to keep the questionnaire as concise as possible, The ARCAFA Project Development Office (APDO) has consolidated the data requirements on existing and future staff (section IX), and employment opportunities and comparable salaries (section III) into one major table. The archaeological staff classifications listed in the first column of that table may not be the same in each member country, nor will the prerequisites. For this reason APDO welcomes your suggestions for additional classification you care to make. The Task Force, when it visits, will then obtain more detailed data on your definitions of each classification and prerequisites for attaining the classification level.

Section IV (EXISTING EDUCATION AND TRAINING PROGRAMS) will provide the data to give APDO some basis for predicting future professional and technician level archaeological manpower availability.

IV A applies to universities and other full time Centers of learning.

IV B applies to those institutions or departments where either short term or on-the-job training is a supporting activity to help that institution to better accomplish its stated objective (e.g. Ministries of Culture, Museums, etc...)

The remaining sections of the questionnaire will generally require your well considered written comments, plus addenda where necessary.

APDO and the Task Force both recognize that this questionnaire is not simple and that your Institution may not have all the data required. They both only hope that you will do the best you can. We expect to obtain many well considered and constructive comments and recommendations. The results, when analysed on a regional basis, can well provide the foundation for expanding and capitalizing on the available archaeological resources of many institutions in the SRAMEO Region.

Your patience in filling out this rather complex questionnaire is appreciated. The Task Force looks forward to visiting your Institution and learning about your activities, resources and problems first hand. You will, of course be sent copies of the report produced by the Task Force upon completion of its survey.

ARCAFA * MANPOWER & TRAINING FACILITIES SURVEY

BACKGROUND

The attached paper entitled "Guidelines for the establishment of the ARCAFA Project Development Office (APDO)" describes ARCAFA and its overall objective and functions. The paper entitled "Task Force on Resources in Archaeology in the SEAMEO Region" describes in some detail a basic problem faced by ARCAFA; namely, what archaeological resources (in terms of manpower and facilities) already exist in the Region? How are they being used? What needs exist for additional resources and what research and training programs are necessary to provide for these needs?

The ultimate objective in obtaining this information will be for ARCAFA to develop or sponsor regional archaeological research and training programs to provide the needed skills in member countries and to contribute toward improved national research and training facilities.

The enclosed questionnaire, therefore is of fundamental importance in this effort. ARCAFA must know what now exists and what projected future needs are in order to structure programs relevant to SEAMEO member countries needs and priorities.

Two copies of this questionnaire have been sent in advance to allow time for the experts in your Institution to assemble data on the existing manpower and training situation, identify problems and assign priorities to them, and to predict future manpower and training needs.

An ARCAFA Task Force will then visit each SEAMEO country and discuss the points on the questionnaire in detail with experts in key Institutions. The Task Force will then prepare a comprehensive joint report when it returns to Phnom Penh.

The Task Force intends to visit as many archaeological institution in your country as possible, however it cannot visit each one. It would therefore be appreciated if your Institution would fill out the two enclosed questionnaires, returning one to APDO as soon as possible. Please retain the other copy for review with the Task Force when it visits you (per schedule in cover letter).

(*) Applied Research Center for Archaeology and Fine Arts.

ARCAFA
QUESTIONNAIRE
ON
ARCHAEOLOGICAL MANPOWER & TRAINING RESOURCES
OF
SEARCO MEMBER COUNTRIES

Prepared by _____

Title _____

Institution _____

Country _____

Date _____

Prepared by
ARCAFA Project
Development Office
(A:DC)

INDEX OF QUESTIONNAIRE

Section N°	Title of Section	Page N°
I	Primary objective of institution	1
II	Existing Staff	1
III	Employment opportunities/Problems	6
IV	Existing Education/Training Programs	7
V	Level of training	8
VI	Existing research programs	9
VII	Specific problems regarding Education/Training/Research Programs	11
VIII	Sources of support	11
IX	Significant on-going field work	12
X	General comments and recommendations	12
XI	Calculation of Full Time Equivalence	13
XII	Index of annexes	16

I. PRIMARY OBJECTIVE OF THE INSTITUTION

Attach copy of charter (if available) as annex number I.

Otherwise summarize your Institution objectives briefly here.

II. EXISTING AND FUTURE STAFF

As a basic for both short and long range planning, ARCAFA needs to know what archaeological talent presently exists in the region and what is required now and in the future.

The first three columns in the table I (pages 2, 3, 4, 5) provide for this information. In order for ARCAFA to develop and estimate of the SEAMEO Region current and projected capabilities in the various job classifications listed, it will be necessary for each institution to express the numbers of its staff (Number of Present Staff, Additional Staff needed now, and additional staff estimated to be needed in 3 years) in a standard manner-Full Time Equivalence (FTE) as defined in Section XI entitled : Calculation of Full Time Equivalence (FTE).

As noted in the general discussion on the Questionnaire, the job classifications selected by AIDO can be defined differently and the prerequisites for any specific classification will differ among the member countries (probably even among different institutions in your country). The Task Force, when it visits your Institution, will discuss these definitions and obtain information on your staff hiring prerequisites.

Columns 1, 2, and 3 of table I should thus be filled out as follows :

- Column 1. The number of staff members you currently have working in each job classification on a FTE basis
- Column 2. The additional number of members (if any) that you currently need in each classification but cannot recruit to meet your objective. This should also be on a FTE basis.
- Column 3. Your best estimate of the additional number of staff required (over and above your present staff) in three years (July 1976) to meet your institutions projected growth plan. Express on an FTE basis.

TABLE I

STAFFING & EMPLOYMENT DATA

ARCHAEOLOGICAL STAFF CLASSIFICATIONS	EXISTING & PLANNED STAFF (*)			EMPLOYMENT PROBLEMS	
	- 1 - PRESENT STAFF	- 2 - PRESENT NEEDS	- 3 - EST. STAFF REQU. 3 YRS	- 4 - OPPORTU- NITIES (**)	- 5 - COMPARABLE SALARIES ***
A. <u>Professional staff</u>					
1. Administrators/Managers _____					
2. Historians _____					
3. Archaeologists _____					
4. Philologists, Epigraphists & Linguists _____					
5. Ethnologists & Cultural Anthropologists _____					
6. Museologists/Curators _____					
7. _____					
8. _____					
9. Librarians _____					
10. Architects of historical monuments _____					
11. Excavation/Restoration Technicians _____					
12. Monument/Object Dating Specialists _____					
13. Others _____					

* Filled out per Section II instructions
 ** Filled out per code in Section III A. TRAINING & EMPLOYMENT DATA
 *** Filled out per code in Section III B.

TABLE I (continued)

STAFFING & EMPLOYMENT DATA

ARCHAEOLOGICAL STAFF CLASSIFICATIONS	EXISTING & PLANNED STAFF (*)			EMPLOYMENT PROBLEMS	
	-1- PRESENT STAFF	-2- PRESENT NEEDS	-3- EST. STAFF REQU. 3 YRS	-4- OPPORTU- NITIES (**)	-5- COMPARABLE SALARIES ***
<u>B. Monument Excavation/Restoration/Conservation</u>					
1. Excavation specialists					
2. Restoration specialists					
a. stone					
b. masonry					
c. wood					
3. Monuments Conservation specialists					
4. Draftsmen & Topographers					
5. Photographers & Photo Interpreters					
6. Other specialists such as engineers, etc...					

* Filled out per Section II instructions

** Filled out per code in Section III A

*** Filled out per code in Section III B.

TABLE I (continued)

STAFFING & EMPLOYMENT DATA

ARCHAEOLOGICAL STAFF CLASSIFICATIONS	EXISTING & PLANNED STAFF (*)			EMPLOYMENT PROBLEMS	
	-1- PRESENT STAFF	-2- PRESENT NEEDS	-3- EST. STAFF REQS. 3 YRS.	-4- OPPORTU- NITIES (**)	-5- COMPARABLE SALARIES ***
<u>C. Cultural Property/Special Excavation and Restoration/Conservation</u>					
1. Excavation specialists _____					
2. Restoration specialists _____					
a. Stone _____					
b. Metal _____					
c. Wood _____					
d. Skeletons _____					
e. Textiles _____					
f. Documents, paintings _____					
g. Pottery & Ceramics _____					
3. Draftsmen & Artists _____					
4. Others _____					

* Filled out per Section II Instructions

** Filled out per code in Section III 1.

*** Filled out per code in Section III 1.

TABLE I (continued)

STAFFING & EMPLOYMENT DATA

ARCHAEOLOGICAL STAFF CLASSIFICATIONS	EXISTING & PLANNED STAFF (*)			EMPLOYMENT PROBLEMS	
	-1- PRESENT STAFF	-2- PRESENT NEEDS	-3- EST. STAFF REQU. 3 YRS	-4- OPPORTU- NITIES (**)	-5- COMPARABLE SALARIES ***
<u>D. Internal Supporting Staff</u>					
1. Exhibition Experts _____					
2. Public Relations Experts _____					
3. Trained Guides _____					
4. Others _____					
<u>E. Outside Specialist Resources</u>					
1. Geographical & Aerial survey and Analysis _____					
2. Biological Survey & Analysis _____					
3. Public works specialists (lab. technicians draftsmen etc) _____					
4. Climatological survey experts _____					
5. Archaeological legislation Expert _____					
6. Others _____					

* Filled out per Section II instructions

** Filled out per code in Section III A.

*** Filled out per code in Section III B.

IV. EXISTING EDUCATION & TRAINING PROGRAMS

A. Universities and other Centers of learning :

Please fill out table II as follows :

Column (1) should indicate the number of students enrolled now; column (2) is the maximum possible enrollment now based upon the existing staff and facilities; and column (3) is your institutions estimate of its enrollment in 3 years based on your growth plan.

If possible, please list the basic courses given at each level and attach as Annex 2.

TABLE II

LEVEL	N° Enroll- ed Now(1)	Max. capa- city Now (2)	Enrollment in 3 yrs(3)
1- Undergraduate work in fields related to archaeology			
2- Masters level work in fields related to archaeology. Use disciplines where possible			
3- Ph.D. level work and specialty			

B. Ministries & Museums (including Universities with Museums)

Do you regularly give any short courses or on the job-training to your staff or other ? Yes.... No

If Yes, please fill out table III.

If possible attach as annex 3 a summary of the basic course content and your prerequisites.

TABLE III

TITLE OF COURSE	Course length weeks	Hours per week	Average N° en- rollees	Max. Capacity now	Est. Capacity in 3 yrs

V. LEVEL OF TRAINING

ARCAFA, in its attempt to upgrade the training of experts in all the fields related to discovery, research, identification and protection of the region's historical works, needs your recommendations on the following points :

- A. Should the teaching/training of regional archaeologists be highly specialized or generalized and at what academic level should changes be made ?

Comments :

- B. What specialized level requires higher level of training ? Is this level available in your country ?

- C. What level of Regional Teaching/Training should ARCAFA sponsor that you believe would best serve the Region ?

Comments :

- D. Do you believe it is desirable and/or feasible for ARCAFA to standardize Job definitions and qualifications for living of the specialist levels in Table I so that inter-country needs can be appraised on a common basis ? Yes.... No

Comments :

- E. Does your Institution have its own standardized definitions of the specialists you hire and the necessary qualifications? Yes... No ...

If your answer is Yes, please attach a listing of classification vs qualifications for such hiring as Annex 4.

VI. EXISTING RESEARCH PROGRAMS

In addition to knowing what education/training programs are presently underway, APDO needs to know the same about any archaeological research work going on in the SEAMEO region. This will allow us to plan research/training programs to fill gaps in the regions overall capability. We therefore need the following information from your Institution :

- A. Do you have any research in progress effected now or planned and approved ? Yes No
- B. If your answer is Yes, please provide the following information :

TABLE IV

Title of Program and Sponsors	Objective of Program	Starting Date	Sched. Completion Date	N° of Professionals Assigned(*)	N° of Technicians Assigned(*)

- C. Has your Institution completed any research in the past that you believe would be of overall benefit to the Region ? Yes No
- D. If your answer is Yes please provide APDO with a brief abstract, or a copy of the final report if possible.
- E. What future archaeological research programs related to both national & regional needs does your Institution recommend that ARCAFA sponsor ?
Comments :

(*) On a Full Time Equivalence basis (FTE)

F. a)- Does your Institution have or plan to purchase any unique archaeological research equipment (e.g. thermoluminescence dating equipment) that would not normally be found in a similar Region Institution ? Yes No

b)- What are your major lacks in equipment ?

G. If your answer to F.a is Yes, please provide the following information:

TABLE V

TYPE OF EQUIPMENT	MANUFACTURER & MODEL No	FREQUENCY OF USE-HOURS/WEEK	IS IT AVAILABLE FOR ARCAFA SPONSORED PROGRAMS ?

H. Does your Institution have any uniquely qualified Research specialists (e.g. monument dating researcher) in any of the classifications noted in section II ? Yes No

I. If your answer is Yes, please provide the following information:

TABLE VI

Classification (per Table I)	Name	Unique Research Specialty

VII. SPECIFIC PROBLEMS REGARDING PROGRAMS

- A. What should be the types of Regional Training/Research Programs that ARCAFA could offer or sponsor in a national institution that would best serve the short/long term needs of both your Institution and SEAMEO member countries? (e.g. seminars, field work, short courses, on-the-job training, research, etc)

Comments :

- B. What particular job classifications (as noted in table I) are your greatest need? Please list your top five specialist needs in orders of priority and indicate reason for priority.

Comments :

VIII. SOURCES OF SUPPORT

- A. What types of outside resources, either national or international, are available to your Institution to support and/or sponsor archaeological activities?

Comments :

- B. Do you obtain inter-department assistance as required?
Yes..... No

If your answer is no please describe any problems that might help ARCAFA in its planning.

Comments :

IX. SIGNIFICANT ON-GOING FIELD WORK

Much of this information was reported at the ARCAFA Preparatory Conference in Phnom Penh last December and need not be repeated in detail. We would like to know the following, however (Attach as Annex 5)

- A. List Projects by name location of each project.
- B. The number of Experts assigned (listed by specialist).
- C. Any outside support you receive for the project from other countries.
- D. Nature and Scope of any on-the-job training/research.
- E. **Problems that slow down work.**

Lack of :

- Funds
- Management personnel
- Skilled Specialists
- Technicians
- Other

Comments :

X. GENERAL RECOMMENDATIONS

Please give us any ideas you have in order to help ARCAFA up-grade the level of archaeological research/teaching / training programs in the SEAMEO region and make these activities more effective.

Comments :

(*) Number them from 1 to 5 in order of importance

XI. CALCULATION OF "FULL-TIME EQUIVALENCE" (FTE)

Introduction

The use of the term "Full-Time Equivalence" (FTE) may be new to you. It is, however, a very simple and reasonably precise way of expressing both the true size and capability of your Institution staff. It can also be used as a management tool to insure that all staff members are used to the best of their ability; to find gaps in your Institutions overall capability; and as strong justification for adding new personnel.

The FTE method is particularly important when many staff members have two or more jobs - working part time on each as is normally the case in Southeast Asia, where skilled specialists are in short supply.

The following basic steps are all that are required to compute FTE's for each classification listed in table I of APDO's questionnaire. A work sheet is attached to further simplify its calculation.

Procedure for calculation FTE of Col. 1 table I of Questionnaire *

- STEP 1 Use table I of the Questionnaire to list in order (by number & name) those classifications that your Institution has (or plans to have) on its staff. Omit any classifications not relevant to your Institution objectives or needs. Enter classification and its number in column 1 of work sheet (e.g. A.1.- Administrator) Fill in definition of full time as defined by your Institution in hours/week at top of work sheet.
- STEP 2 To insure that you include all staff members, full & part time-list them by name in column 2 of the work sheet - opposite the classification (or classifications) for which they are qualified. One name may hence appear opposite several different classifications. It is suggested that you list teaching staff on one page and non-teaching on a separate page, since "Full-time" is different for the two.

(*) Same procedure applies to col. 2 & 3.

STEP 3 Enter the approximate percent of full time each person spends in each classification in column 3 of work sheet opposite his name. Here again several entries are necessary if the individual has several different jobs.

STEP 4 Convert the percentages to an FTE figure in column 4 of work sheet (a number between 0 and 1.0 where 1.0 is full time) by dividing by 100 - thus eliminating the percent (simply move decimal point two places to left).

STEP 5 Add all the individual FTEs within each listed classification in col. 4 of work sheet to give the total FTE for that classification.

STEP 6 Enter the total FTE figure (taken from col. 4) opposite the appropriate classification in Table I of the Questionnaire.

SUMMARY

The AFDO will consolidate FTE's for each classification when it receives all filled out questionnaires and will then have an approximation of existing Regional capability existing needs and future needs (col. 1, 2, 3 of table I) for each classification. This will allow the Office to plan training programs to fit the greatest regional needs.

It would also be useful to AFDO if you attached a copy of each completed work sheet to the questionnaire.

WORK SHEET FOR CALCULATING FTE - PRESENT STAFF

Institutions Full-Time work - Teaching staff - hours/week
 Non Teaching staff - hours/week

APPLICABLE ARCHAEOLOGICAL CLASSIFICATION N° - & NAME *	NAME OF STAFF MEMBER**	PERCENT OF TIME WORKING WITHIN CLASSIFICATION %	FTE
Col. 1	Col. 2	Col. 3	Col. 4
(example)	Mr. A	100 %	1.00
	Mr. B	25 %	.25
	Mr. C	50 %	.50
A. 3 Archaeologists	Mr. D	100 %	1.00
			2.75 Total***

USE BELOW SPACE FOR WORK SHEET (add sheets if necessary)

l

* Take in order from table I of Questionnaire. List only those classifications to your objectives & future needs
 ** Code members of Teaching Staff (P) after their name
 *** Enter this number opposite A.2 in Table I. Do the same for each classification, you select

INDEX OF ANNEXES

1. Copy of Charter
2. Listing and Summary of content of Basic Courses form in University
3. Description of Training Courses in other Institutions
4. Listing of Classifications and Prerequisites used for hiring
5. Significant on going field work (Summary)

APPENDIX B

APPENDIX B

TASK FORCE ON MANPOWER IN ARCHAEOLOGY
 WORK SCHEDULE
 (August 14- October 26, 1973)

DATE 1973	COUNTRY	PLACE	ACTIVITIES
TUE 14 AUG	THAILAND	Bangkok	Arrival from home-base
WED 15	-	-	Checking and refining the questionnaires and
THU 16	-	-	organizing the process of work at SEANES
FRI 17	-	-	
SAT 18	-	-	
SUN 19	THAILAND	Ayudhya	Monuments and museum
MON 20	-	Phanom Rung	Monuments
TUE 21	-	Phimai	Monuments
WED 22	-	Bangkok	National Museum
THU 23	-	-	Silpakorn University, Asian Institute of Technology
FRI 24	-	-	Fine Arts Department, National Archives
SAT 25	-	-	Checking documentation
SUN 26	travel		BANGKOK/ KUALA LUMPUR
MON 27	MALAYSIA	Kuala Lumpur	University of Malaya, National Art Gallery
TUE 28	-	-	National Museum, Ministry of Youth, Culture and Sports
WED 29	-	Malacca	Monuments and museum
THU 30	-	Kuala Lumpur	Teacher Training Institute, Monuments
FRI 31	travel		KUALA LUMPUR/ SINGAPORE

AUG 1975		COUNTRY	PLACE	ACTIVITIES
SAT	1	SINGAPORE	Singapore	National Museum
SUN	2	-	-	Free
MON	3	-	-	Preservation of Monuments Board
TUE	4	travel		SINGAPORE/ JAKARTA
WED	5	INDONESIA	Jakarta	National Archaeological Institute, Museum Pursat
THU	6	-	-	University of Indonesia, Directorate of Culture
FRI	7	-	travel	Jakarta ancient city
SAT	8	-	Jogjakarta	JAKARTA/ JOGJAKARTA
SUN	9	-	-	Prambanam Regional Office
MON	10	-	Borobudur	Jogjakarta Museum, Sultan Palace
TUE	11	-	Jogjakarta	Borobudur Restoration Project
WED	12	-	travel	Gadjah Mada University, Dieng Monuments
THU	13	travel		JOGJAKARTA/ JAKARTA
THU	13	travel		JAKARTA/ SINGAPORE/ MANILA
FRI	14	PHILIPPINES	Manila	National Museum
SAT	15	-	-	Intramuros restoration committee, Monuments
SUN	16	-	Field-trip	Laguna Bay monuments and museums
MON	17	-	Manila	Historical Society, University of St. Thomas
TUE	18	-	-	University of Philippines, Ateneo de Manila
WED	19	-	-	University
THU	20	-	-	Private Collection, Cultural Center
THU	20	-	-	Ford Foundation
FRI	21	travel		MANILA/ SAIGON

DATE 1973	COUNTRY	PLACE	ACTIVITIES
FRI 21 SEPT	VIETNAM	Saigon	Ministry of Culture, Education and Youth, National Museum
SAT 22	-	-	Archaeological Research Institute, Société des Etudes Indochinoises
SUN 23	-	field-trip travel	BINHC neolithic site SAIGON/ HUE
MON 24	-	Hue	Antique tombs, ancient City, Museum
TUE 25	-	travel	Linh Ho pagoda, city of HOI AN, travel to DANANG
WED 26	-	Danang travel	Museum, Marble mountain temples and caves DANANG/ SAIGON
FRI 28	KHMER REP.	Phnom Penh	National Museum, Department of Contemporary Arts and History
SAT 29	-	-	Department of Archaeology (National Museum)
SUN 30	-	-	Checking Documentation
MON 1 OCT	-	-	Ministry of Education, University of Fine Arts Faculty of Archaeology, Ministry of Culture
TUE 2	-	Battambang	Travel Phnom Penh/ Battambang, visit Monuments and Museums
WED 3	-	Siemreap	Travel Battambang/ Siemreap, Visit Conservation d'Angkor and Monuments under Restoration
THU 4	-	travel	Siemreap/ Phnom Penh
FRI 5		travel	PHNOM PENH/ BANGKOK
SAT 6	THAILAND	Bangkok	Free
SUN 7		travel	BANGKOK/ VIENTIANE

DATE 1973	COUNTRY	PLACE	ACTIVITIES
MON 8 OCT	LAOS	Vientiane	Ministry of Cults, Museum, National Library
TUE 9	-	Field-trip	Archaeological sites around Vientiane
WED 10	-	Luang Prabang	Monuments, Royal Collection
THU 11	-	Vientiane	Royal Academy
FRI 12	travel		VIENTIANE/ BANGKOK
SAT 13	THAILAND	Bangkok	Free
SUN 14	-	-	Free
MON 15	-	-	Report Compilation at SEAMES
TUE 16	-	-	
WED 17	-	-	
THU 18	-	-	
FRI 19	-	-	
SAT 20	-	-	
SUN 21	-	-	
MON 22	-	-	
TUE 23	-	-	
WED 24	-	-	
THU 25	-	-	
FRI 26	-	-	
SAT 27	-	-	Departure for home-base

TASK-FORCE
ON MANPOWER IN ARCHAEOLOGY
IN THE SEAMEO REGION

SEAMES/APDO

8 June 1973

TASK-FORCE ON MANPOWER IN ARCHAEOLOGY

IN THE SEAMEO REGION

I. RATIONALE

At the Sixth SEAMEC Conference held in Saigon in January 1971, the Khmer Republic, joining SEAMEO as its eighth member, expressed the wish to serve the region by acting as host to an "Applied Research Centre for Archaeology and Fine Arts" (ARCAFA) to be established in Phnom Penh. A project proposal was subsequently prepared and was reviewed by a Feasibility Team which visited the member countries in connection with the proposed ARCAFA and the proposed Regional Centre for Social and Cultural Studies to be located in Djakarta. The recommendations of the Feasibility Team together with a new draft proposal for ARCAFA were discussed at the Seventh SEAMEC Conference held in Vientiane in January 1972. As a preparatory step which might lead to the creation of the proposed ARCAFA, the Council authorized the convening of a Preparatory Conference, which was subsequently held in Phnom Penh from 4th-8th December, 1972, and attended by experts from the member countries and international consultants. The Preparatory Conference recommended to the Council at its Eighth Conference in January that an "ARCAFA Project Development Office" (APDO) be set up in Phnom Penh to be responsible for the preparation of the plan of development of the ARCAFA. The recommendation was approved by SEAMEC, and the APDO was set up in Phnom Penh immediately after the Eighth SEAMEC Conference in January 1973.

Among the various recommendations made by the Preparatory Conference and approved by the Council as part of the project development activities was the creation of a task-force to study the manpower needs and available training resources in the field of archaeology in the SEAMEO region. It was considered appropriate that in the planning for the establishment of ARCAFA, the question of human resources in archaeology should receive priority attention, since ARCAFA, as a Regional Centre, would have to respond to the needs of the member countries, particularly in the training of key personnel, and also to pool the resources available in the region to constitute its regional programmes. It was felt also that in addition to the data and information given in the country reports presented to the Preparatory Conference, first-hand contacts with leading agencies, institutions and professionals in the member countries could help to pave the way for sound planning for the ARCAFA Centre, of which training would figure prominently as one of the main functions.

II. PROPOSAL

It is proposed that a task-force of four experts be created for a period of ten weeks to make an in-depth study of the manpower needs and available resources in the SEAMEO countries and make specific recommendations which will serve the project development process for the proposed ARCAFA.

III. TERMS OF REFERENCE

The Terms of Reference as recommended by the Preparatory Conference may be summarized as follows :

- 1) Survey and assess the needs of the member countries in the field of archaeology and conservation in the following ways :-
 - a. Determine the types of specialists and trained personnel required.
 - b. Determine the levels of technical training necessary.
 - c. Devise appropriate strategy and priorities for the training of instructors and trainees.
 - d. Obtain necessary data and information related to the above needs through direct, on-the-spot contact with key institutions in each member country.
- 2) Survey and assess existing facilities in each member country for the training and further training of archaeologists and curators of museums, monuments and historical sites.
- 3) Survey the employment opportunities and conditions for personnel in the fields mentioned above.
- 4) Identify the gaps between the needs and the available resources, and recommend specific actions at the regional level to supplement existing facilities and resources.

IV. SCOPE OF WORK

The task-force will study the problem of manpower needs and resources in all the eight member countries with reference to the following areas of concern :-

1. Manpower needs of the member countries

a) The types of specialists and trained personnel may be categorized in the following manner :

Archaeological Studies

Historians; art historians; experts in pre-history; epigraphists; ethnologists; cultural anthropologists; linguists (particularly in the classical languages); architects; specialists in excavation; specialists in the restoration of monuments as well as art objects.

Restoration

Architects of historical monuments; engineers of public works; archaeologists/restoration specialists; engineers in topography and aerial topography; photographers; draftsmen; geologists, mineralogists; climatologists; soil engineers; chemists; specialists in the restoration of such materials as stone, brick, metal, wood, fabrics, pottery etc.

Conservation

Museologists/curators; specialists in dating and classification; photographers, draftsmen; specialists in the protection of art-objects from physical, chemical and biological dangers; museum guides; specialists in mounting exhibitions; specialists in documentation, archivists, librarians; public relations specialists.

b) The following problems related to the levels of training should be investigated in relation to the varying needs of the individual member countries.

(i) Should the emphasis be placed on the training of high-level personnel in small quantity or middle-level manpower in larger quantity?

(ii) How specialized should the training of archaeologists be? At what level should the training be more generalized and at what level should it be single-discipline oriented?

(iii) What should be the level of regional training to be offered by ARCAFA that could best serve the interests of the member countries?

c) With regard to the strategy and priorities for the training of instructors and trainees, the following problems should be studied:

(i) The needs of the individual countries for particular fields of specialization and the criteria for priority setting.

(ii) The criteria for developing regional training programmes to serve the priority needs of the member countries.

d) It is intended that the task-force will make on-the-spot contacts with key institutions and top-notch experts in the member countries in order to :

(i) Supplement the information and data presented to the Preparatory Conference

(ii) Study in greater depth the needs of the member countries based on the questionnaires dispatched by APFA prior to the commencement of the work of the task-force.

(iii) Consult with the member countries as to the desirable types of programmes to be conducted at the regional level.

D. Existing training facilities in the member countries

Information will be obtained regarding such types of facilities as :

- a) Training institutions at the technician, undergraduate and post-graduate levels.
- b) Research institutions.
- c) Museums, laboratories, libraries and other collections (both public and private).
- d) Agencies responsible for the restoration of monuments as well as art-objects.
- e) Significant on-going field-works.
- f) Other kinds of training possibilities through non-formal modes.
- g) The financing of archaeological studies and activities.

Employment opportunities and conditions

The task-force will seek information related to the following :

- a) Existing jobs for particular categories of specialists, e.g. curators, archaeologists, epigraphists, engineers, restorers of monuments and art-objects etc.

b) Possibility of creating new jobs in response to the development in the field of archaeology in the respective member countries.

c) The role of the proposed ARCAFA in promoting archaeological development in the region and consequently in strengthening employment opportunities in the SEAMEO countries.

d) The question of remuneration for archaeologists in comparison with other employments.

e) Employment opportunities in the private sector, e.g. tourism, publishing, journalism etc.

4. Discrepancy between manpower needs and available resources

The task-force will identify this discrepancy with the following purpose :

a) To enable the member countries to establish priorities in their national programmes.

b) To enable the proposed ARCAFA to structure its programmes to serve the member countries in the best possible way.

The task-force should also recommend specific actions at the regional level to supplement existing facilities and resources, for instance, by way of utilizing existing projects as part of regional training programmes and maximizing available resources through exchange of trainees and instructors in a most effective and economical way.

V. COMPOSITION

Four specialists will be recruited under the following tentative arrangements :

1. Specialist in manpower study with some background in education. (Khmer Republic)
2. Specialist in the restoration of monuments with some background in historical archaeology.
(a non-Southeast Asian specialist, possibly a French expert)
3. Specialist in archaeology with a background in pre-historic archaeology (Philippines)
4. Specialist in the restoration of cultural properties other than historical monuments (**Thailand**).

VI. ORGANIZATION

The Task-force will first assemble in Phnom Penh by 15th August 1973 for consultation and preparation of strategy and programme of work.

It will proceed to visit all the member countries and then return to Phnom Penh to compile its report.

The mission will be completed within a period of 10 weeks.

VII. METHODOLOGY

1. Questionnaires based on the analysis of the findings of the Preparatory Conference to be prepared by APDC will be sent out in advance to the member countries, requesting them to have specific types of information ready for the visits of the task-force.

2. Visits and interviews made by the task-force in the member countries.
3. Analysis of data gathered by way of questionnaires and visits/interviews by the task-force.
4. Formulation of recommendations for action at the regional and national levels.

VIII. PHASING

It is expected that the task-force will complete its work within ten weeks. The work-schedule will be as follows :

1. Preparation and distribution of questionnaires by APDO prior to the arrival of the task-force members in Phnom Penh.
2. First consultation of the task-force in Phnom Penh and field visits in Khmer Republic (10 days).
3. Visit to the other 7 member countries
(Thailand 7 days, Malaysia 7 days, Singapore 4 days, Indonesia 10 days, Philippines 7 days, Vietnam 7 days and Laos 4 days.)
4. Analysis of data and preparation of the final report in Phnom Penh (14 days).
5. Publication of the Final Report by APDO immediately after the departure of the task-force members.

IX. BUDGET

While the APDO will absorb all the costs for clerical work and for the publication of the report, the following expenses will be required from external sources.

1. Round-trip airfares for three non-Khmer members (including one Western expert) from home-base to Phnom Penh

Manila - Phnom Penh (via Hongkong) : US\$ 368.70
Jakarta - Phnom Penh : US\$ 473.80
Paris (tentative) - Phnom Penh : US\$ 1,318.10

Sub-total US\$ 2,160.60

2. Round-trip airfares for visits made by four members to seven member countries (Phnom-Penh - Bangkok - Kuala Lumpur - Singapore - Jakarta - Manila - Saigon - Vientiane - Phnom Penh) at US\$797.90

Sub-total US\$ 3,191.60

3. Per diem for four members for 10 weeks

Phnom Penh (10 days) at US\$22 : US\$220 per person
Bangkok (7 days) at US\$20 : US\$140 per person
Kuala Lumpur (7 days) at US\$19 : US\$133 per person
Singapore (4 days) at US\$24 : US\$ 96 per person
Jakarta (10 days) at US\$32 : US\$320 per person
Manila (7 days) at US\$20 : US\$140 per person
Saigon (7 days) at US\$22 : US\$154 per person
Vientiane (4 days) at US\$20 : US\$ 80 per person
Phnom Penh (14 days) at US\$22 : US\$308 per person

Per diem at US\$1,591.00 per person

Sub-total US\$ 6,364.00

4. Contingencies

(e.g. insurance, field visits etc.) US\$ 283.80

GRAND TOTAL US\$12,000.00

7. UTILIZATION OF TASK-FORCE FINDINGS

1. Presentation and discussion of task-force findings at the National Seminars
2. Review of task-force findings at the Regional Seminar
3. Integration of task-force findings and recommendations into project development plan of ARCAFA
4. Dissemination of task-force findings and recommendations to member countries for possible immediate action in certain areas of activities
5. Dissemination of task-force findings to interested individuals and agencies which might lead to subsequent participation in archaeological activities in the SEAMEO countries.

APPENDIX C

LIST OF PERSONS INTERVIEWED BY THE TASK FORCE

A. INDONESIA

- Prof.Dr.I.B.MANTRA, Director-General of Culture,
Ministry of Education and Culture,
- Mrs.S.SULEIMAN, Director, National Archaeological
Institute
- Mrs.SUJATMI SATARI, National Archaeological Institute
- Mr.T.W.SOEKATNO, -id-
- Mrs.ENDANG SUKATNO, -id-
- Mr.SUTAJASA, -id-
- Mr.BASUKI, -id-
- Mr.UKA TJANDRASASMITA, -id-
- Mr.R.P.SOEJONO, -id-
- The Museum Librarian, Museum Pusat
- Mr.ABURIDO, Curator of Ceramics, Museum Pusat
- Mr.WAHYONO, Assistant Curator, Museum Pusat
- Mr.BOECHARI, Assistant Dean for Academic Affairs,
Faculty of letters, University of Indonesia,
- Mr.ADJI DAMAIS, Proyek Pemugaran Jakarta Kota, Pemda DKI
- Mr.SOEDIMAN, Head, National Archaeological Institute,
Prahbanam Branch
- Mr.R.M.SOESANTO, Assistant, Prahbanam Branch
- Mr.ISMANU, -id-
- Mr.BAKRI, Director, Sonobudoyo Museum
- Mr.ACHMAD YUSUF, Vice-Director, Sonobudoyo Museum
- Mr.SOEKMONO P.H., Engineer, B.P.C.B.
- Mr.ISMOYO, Engineer, B.P.C.B.
- Dr.G.HYVERT, Unesco Expert, S.P.C.B.

- Mr.SCHULZ, Unesco Expert, B.P.C.B.
- Mr.DUMARCAY, Ecole Française d'Extrême Orient, B.P.C.B.
- Mr.SUYONO, Stone Expert, B.P.C.B.
- Mr.ROMTI, Assistant Archaeologist, B.P.C.B.
- Mr.HARSONO, Liaison Officer, B.P.C.B.
- Dr.ADI SOEKARTO, Department of Archaeology, Gadjja Mada University
- Dr.SOETRISNO, Gadjja Mada University
- Dr.SOEYANTO, -id-
- Officials from the Ministry of Education and Culture.

B. KIMER REPUBLIC

- H.E.UM SAMUTH, Minister of Culture
- H.E.KEO SANGKIM, Minister of Education
- Mr.CHEA THAY SENG, Inspector of Cultural Patrimony
- Mr.PROM NUON THOL, ARCAFA Project Development Office
- Mr.HUOT KIMLEANG, Rector, University of Fine Arts
- Mr.LU BAN LENG, Dean, Faculty of Plastic Arts
- Mr.NUON KAN, Dean, Faculty of Choreographic Arts
- Mr.MAM BOPHANI, Dean, Faculty of Music
- Mr.DAM CHHOEUN, Director of Studies, Faculty of Archaeology
- Mr.LY VOU ONG, Director, National Museum
- Mrs.PAN SOTHI, Director of External Relations, Ministry of Culture
- Mr.TOUCH LAK, SEAMEO Office, Ministry of Education
- Mr.B.P.GROSLIER, Curator, Conservation d'ANGKOR
- Mr.PICH KEO, Archaeologist, Conservation d'ANGKOR
- Officials from the Ministry of Culture and Provincial Authorities

C. LAOS

- Mr. THAN MARARAJ, Director-General, Ministry of Cults
- Mr. KENCHANH THIRAKUL, Chief, Department of Archaeology
- Mr. PRACHIT SOULISAK, Chief, Department of Museums and Libraries
- Mr. OUTE KHAMVONGSA, Chief, Department of Fine Arts
- Mr. SAMLY CHANTHANISANE, Director, School of Dance and Music
- Mr. BOON LEUNG VEUNVELAVONG, Director, School of General Arts
- The Rector of the Lao University
- Mr. PIERRE S. NGINN, chairman, Royal Lao Academy,
- S. E. BONG SOUVANNAVONG, Vice-chairman, Royal Lao Academy
- Mr. BHOUVONG PHUMMASONE, Member, Royal Lao Academy
- Mr. KHAM OUANE RATANAVONG, Member, Royal Lao Academy
- Mrs. BONNSOU SANANIKONE, -id-
- Mr. PIERRE MARIE GAGNEUX, Researcher
- Officials from the Ministry of Cults and, Ministry of Education, and the Provincial Authorities.

D. MALAYSIA

- The Deputy Secretary-general, Ministry of Education
- The Director General of Culture
- Mr. INCHE SHARUM BIN YUB, Director, Museums Department
- Mr. KAMARUL BHARIN BIN BUYONA, Curator of Monuments
- Mr. OSWALD A. THESEIRA, Assistant-conservator
- Mr. ABDUL JACIL BIN OSMAN, -id-
- Mr. DATUK C. M. SETH, chairman, Malacca Historical Society
- Mr. YEOW WOON SENG, Secretary, Malacca Museum Board,
- Mr. CHARLES K. K. CHUA, Committee Member, Museum Board.

- Mr.B.A.V. PEACOK, Reader, University of Malaya
- Officials from the Ministry of Education

E. PHILIPPINES

- H.E.JUAN MANUEL, Secretary of Education and Culture
- Mr.GODOFREDO ALCASID, Director, National Museum
- Dr.ERIC CASINO, Chief Curator
- Mr.AVELINO LEGASPI, Archaeologist
- Mr.REY A.SANTIAGO, Anthropologist
- Mr.REY FLORES, Archaeologist
- Mr.JOSE B.LUGAY, Chemist, San Miguel Corp
- Mr.AMELIA ROGEL, Anthropologist
- Mr.EMNA KASILOG, Anthropology student
- Mr.CARLOS DA SILVA, Architect, Restorer of Monument
- Mr.FELIX IMPERIAL, -id-
- Mr.LEONARDO CONCEPCION, -id-
- Rev.Fr.LEONARDO Z.LEGASPI, Rector, University of Sto
Tomas
- Dr.ESTELA L.ZAMORA, Dean, graduate School, U.S.T.
- Rev.Fr.JESUS MARINO, Director of Museum, U.S.T.
- Prof.GLORY C.ROGERS, Professor of History, U.S.T.
- Rev.Fr.PABLO FERNANDEZ, Professor and Archivist, U.S.T.
- Dr.APOLINAR MARTIAS, Professor of Political Sciences,
U.S.T.
- Prof.DESIDERIO B.SANTOS, Dean, Faculty of Architecture
and Fine Arts, U.S.T.
- Dr.F.LANDA JOCANO, chairman, Department of Anthropology,
University of the Philippines,
- Miss NATIVIDAD NORIEGA, Curator ,Museum, U.P.

- Mrs.SOURDEO KAPANAN, Chemist, C-14 Laboratory, Atomic Energy commission
- Dr.WILFREDO ARCE, chairman, Department of Anthropology, Ateneo de Manila University
- Prof.MARY HOLLUSTEINER, Institute of Philippine Culture
- Rev.Fr.ROBERT J.SUCHAN, S.J., Librarian, Ateneo de Manila University
- Mr.REY ALBANO, Acting Director, Art Museum, Cultural Center of the Philippines
- Dr.DAVID B. BARADAS, Consultant, Ford Foundation
- Director of Manila Office of Ford Foundation
- Officials from the Ministry of Education

F. SINGAPORE

- Mr.CHRISTOPHER HOOI, Director, National Museum,
- Mrs.CONSTANCE ONG, Curator
- Mr.JIMMY LEE, Education Officer
- Mr.LIEN YING CHOW, chairman, Preservation of Monuments Board.
- Mr.SEOW EU JIN, Deputy chairman of the Board and chairman of Technical committee
- Mr.ALAN F.C.CHOE, Member, Technical Committee
- Mr.CHAN SIK KWAN, Member, Technical Committee
- Mr.CHUA SOM HUI, Board Secretary
- Officials from the Ministry of Education

G. THAILAND

- Prof.Capt.SOMPPOPH PIROM, Director-General of Fine Arts Department
- Mr.CHIN YOUDI, Curator, Fine Arts Department
- Mr.BANJOB MAITRICHIT, Chief, Division of Archaeology

- Mrs. CHIRA CHONGKOL, Curator, Bangkok Museum,
- Mr. NIKOM MUSIGAKAMA, chief, Bangkok Museums and Monuments
- Mrs. KULPANTHADA JANPOSRI, Conservator of Art Objects
- Mrs. KANNIKA NA SONGKLA, Conservator of Art Objects
- Mr. PRAYOON PAIBOONSUWA, Chief, Location of the
Headquarters Region I
- Mr. SOMSAK RATANAKUL, Chief, Section of Excavation and
Restoration; Ayudhya Museum
- Miss PENPAN TEMSUK, Curator, Ayudhya Museum
- Mr. TAN THERAPICHITH, Chief, Location of the Headquarters
Region 6
- Prof. M. C. SUBHADRADIS DISKUL, Dean, Faculty of Archaeology,
Silpakorn University
- Mr. MANOTE KONGKANANDA, Acting Head, Interior Design
Department, Silpakorn University
- Dr. GRACE MORLEY, Icom
- Prof. EDWARD W. BRAND, Asian Institute of Technology.
- Officials from the Fine Arts Department

H. REPUBLIC OF VIETNAM

- Mr. DO VAN RO, Assistant of the Minister of Culture,
Education and Youth, in charge
of Cultural Affairs
- Mr. NGUYEN BA LANG, Director, Archaeological Research
Institute
- Mr. DOAN VAN XUAN, Assistant Director,
- Mr. LE CONG KIET, Chief of Division
- Mr. NGUYEN VAN LUAN, Chief of Division
- Mr. TA QUANG PHAT, Epigraphist
- Mr. LE XUAN GIAO, Specialist in Chinese characters

- Mr. VUONG HONG SEN, retired Curator of Saigon Museum
- M. Fr. HENRY FONTAINE, Geologist
- Miss HOANG THI THANH, Geologist
- Mr. NGUYEN VAN TOT, Secretary, Saigon Museum
- Prof Dr. DUONG DINH KHOI, Dean, Faculty of Letters,
University of Hue
- Mr. UNG TUONG, Curator, Hue Museum
- Mr. NGUYEN XUAN DUNG, retired curator of Danang Museum
- Officials from Ministry of Education and Provincial
Authorities.

APPENDIX C

SUMMARY OF ORGANIZATIONS CONTACTED

		Organization	Task Force Interview	Questionnaire		Code	
				Sent	got back		
INDONESIA	MUSEUMS	- Museum Pusat, Jakarta	+	+	+	IM - 1	
		- Museum Sonobudoyo, Jojakarta	+	+	+	JM - 2	
		- Museum Radjapustaka,		+			
		- Museum Purbakala Mojokento		+			
		- Museum Javā, Surabaya		+			
		- Bali Museum, Denpasar		+			
	UNIVERSITIES	- Department of Physical Anthropology Gadjah Mada University, Jojakarta	+	+	+	IU - 1	
		- Department of Archaeology, Faculty of Letters, University of Indonesia, Jakarta	+	+			
	INSTITUTIONS	- National Archaeological Institute, Jakarta	+	+	+	II - 1	
		- Borobudur Restoration Project, B.P.C.B., Borobudur	+	+	+	II - 2	
	KAMPUR REPUBLIC	MUSE	- National Museum, Phnom Penh	+	+	+	KM - 1
		UNIVERSITIES	- Faculty of Archaeology, University of Fine Arts, Phnom Penh	+	+	+	KU - 1
- University of Fine Arts, Phnom Penh			+	+			
INSTITUTIONS		- National Center for Cultural Development, Ministry of Culture, Phnom Penh	+	+	+	KI - 1	
		- Conservation d' Angkor, Phnom Penh	+	+	+	KI - 2	
		- Ecole Française d'Extreme Orient, Phnom Penh		+			

		Organization	Task Force interview	Questionnaire		Code	
				Sent	got back		
LAOS	MUSE.	- Ho Phra Keo Museum, Vientiane	+	+			
	INSTITUTIONS	- Directorate of Libraries and Museums, Ministry of Education Vientiane.	+	+	+	LI - 1	
		- Department of Archaeology, Ministry of Cults, Vientiane	+	+	+	LI - 2	
MALAYSIA	MUSEUMS	- Sabah Museum, Kota Kinabalu, Sabah		+	+	MM - 1	
		- National Museum, Jalan Damansara, Kuala Lumpur	+	+	+	MM - 2	
		- Malacca State Museum, Malacca	+	+			
		- Sarawak Museum, Kuching Sarawak		+	+	MM - 3	
	UNIVERSITIES	- University Kebangsaan, Kuala Lumpur			+	+	MU - 1
		- Archaeological Research Unit, History Department, University of Malaysia, Kuala Lumpur	+		+		
PHILIPPINES	MUSEUMS	- National Museum, Division of Anthropology, Manila	+	+	+	PM - 1	
		- University of the Philippines, Department of Anthropology and Museum, Quezon City	+	+	+	PM - 2	
		- Silliman University, Department of Anthropology and Museum, Dumaguete		+	+	PM - 3	
		- Musee Iloilo, Iloilo City			+		
		- Xavier University Museum, Cagayan de Oro			+		

		Organization	Task Force interview	Questionnaire		Code
				Sent	got back	
PHILIPPINES	UNIVERSITIES	<ul style="list-style-type: none"> - University of San Carlos, Department of Anthropology and Museum, Cebu - Ateneo de Manila University, Department of Anthropology and Sociology Institute of Philippine Culture, Manila - Mindanao State University, Department of Anthropology, Marawi City 	+	+	+	PU - 1
	INSTITUTIONS	<ul style="list-style-type: none"> - Intramuros Restoration Committee, Manila 	+	+	+	PI - 1
SINGAPORE	MUSE	<ul style="list-style-type: none"> - National Museum, Singapore 	+	+	+	EM - 1
	INSTIT.	<ul style="list-style-type: none"> - Preservation of Monuments Board, Singapore 	+	+	Note (1)	SM-1
THAILAND	MUSEUMS	<ul style="list-style-type: none"> - National Museum, Bangkok - Provincial Museums 	+	+	+	TM - 1
	UNIVERSITIES	<ul style="list-style-type: none"> - Faculty of Archaeology, Silpakorn University, Bangkok - Faculty of Humanities, Chiang Mai University, Chiang Mai 	+	+	+	TU-1
	INSTIT.	<ul style="list-style-type: none"> - Archaeological Division, Fine Arts Department, Bangkok 	+	+	+	TI-1

	Organization	Interview	Questionnaire		Code
			Sent	got back	
MUSEUMS	- National Museum, Saigon.	+	+		VI-1
	- National Museum, Hue	+	+	Note (2)	VI-1
	- National Museum, Danang	+	+		VI-1
UNIVERSITIES	- Department of Archaeology, Faculty of Letters, Saigon		+		
	- Department of Museology, Faculty of Letters, Hue	+	+		
	- Ecole Supérieure des Beaux-Arts, Gia Dinh		+		
INSTITUTIONS	- Archaeological Research Institute, Saigon	+	+	+	VI-1
	- Committee for preservation of Hue historical monuments and sites, Hue	+	+	Note (2)	VI-1

CODIFICATION

Countries :

- I _____ Indonesia
- K _____ Khmer Republic
- L _____ Laos
- M _____ Malaysia
- P _____ Philippines
- S _____ Singapore
- T _____ Thailand
- V _____ Republic of Vietnam

Organizations:

M _____ Museum

U _____ University

X _____ Institution

Examples :

KM-1 _____ Questionnaire N°-1
from the Museums of the Khmer Republic

Note (1) : Informations on these institutions have been
incorporated in the same set of questionnaire SI-1

Note (2) : Informations on these institutions have been
incorporated in the same set of questionnaire VI-1

A P P E N D I X D

- A— Indonesia
- B— Khmer Republic
- C— Laos
- D— Malaysia
- E— Philippines
- F— Singapore
- G— Thailand
- H— Vietnam (Republic of)

A. INDONESIA

I. THE NATIONAL INSTITUTE FOR ARCHAEOLOGY AND CULTURAL HERITAGE

Based in Jakarta, the National Institute for Archaeology and Cultural Heritage has a number of departments and branch offices. Thus, the various departments consist of the following: Prehistoric Archaeology, Classical Archaeology, Islamic Archaeology, Documentation and Publications, Restoration and Preservation, and the Institute Secretariat. The branches are located in Prambanan (Central Java), in Bali, Modjokerto (East Java) and South Sulawesi (Celebes).

The Institute undertakes research in Indonesian culture history and publishes the results thereof. Archaeological studies in Indonesia are compartmentalized in chronological terms namely :

1. The prehistoric period, from early man in Java to the appearance of written records in the 5th century;
2. The period of Hindu and Buddhist states (5th - 15th centuries), and
3. The period of Islamic influence (16th-19th centuries).

The main problems are low salaries, inadequate funding for research, inadequate office and laboratory facilities, and limited library facilities.

II. THE CENTRAL MUSEUM (MUSEUM PUSAT)

This museum developed from the initial ethnographic, archaeological, and historical collections accumulated by the Batavia Society of Arts and Sciences which was established in 1778. The Doric style building housing the present collections was constructed in 1862.

As presently organized, the Museum Director manages the affairs of the institution with the advice of or in consultation with the Governing Board and private

organizations. Immediately below him are the Assistant Director for General Administration, the Assistant Director for the Scientific Divisions, and the Assistant Director for the Technical Divisions. The various Divisions include the following :

- | A. <u>Administrative</u> | B. <u>Scientific</u> | C. <u>Technical</u> |
|-------------------------------|--------------------------------|------------------------------------|
| 1. Implementation | 1. Prehistory | 1. Laboratories |
| 2. Collection
Registration | 2. Archaeology | 2. Preparation and
Reproduction |
| 3. Public Relations | 3. History | |
| 4. Library | 4. Nominations
and Heraldry | |
| 5. Education | 5. Foreign Ceramics | |
| | 6. Documentation | |
| | 7. Anthropology | |
| | (2 divisions) | |

The museum reported on-going projects in ceramics, bronzes, and gold and silver objects which involve mainly their cataloguing and eventual publication.

The museum is suffering from over-crowding and poor lighting and display techniques. It also badly needs archaeologist, numismatist, epigraphist, museologist, restoration specialist and exhibition expert.

III. THE UNIVERSITY OF INDONESIA

The Department of Archaeology is one of the units of the Faculty of Letters and has seventeen lecturers for its present thirty-two archaeology majors. Courses include introduction to archaeology, methods of archaeology, museology, Indonesian cultural history, Southeast Asian history and archaeology, drawing, history of architecture, geomorphology, Javanese language and literature, and

social anthropology. Students are also taught field methods in archaeology using either an actual site excavation or a simulated one. To date, the Department has graduated forty M.A.'s who are now specializing in one or the other Indonesian archaeological work-prehistoric, classical, and Islamic. The Department, in addition, has a joint project with the University of Pennsylvania.

The University library references and periodicals are inadequate, hence they depend on the libraries of the National Archaeological Institute and of the Central Museum.

IV. SONOBUDUY MUSEUM, JOGJAKARTA

This is a local museum based in Jogjakarta with a collection of ethnographic, archaeological, and historical objects including statuaries. Headed by a Director and Vice-Director, the museum has one conservator (curator) in the person of the director himself, who is also engaged in long-term research in bronzes. As a matter of fact, he took recently a short refresher course in the conservation of bronzes in Jakarta given by an ICOM specialist. The Museum is maintained by the city of Jogjakarta.

The museum has one on-going project-the director's project on bronzes. As viewed by the staff, the museum badly needs a special laboratory on bronzes and the technicians necessary to carry out its functions. Museumologists are also urgently needed to improve the museum's display techniques.

V. DEPARTMENT OF PHYSICAL ANTHROPOLOGY, FACULTY OF MEDICINE, GAJA MADA UNIVERSITY, JOGJAKARTA

The department is also a research-oriented unit being involved in paleo-anthropological studies. The basic training of its personnel is medicine, enabling them to teach both in the faculties of medicine and arts/

letters and, incidentally, in BIOTROP such subjects as anthropometry, population genetics, dermatoglyphics, and so forth. It is currently carrying out paleo-anthropological research in coordination with the National Archaeological Institute and the Directorate of Archaeology in Bandung.

The department needs anthropology courses for those MD.'s who wish to get involved in physical anthropology. The department is also short of laboratory and field technicians.

VI. THE BOROBUDUR RESTORATION PROJECT

This project, locally known as Buddan Pemugaran Chandi Borobudur (B.P.C.B.), is under the supervision of Mr. Soediman of the National Archaeological Institute who is assisted by a staff of local and foreign engineers, conservation specialists, consultants, architects, surveyors, biologists, soil scientists, chemists, geologists, technicians, students and others. Engineering firms (one local and the other Filipino) are also involved. Of interest are forty-six in archaeo-chemistry, microbiology, and stone treatment plus forty-three others in archeometry. These students are high school graduates who, upon completion of the courses, will occupy positions in the restoration project.

On account of internal pressures on the foundation and decay of the stone itself, the 1,200 year-old temple is in danger of collapse, hence the gigantic restoration effort designed by a Dutch consultative engineering firm. The restoration process involves the dismantling stone by stone, of most of the monument, then inserting concrete slabs to reinforce the foundation, of putting drainage layers and damp-proof courses, and then eventually proceeding with the formal reconstruction (anastylosis). The dismantled stones will be cleaned and treated while fissured or broken elements will be mended. This will involve the handling of an average of 200 stones per day.

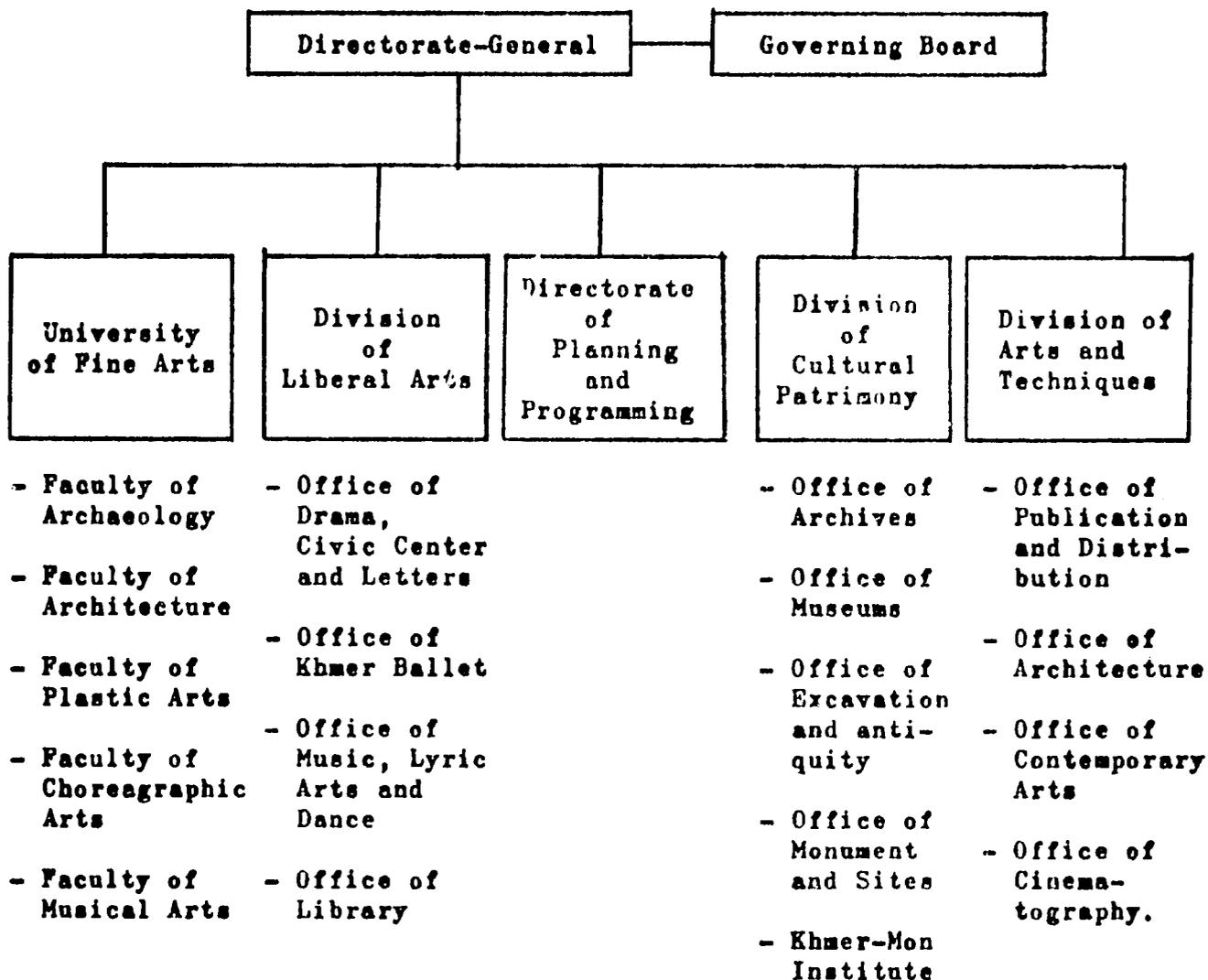
The Indonesian Government has requested UNESCO to undertake an international fund-raising campaign to help finance the restoration of the monument. The preparatory work preceding the actual restoration has started in 1963 and is still going on, while the actual restoration work has started in mid-1973 and will take about 6 years. A coordination body has been established by decree of the Governor of Central Java for the development of the Borobudur area, in order that the restored monument will blend with a desired landscape. This body is constituted by the local government, representatives of the Ministry of Education and Culture, and Ministry of Public Works, the Directorate General of Tourism, the B.P.C.B. and the National Archaeological Institute.

B. KHMER REPUBLIC

I. THE NATIONAL CENTER FOR CULTURAL DEVELOPMENT

The Center is administered by a Governing Board and headed by a Director-General.

The organizational chart is as follows :



The present war in the Khmer Republic is of course the biggest obstacle to cultural development work. Many museums in the provinces are forced to close down and their art objects are either evacuated to Phnom-Penh, or placed under special protection. A certain number of monuments have already been badly damaged by fighting and looting.

Despite the hostility, the maintenance and restoration works of monuments and art objects are being carried out wherever possible.

II- THE UNIVERSITY OF FINE ARTS

The University was founded in 1965. In addition to the five Faculties, it has a Conservatory of Spectacle and a Documentation and Research Center.

The University is an autonomous organization under the responsibility of the Ministry of Culture. It is administered by a Governing Board and headed by a Rector.

The University of Fine Arts publishes a bulletin entitled "Annales de l'Université des Beaux-Arts" as well as results of research works done by professors and students.

The main problems of the University is lack of lecturers and funds.

III- THE FACULTY OF ARCHAEOLOGY

The mission of the Faculty of Archaeology is to provide training courses in archaeology, ethnology and history of arts, to train candidates for different posts of curators of monuments and museums, to be professors and to undertake research work on archaeology, culture and civilizations.

The course provided in the Faculty of Archaeology comprises 2 levels :

- one level of 5 years duration sanctioned by the diploma of "Licence d'Archéologie"
- another level is 2 years post-graduate program for Doctor in Archaeology. This level is not available at the present time due to lack of professors and numbers of graduate students.

The courses given primarily emphasize the problems of Asia and particularly of Southeast Asia.

More English Linguistics experts are required at present to enable students to establish and maintain contacts with other

archaeologists within the SEAMEO member countries.

Since its creation in 1965, the Faculty had graduated 29 students. Among these, some have taken up important posts in the areas of Archaeology and others are continuing their graduate study abroad.

The main problem of the Faculty is the acute shortage of professors and researchers.

The Faculty of Archaeology is in charge of the Documentation and Research Center of the University of Fine Arts.

The research work done both by professors and students are published in the Students' Bulletin of the Faculty of Archaeology, the "Annales de l'Université des Beaux-Arts" and the "Bulletin de l'École Française d'Extrême-Orient"

The Center also lacks equipment for researchers and funds for publishing the research works and theses of the students.

IV- THE NATIONAL MUSEUM

The National Museum was initially founded by the French Government in 1905. It was turned over to Khmer authority in 1957.

The National Museum includes 2 departments:

- Archaeology
- Ethnographic objects.

The former Royal Palace complex and the silver Pagoda also become a Museum of History and contemporary Arts in 1970.

At present the Museum has been reorganized and the Royal Palace Complex belongs to one of its departments. Hence forth, the museum will consist of 4 departments :

- The Department of Archaeology
- The Department of Arts and Popular Tradition
- The Department of Contemporary Arts
- The Department of History

The National Museum has a laboratory for restoration of Arts objects in bronze and in metal, and other laboratories for Arts objects in stone, and a moulding shop.

These laboratories also restore works for provincial museums.

A library and a store room are also available for researchers.

The Museum has planned a photo-lab for cataloguing all the pieces and other restoration works.

The main problems of the Museum in extending its activity is the lack of funds and the specialists.

V- THE "CONSERVATION D'ANGKOR"

The "Conservation d'Angkor" has been created as an autonomous organization led by a Governing Board. An accord had been signed between Cambodia and France. Both countries agreed to cooperate in archaeological research. France, and notably the "Ecole Française d'Extrême Orient", supplied funds as well as scientific and technical staff for the conservation work and training, and its specialists have conducted excavation and research in the Khmer Republic. The Khmer Government shares one half of the expenses of the "Conservation d'Angkor".

The "Conservation d'Angkor" in Siemreap province is well equipped with photo laboratory, drafting room, epigraphic section, laboratories for restoration of stone, for bronze, and ceramics, a section for mechanical equipment, etc... and a library.

In spite of the actual war, the conservation is undertaking the restoration of three monuments in Siemreap province :
Wat Enkosei Wat Athvea and Neak Ta Veang.

C. LAOS

I. THE DEPARTMENT OF MUSEUMS AND LIBRARIES, MINISTRY OF EDUCATION

The aim of this Department is to collect and preserve the objects and the documents related to arts and Lao tradition. The National library is also under the supervision of the Department.

The only museum existing in Laos is the wat Ho Phrakeo. It is a religious Arts Museum. Therefore there are many wats (buddhist monasteries) in Vientiane and Luang Prabang which have good collections of Buddha representations.

II. THE DEPARTMENT OF ARCHAEOLOGY, MINISTRY OF CULTS

It is in charge of survey, excavation, restoration, preservation and animation of monuments and sites.

There are three offices in the department :

- office of Archaeological construction and restoration
- office of Archaeological Research
- office of Museums and Libraries.

In the vicinity of Vientiane there are interesting historical sites such as Dane Phra, Dane Nang Su, Dane Vang Sang etc.

Laos seems to have many problems in the field of archaeological research and restoration work due to shortage of funds and staff. Beside these, the government has lost much of its ability to supervise the restoration works of wats (buddhist monasteries) and some monuments which are usually done independently by the religious people or by the local authorities.

Laos, like many other countries in southeast Asia, suffers from the illicit trade of art objects. The existing legislation dated from the French colonial period and is now out of date. The Royal Lao Academy is now working to establish new legislation.

In Laos there is an interesting bulletin named "Les Amis du Royaume Lao" which publishes articles about arts, traditions and culture of Lao people. It is formed by a private association.

D. MALAYSIA

I. THE MUSEUMS DEPARTMENT

The Museums Department is in charge of the implementation of all programs of archaeological research, presentation, conservation and protection of the historical and cultural property of the nation. Within the Department itself the Antiquities Division is directly responsible to the Director of Museums for all programs of archaeological research and conservation and protection of the cultural heritage of the nation.

One program is now underway : the Malacca-Town of History Project. The protective and preservative measures carried out under this program would save the country's oldest and most important buildings and sites. A Portuguese fort has already been conserved and landscaped. A Portuguese church, St-Paul church, a Dutch fortification, St-Johns Hill and several other monuments are scheduled to be preserved and landscaped step by step.

The government has given high priority to the Second Malaysia Plan for the programs of Preservation of the National Cultural Property.

Malaysia needs more specialists to continue its work.

II. STATE MALACCA MUSEUM

The functioning of the Museum is sponsored by the state of Malacca. The Museum is governed by a Board consisting of volunteers. A representative from the National Museum in Kuala Lumpur is also among members of the Board committee.

The main aims of the Museum are to collect, to preserve and to show all the things related to the Malacca State Culture.

Technical staff is needed.

E- PHILIPPINES

I- THE NATIONAL MUSEUM

The National Museum, as the repository of the nation's historical, scientific, and cultural heritage, was established early in this century by the American administration. Aside from its Administrative Division, the Museum has also divisions devoted to arts and history, botany, geology-paleontology, cultural properties, zoology, and anthropology. Each of these divisions is headed by a curator. The Museum has its own library to serve the basic needs of its technical and curatorial staff. This library is also accessible to the public but is a non-circulating one.

All the exhibits of the Museum have recently been transferred to the former Agriculture Building, Rizal Park, Manila.

The Division of Anthropology has for its general objectives the research, collection, maintenance, display, and publication of Philippine (and related Southeast Asian) ethnological, archaeological, and physical anthropological materials and data.

In addition to implementing the statutes on cultural property, the staff is also engaged in various anthropological research projects and in investigating archaeological discoveries reported to the Museum authorities. Its staff are also involved in part-time teaching in local universities or give special public lectures on recent discoveries, on antiques, and so forth.

It has problems with respect to manpower, funding, equipment, facilities, and so forth. It badly needs additional specialists, skilled technicians and trained management personnel. Outside assistance (foundations) has been available to fund research projects, but the regular funds appropriated by the Government remain inadequate to sustain research, to hire new specialists, and to buy equipment. It was fortunate recently to receive badly needed equipment from Japan through the Reparations Commission of the Government.

The Sta. Ana Site Museum within Manila was established and maintained by the National Museum now. The only in situ display perhaps in Southeast Asia, this museum exhibits 12th-13th century burials and their associated archaeological artifacts as accurately as they were found and partially restores by technicians of the National Museum.

II- INTRAMUROS RESTORATION PROJECT

A restoration project that has been going on for several years on an off-and-on basis is that of portions (mainly gates) of Intramuros or the Walled City of Manila that was built during the

Spanish occupation of the Philippines and destroyed in the liberation of Manila from the Japanese in World War II. The work is being carried out by a committee created by the President. One of its perennial problems is funds which are not often replenished when used up, forcing the restorers to stop work until they become available again.

Restoration of monuments (even of objects) is weakly developed and appreciated in the Philippines. Consequently, there are only three architects restorers of monuments. Two of them were trained in Spain, one of whom is presently on the staff of the National Museum. The architects work in the Intramuros Restoration Project without compensation.

When the country was placed under martial law in 1972, the Committee was abolished and its functions will be transferred to another office when the planned reorganization of the government will have been effected. Meanwhile, a skeleton crew is left to maintain the unfinished portions of the project.

It was moreover learned that the Department of Commerce and Tourism is currently undertaking restorations of the following old Spanish forts :

- 1- Fort Santiago, Walled City, Manila
- 2- Fort Pilar, Zamboanga del Sur, Mindanao
- 3- Fort San Pedro, Cebu City, Cebu

III- UNIVERSITY OF STO TOMAS

1- The University Museum

The University started collecting and acquiring natural history specimens in 1682 for medical pharmaceutical instruction and research so that eventually these developed into a museum of the entire university. It is not identified with any particular unit but the curator is directly responsible to the rector.

The museum exists to acquire and preserve natural history, anthropological, historical as well as collections of numismatic items and fine arts for instructional purposes. Its present curator has had training in biblical archaeology, has an assistant, and teaches ethnology, history, and prehistory in the college of arts and sciences. No research project is presently undertaken.

The museum's main problem is space for both exhibition and laboratory work. It is a one-room affair that appears mere

as a store room than a display room. The cases are not only overcrowded, but old and poorly lighted. The office is cramped and storage room overcrowded. Many of its valuable old paintings and sculptures badly need restoration.

2- Faculty of Architecture & Fine Arts

The Dean of the College of Architecture and Fine Arts felt that it would not be difficult to introduce the notion of restoration of old buildings and monuments into the training program. Apprenticeship in architecture is traditionally required after graduation and before the state board examinations, yet a good number of the students opt for apprenticeship during their senior year. And why not apprenticeship in restoration ?

IV- UNIVERSITY OF THE PHILIPPINES

The Department of Anthropology is a part of the College of Arts and Sciences. It offers the B.A. and M.A. degrees majoring in anthropology in addition to servicing the cognate and elective course needs of other departments and colleges. Some of its graduates have filled positions in museums, in particular the National Museum.

The department's chief problem is in skilled manpower to boost its teaching staff in order that it can, for example, offer a Ph.D. program.

The Department has a museum run by a curator. The collections have been acquired for training and instructional purposes through the research projects and field courses of the staff (anthropologists) of the department.

The museum curator has no helpers in the categories of restorer, photographer, excavation technicians, and so forth. It has no annual budget of its own; rather, it is maintained with funds from the Office of the President of the University. It is short of equipment and laboratory facilities.

V- ATENEO DE MANILA UNIVERSITY

While anthropology and sociology are different departments in the state University of the Philippines, these are combined in one department at the private jesuit University of Ateneo de Manila. And although prehistory subjects are taught at Ateneo, they do not have a single archaeology specialist on their staff. Like the University of the Philippines, it offers only programs for the B.A. and M.A. degrees. The total length of classroom work for both degrees is six years beyond the high school.

The department has accumulated a modest collection of archaeological artifacts which are exhibited from time to time in the University

Library. This means that it has no museum space or building. Its research arm is the Institute of Philippine Culture which also publishes the results of their researches. It might be relevant to mention at this point that the University Library has excellent facilities for microfilming and macrofiche. Trainees in this area are welcome after proper arrangements with the University administration.

Lack of skilled manpower, particularly, in the field of archaeology and prehistoric studies appear to be the immediate pressing problem of the department. To worsen this problem, it is losing some members of its staff to other institutions such as the Development Academy of the Philippines. It also has financial problems.

F. SINGAPORE

I. NATIONAL MUEUM

The Museum has the following objectives :

- to collect, preserve and document the cultural properties pertaining to art, history and anthropology of Southeast Asia
- to display these collections in an educative way, to promote studies and research in these fields
- to contact activities promoting a better understanding of our cultural heritage, specially for the youth.

The National Museum is now engaged in a process of renovation and replanning. The divisions of zoology and natural sciences will be transferred to a Science Center as soon as this new building opens, providing more room for display and activities. Three rooms will host the collections of the University Art Museum, which is expected to be closed this year.

The primary project (now in process) is the conversion of some rooms into an Art Gallery, which will be an experimental center in the fields of painting, sculpture, exhibitions of contemporary arts, with a polyvalent, auditorium (lectures, music, dance, etc.)... Acting yet in such a way, the Museum School Service has created considerable interest on the part of teachers and school children. This activity is intended to be emphasized. An exhibition of this work (painting, sculpture, ceramics, etc.) is on permanent display.

- The Museum has an important library. A workshop for restoration and maintenance of the collection is planned, which could very well benefit from exchange of information, skills and techniques, through scholarships, with similar institution in member countries, such as existing divisions in the various SEAMEO National Museum.

Archaeological Research : No prehistoric site has been discovered in Singapore, though a few artifacts have

been picked up in surrounding islands. According to archives, four antique artifacts have been found by chance between 1880 and 1914, but even these pieces have not been preserved. Some modern buildings are provided with multi-floor underground parking lots, with excavations as deep as 18 metres, without finding anything but, in one case, a chinese tomb with Ming period artifacts. The National Museum has, in the past, participated in archaeological surveys and excavations in conjunction with outside institutions, mainly in Malaysia. Such activities, not presently undertaken, can be planned again in the future.

Provisions for the following additional staff are presently being proposed :

- 1 curator of art
- 1 curator of history
- 1 conservator
- 3 assistant curators
- 1 exhibition and design specialist

The main needs are :

- Restoration specialists, to arrest deterioration of material
- Exhibition experts, to ensure an effective institution for the purpose of popular education.
- Museologists/curators, to add and refine the collection

II. PRESERVATION OF MONUMENTS BOARD

The main objectives of the Board are to preserve for the cultural benefits of the nation, monuments of historic, traditional, archaeological, architectural and/or artistic interest.

Presently, the appointed staff of the Board is only a full time secretary and a typist. The members of the Board are volunteers. The board is divided in three committees :

- Finance committee (fund raising)
- Technical committee
- Research committee (documentation and publication)

The first priority is to raise funds. Beside grants provided time to time by the Ministry out of his budget, the bulk of the funds has to come from donations, gifts and grants. In this purpose, the chairman of the Board and members of Finance Committee have been selected from their personal acquaintance with the wealthy society and their ability to help raising funds.

Though Singapore has no monuments older than 154 years, some of them have to be protected and/or restored.

Two years ago, the Preservation of Monuments Board was set up for this purpose by act 45 of 1970 (approved 29th January 1971). The Board is under the Ministry of Land and National Development and the sponsorship of the National Museum.

The first task of the Board is to list the valuable monuments, and to ask the Ministry for issuing a "preservation order" for each one. So far, 8 monuments have been such placed under preservation of the Board.

The Ministry of National Development, which has authority on the Board, mainly deals with Singapore urban renewal. In this process, the Urban planning agencies of the Ministry can ask the Board to take care of any valuable monument in the area under planned renewal.

For monuments restoration, a technical difficulty is to comply with fire regulations. Some amendments must be found for ancient monuments, for presently this overbearing regulation does not make any difference for the construction of a new 40 story building or for the renovation of an ancient 2 story wood house. The authorities must concede that a renovated monument cannot 100% comply with fire regulations.

The process of renovation is planned in the same way as urban renewal: before renovation, the Board intends to acquire the monument and land at market price, by agreement or compulsory, including adjacent if it is deemed necessary for landscaping or presentation.

The private owner of a monument under protection of the Board can still undertake renovation of his property. However he first has to get the written consent of the Board, and he must show in every detail what he is intending to do. In such a case, the Board can act as a technical advisor.

The monuments to be dealt with are all of a very distinct character, i.e. Islamic, Indian, Chinese or European. The planned way for undertaking their restoration is to give the project work to institutions or experts acting as specific consultants. For example, the restoration of a Chinese temple can be planned by a team or an architect from Hong Kong, Taiwan or People's Republic of China, and the work will be done by a private contractor under supervision of the consultant. Under this procedure no permanent professional staff is necessary, with the possible exception, of a future maintenance team and a technical advisor.

G- THAILAND

I- DEPARTMENT OF FINE ARTS

The Department of Fine Arts is in charge of national cultural heritage for preserving, reviving and promoting Thai arts, history, literature, customs, architecture, music, drama. It conducts archaeological surveys. It does research on antiquities and works of arts, monuments and historic sites as well as preserves and restores them. The Department is also charged with management of the National Library and its branches, the National Museum and 9 provincial branches, and the Art Gallery. It supervises activities of the School of Fine Arts, classical dance demonstrations and musical performances; collects and preserves rare documents, antiquities and works of arts and historical remains; records current events and holds them exhibits.

By means of exhibits, performances, concerts, lectures, publications, and other education activities, the Department of Fine Arts also provides the public with an opportunity to gain in knowledge and appreciation.

Following is the organizational chart of the Fine Arts Department.

II- THE FACULTY OF ARCHAEOLOGY SILPAKORN UNIVERSITY

Like many Southeast Asian countries, Thailand is rich in antiquities and ancient monuments testifying her cultural development in the past. The lack of competent hands to research and to safeguard these cultural relics is quite dangerous for the country. The Faculty of Archaeology was then set up in 1954 for teaching purpose in collaboration with the Fine Arts Department which had long been established before.

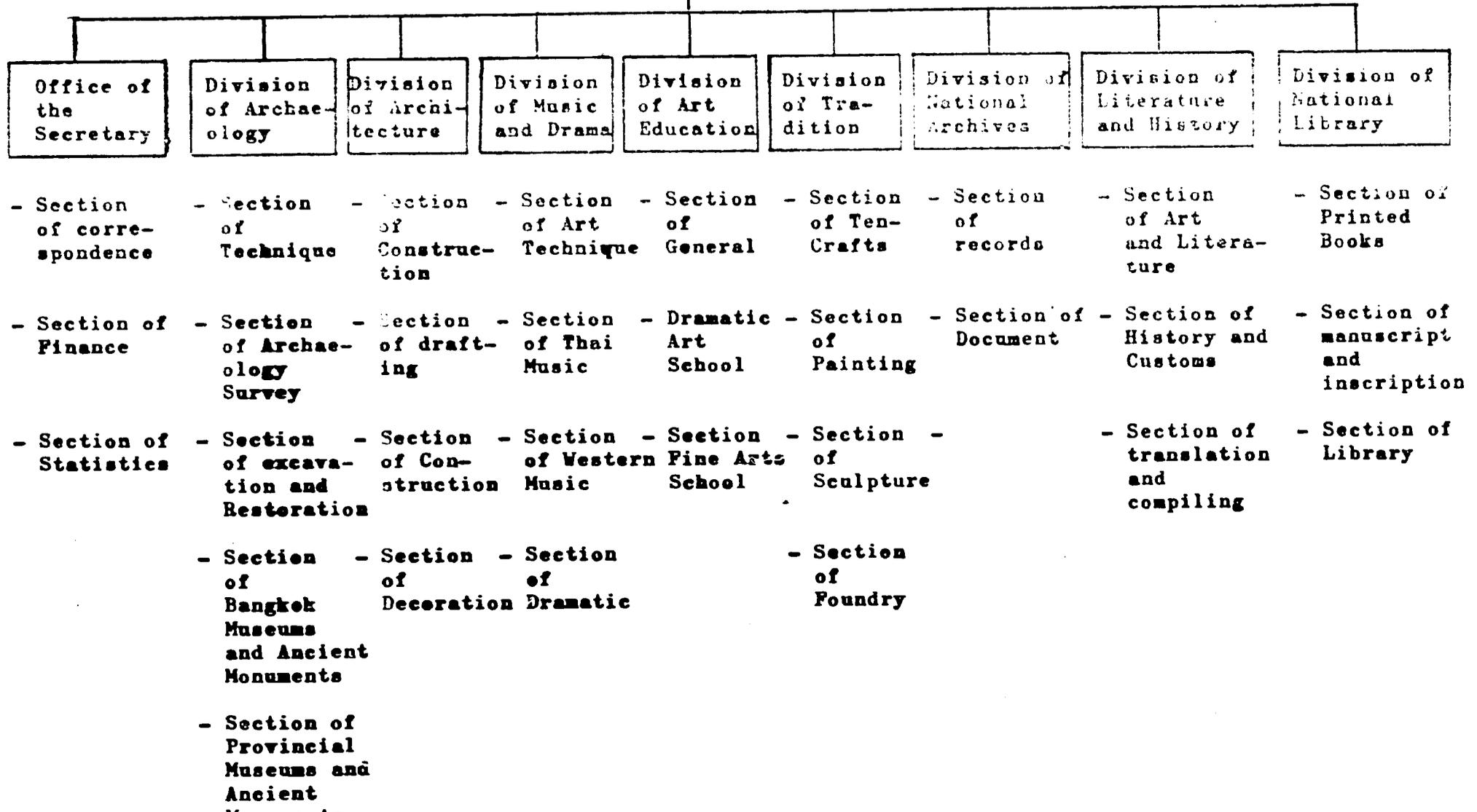
The Faculty of Archaeology offers courses in archaeology, art history of Thailand as well as of her neighbouring countries. It also provides the research and methodology for excavation, and maintenance of cultural heritage of the nation. As the students who are enrolled in the Faculty have just graduated from High School, the Faculty, also broadens their education with courses in English, French and some oriental languages in relation to archaeological studies.

After graduation, some work in the Division of Archaeology of the Fine Arts Department, some as teachers of history or western languages in high schools, as guides in Tourist Agency and others in related fields.

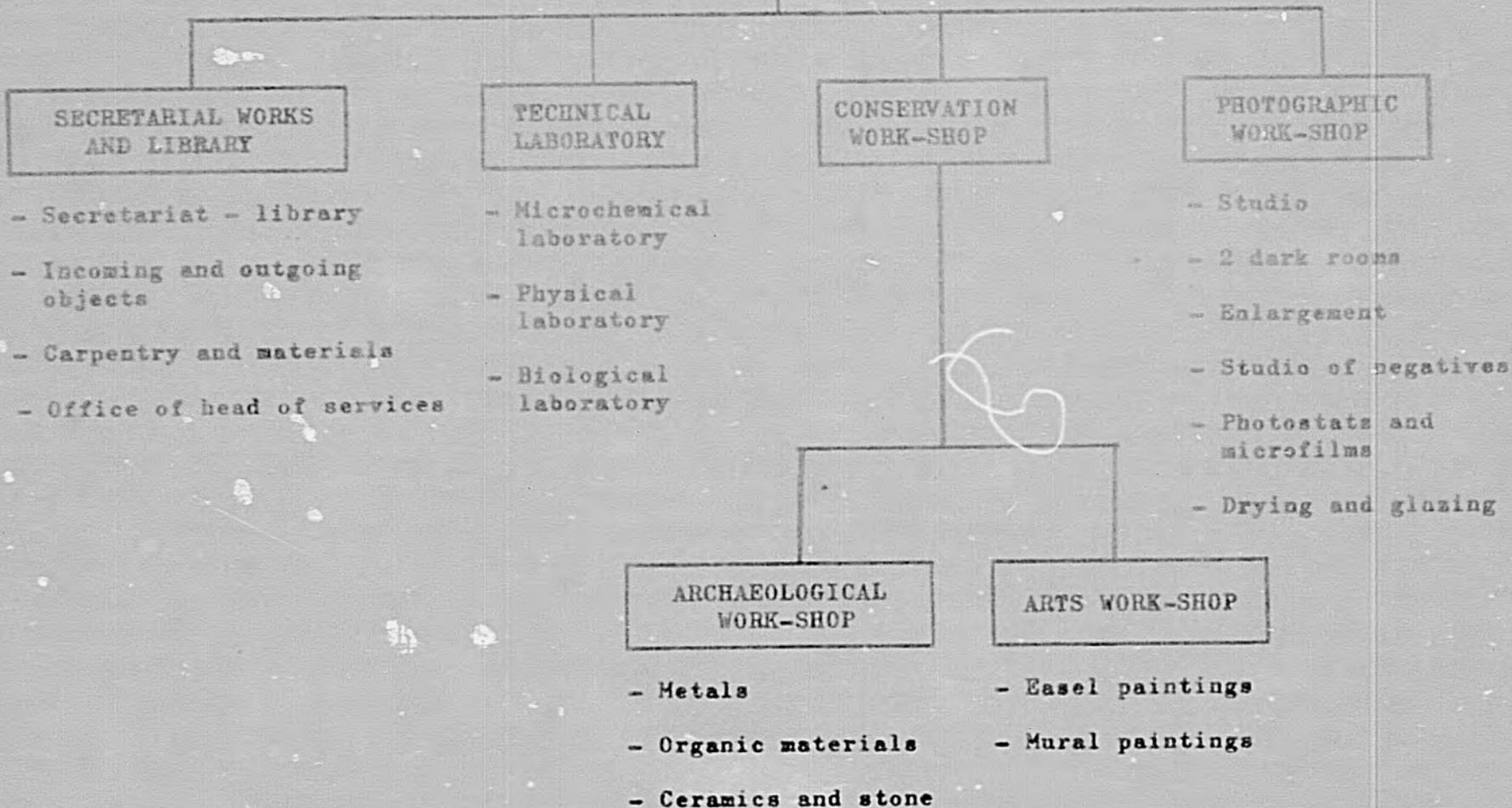
Recently, the Faculty of Archaeology has turned its emphasis on to general subjects of Liberal Arts. In 1973, it begins M.A. projects under supervision of the University's Graduate School, leading to Art History and Oriental Languages.

The B.A. and M.A. courses extend at least to four and 2 years respectively.

Department of Fine Arts



TECHNICAL CONSERVATION LABORATORY FOR CONSERVATION OF ANTIQUITIES AND WORKS OF ARTS
(Department of Fine Arts, Bangkok)



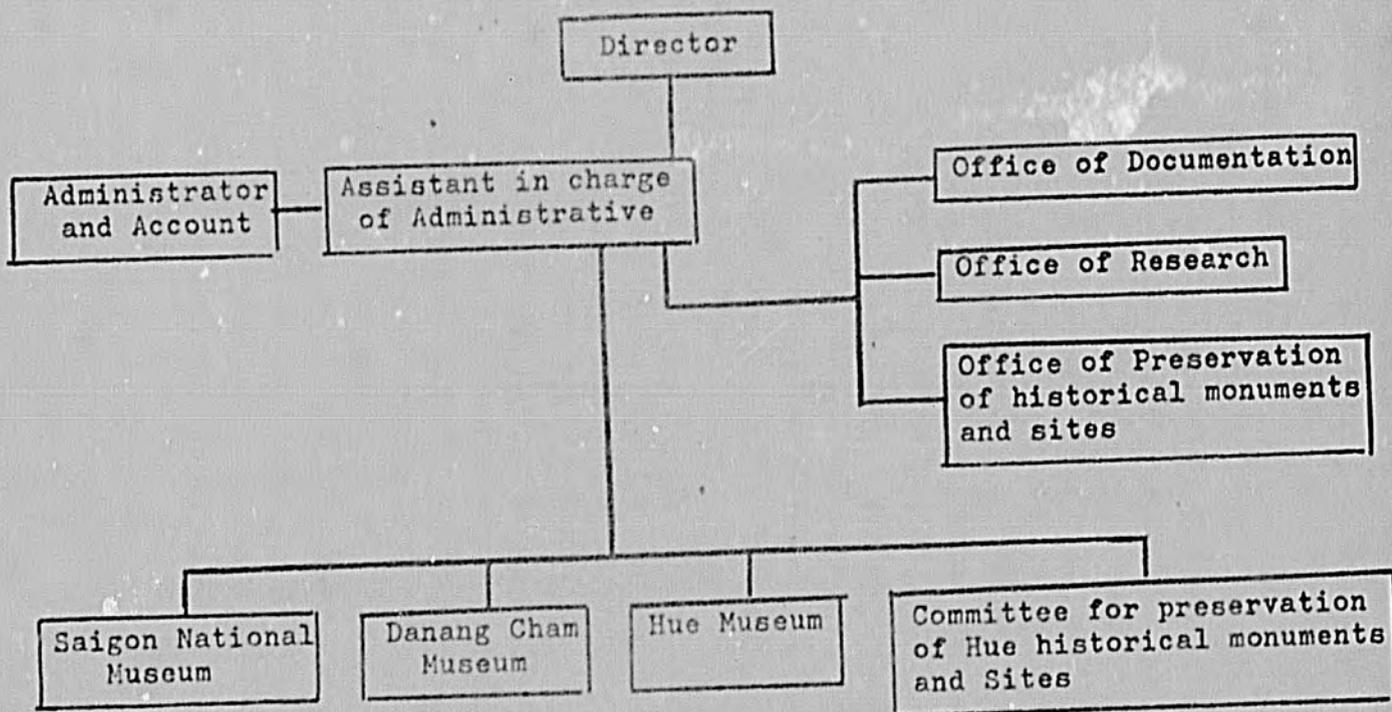
II. REPUBLIC OF VIETNAM

I. ARCHAEOLOGICAL RESEARCH INSTITUTE

The objectives of the Institute are :

- Archaeological research
- Historical Studies
- Ethnographical Studies
- Cultural Studies in Vietnamese Civilization
- Preservation of Historical monuments
- Direction of Museums

It is as follows :



Present activities answer only a tiny part of the objectives, because of the war situation, financial distress and lack of specialists.

The preservation of historical monument in Hue, Central Vietnam (Cham monuments) and Saigon are greatly insufficient.

The museums are only displaying building, without any effective conservation activity. Extension is planned for these museums.

The main needs of the Institute are :

- museologist
- cultural property restorer
- technician
- chemical analyser

II. NATIONAL MUSEUM, SAIGON

The objectives of the Museum is to preserve and display the collections.

The Museum was built by the French colonial government in 1927/28 and opened in 1929. The curator has been a Vietnamese since 1965. (The present curator, Dr. Nghiem Tham, was abroad on mission during our visit) The collections intend to give an idea of various cultures of Indochina. They are divided in two sections:

Indian influence = Founan, Champa and khmer arts.

Sinized influence = Vietnam and China arts.

The collection proceeds from archaeological excavations and missions private or public gifts and acquisitions.

III. HUE UNIVERSITY, HUE

Courses for licence in history and geography, include some subject matters such as:

- museology
- prehistory and archaeology
- prehistory and Greek and Roman history
- general ethnology
- Vietnamese civilization.

12 graduates so far, acting as secondary school teachers.

Projects for the future : 1) "The Vietnamese house", ethnographical museum and cultural center displaying the people's life in rural areas.
2) highly specialized courses on Vietnamese civilization, for example traditional music etc.

IV. HUE MUSEUM, HUE

Following are the objectives of the Museum :

- to promote the artistic and historic heritage of the Imperial City.
- to preserve and display the collection of furniture, ceramics, statues, ceremonial costumes, coins and religious objects.
- to promote research in the historical part of Hue.

Founded in 1925 at the initiative of "Societe des Amis du Vieux Hue", by a royal decree repeated in 1958. The Museum has been closed since the 1968 fighting. Most of the collections has been carried out by the National Library, Saigon.

The Museum does not even possess the very minimum, in terms of equipment and manpower.

For example, there is nothing like a photographic laboratory, (not even a camera), an archaeological analysis laboratory, a restoration of objects laboratory. There is also a total lack of trained staff.

In these conditions, the conservation and even the safe keeping of the collection is quite impossible, let alone conducting research or development programs. In addition, many wealthy people are speculating in antiques and art objects, and it is impossible to stop pilfering and illicit export, as the antique market is offering such a golden way to earn money, specially with foreigners.

A plan for the extension of the Museum, including a technical laboratory, has been approved by the Ministry. On the project, the basement of a tiny part called "First Step" was build in 1971. Unfortunately, only the concrete slab and poles have been installed without any walls, windows, internal partition and equipment. So, it is still completely useless and deserted, overgrown with weeds and flooded with rainwater.

There is an urgent need for curators and skilled specialists, on a full time employment basis. Beside the very obvious problem of budget, the specific difficulty is the total lack of working status : no code defines the rights, salaries, working conditions and promotions, missions, etc. For curators and historical/archaeological researchers. Under those conditions, it is understandable that students are more likely oriented towards commercial, medical or technological occupations where they will find security and better earning.

Recommendation : The first step is to define a career-status for curators and specialists, with acceptable salaries. This step allows to promote vocations among the students in historical and archaeological fields. At least 30 scholarships must be provided for training abroad, with the legal obligation for scholars to come back to their home country.

- The maintenance body must be provided with trained direction and full-time skilled workers instead of private contractors. This is the only solution for solving the present complicated bureaucratic process : from asking for funds until bids and contracts, so much time is needed that, where the work really begin, the damage has worsened and (not to speak of currency devaluation) the previous budget is not sufficient.

V. DANANG MUSEUM

The Danang Museum has the following objectives :

- to display and conserve the collection of Cham art.
- in the future, to concentrate the Cham arts object from Center Vietnam.
- in the future, to set up a research center for Cham Studies.

The museum was built by "Ecole Française d'Extreme-Orient". An extension is now planned, and a credit of 12,000,000 Dongs is provided by government and private grants for the first step.

The main problems are the obvious lack of funds, the lack of security (no protection in the open-air windows). In 1966, the museum has been occupied by the army and some objects have been stolen. Presently, the museum is under the protection of the army at night.

The Museum needs are :

1 Curator

Specialist in excavation and monuments

1 Administrative Secretary

1 Typist

2 Security Guards

1 Gardener

During fighting, the roof has been damaged. A 10,000,000 Dongs budget is provided for restoration. There is a planned new building, with exhibition galleries and storage.

Many displayed objects have been either destroyed or stolen when the army occupied the museum, and most of these properties have now left the country with soldiers. There is no security for safe keeping and the museum is very isolated at night.

Presently, there is a total lack of equipment : no restoration workshops, no chemical preservation products available, no photographic equipment etc.

The specialist need includes translators, chinese characters specialists, guides. The most urgent needs are of security-guards, night guards and workmen. There are now in Hue skilled workers for restoration of cultural properties, from ceramics to monuments, but it is not possible to employ them owing to lack of funds.

The specific problems about monuments restoration in Hue are :

- The monument of Hue are in a very critical condition, consequent to the lack of maintenance funds and aggravated by war destruction and damage.
- Minimum maintenance has been provided for a few buildings, but even in this case, the work was often incorrectly done by careless and neglectful contractors.
- Most buildings have wooden structures, which need chemical treatment against white ants 4 times a year. But in many cases, no such treatment could be given in the past three years. Consequently, the main damages are broken wooden beams and pillars, collapsing roofs, rotten wood-work (doors, windows, etc.)

During fighting, the roof has been damaged. A 10,000,000 Dongs budget is provided for restoration. There is a planned new building, with exhibition galleries and storage.

Many displayed objects have been either destroyed or stolen when the army occupied the museum, and most of these properties have now left the country with soldiers. There is no security for safe keeping and the museum is very isolated at night.

Presently, there is a total lack of equipment : no restoration workshops, no chemical preservation products available, no photographic equipment etc.

The specialist need includes translators, chinese characters specialists, guides. The most urgent needs are of security-guards, night guards and workmen. There are now in Hue skilled workers for restoration of cultural properties, from ceramics to monuments, but it is not possible to employ them owing to lack of funds.

The specific problems about monuments restoration in Hue are :

- The monument of Hue are in a very critical condition, consequent to the lack of maintenance funds and aggravated by war destruction and damage.
- Minimum maintenance has been provided for a few buildings, but even in this case, the work was often incorrectly done by careless and neglectful contractors.
- Most buildings have wooden structures, which need chemical treatment against white ants 4 times a year. But in many cases, no such treatment could be given in the past three years. Consequently, the main damages are broken wooden beams and pillars, collapsing roofs, rotten wood-work (doors, windows, etc.)