

# EDUCATION AND TRAINING OF ARCHIVAL STAFF IN MONTENEGRO

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This article deals with the present opportunities and interests for the education of archival staff in Montenegro and about the possibilities for education within the framework of the present State Union of Serbia and Montenegro. In addition, there is a review of how that problem was being resolving in the past in Montenegro and also some talk about the forms of individual training and courses organized by non-governmental sector through trying to provide international professional support.

## Descriptors (ATLANTI)

*Standards (9)*

## *Introduction*

In the territory of present-day Montenegro, territorially divided in the past into several states, some forms of activities, which could be considered the beginnings of archival service in the modern sense of the word, have lasted a thousand years<sup>1</sup>. In spite of that and the fact that, according to the preserved data, there used to be schools here

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<sup>1</sup> Beginnings of archival institutions in the territory of present-day Montenegro, based on a small number of findings, can be found back in the past, from the old to the new era related to two great administrative centers, Dioclea and Schoder. In addition, in this area there used to be a great number of scriptoriums, first Benedictines and than Franciscans, where manuscripts would be made and conserved. The offices of the Middle Ages Montenegrin rulers also were special kind of archives. The Instruction for Conducting the State Archives was adopted in the Principality of Montenegro in 1895. In Montenegrin littoral zone, i.e. at Kotor, archival service had its beginnings in medieval notary office. In the Statute of Kotor, article 435 from the year 1417 regulates that important documents should be stored in three places in the town: in the Reliquary of the St. Triphon's Cathedral, in the Commune and in the Court. Officially, the first archivist was appointed in 1764 when the Venetian government appointed Marin Vrachien a nobleman from Kotor (Vojislav D. Nikčević, *Arhivi na tlu Crne Gore od IV do XIV vijeka*, «Crna Gora u arhivskim dokumentima kroz vjekove», Cetinje, January 2002, 11-17; «50 godina Istorijskog arhiva Kotor, 1949-1999», Kotor 1999).

back in the Middle ages<sup>2</sup>, it is not known up to date, nor has it been scientifically proven, that there had been any kind of training through the past. Especially concerning office operations or any other forms of education in the domain of work that would be considered the precursor of archival activities. There is a supposition that scriptoriums and offices used to have rules that had to be obeyed, and which were transmitted from one person to other, regarding the arrangement, protection and storage of documents. Unfortunately, the existing archival sources do not offer detailed data on teaching subjects in these medieval schools; thus one cannot claim if they had offered some basic knowledge to the persons who worked as notary publics or chancellors. Therefore, we can make conclusion that, in Montenegro, one cannot speak about a long tradition of the connection between archival sciences, on one side, and systematic education, on the other.

In scientific discussions about teaching and reform of Montenegrin education system, the accent has always been on the historical science, within the framework of which all auxiliary history sciences are studied casually, including archival science. Thus, although the first archival institution in Montenegro was founded in 1949<sup>3</sup>, up to today the education system in Montenegro, either through secondary school education, or university education, has not followed staff needs of this kind of institution and in general the needs of the Republic archival service, which, although slowly, moved along a rising line.

It is evident in the course of the past 56 years of the Montenegrin archival service (from the foundation of the first modern archival institution), that little has been done for the education and training of narrowly specialized staff for the need diverse segments of this service. Which is even worse, through reforms of the school system that have been carried out several times in the mentioned period, the creators of secondary school and university curricula would not consult the professionals from the field of archival science<sup>4</sup>. For example, the scientific gathering organized by the Montenegrin Academy of Sciences and Arts in 1993 and dedicated to the teaching of

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<sup>2</sup> Based on the preserved archival sources, the city public school at Kotor existed as early as in the 14<sup>th</sup> century (probably founded in the 13<sup>th</sup> century). From the thirties of 15<sup>th</sup> century it works as the secondary school. The same teachers gave lectures in the elementary and the secondary school, and after leaving these schools one would go from Kotor to the University in Padua (Italy). Beside this city school, there used to be religious school (Orthodox and Catholic ones in the monasteries). (R. Kovijanić, I. Stjepčević, *Kulturni život starog Kotora (XIV-XVIII vijek)*, Cetinje 1957, vol.I; *Arhiv i nauka. Kulturno blago Crne Gore*, Beograd 1980, 99 – 110).

<sup>3</sup> Before this archival institution, in Montenegro was founded the Archival department at present State Museum at Cetinje, which took care of archival materials of the Montenegrin Court. Archival materials of the highest bodies of the Montenegrin state in 1948 were stored in then just opened Archival department of the Historical Institute of the People's Republic of Montenegro. The archival material of special importance for Montenegro, which originated in Kotor, Boka kotorska Bay and in one part of Montenegrin littoral zone, were stored in Kotor State Archives.

<sup>4</sup> An exception was made a few years ago, when the Principal of Kotor Secondary school organized a professional meeting in Kotor archives in order for Kotor to obtain a Department of classical languages, taking in consideration that the archival material written in Latin has been conserved only in Kotor archives and libraries. This initiative followed the decision of Montenegrin authorities to reorganize this institution and reestablish the Grammar school. However, the administration from the capital, Podgorica, considered that the department should be there.

history in contemporary conditions<sup>5</sup> did not include any professional from archives. Unfortunately, one concludes that in Montenegro, in the course of a long range of years, there have been no serious initiatives by archival staff either, or archival institution, to initiate and organize professional meetings where one would talk on the problem of education and creation of archival staff<sup>6</sup>.

Therefore, regarding the system of education in Montenegro, up to today one has not paid due attention to a very important profession such as archival science. That has unavoidably reflected to its development and the possibility of following modern trends, which are particularly in expansion after the nineties because of the development and applying of information technologies in this field, when archives acquire very important place in transmission of information. Unfortunately, for many reasons, among other things because of the isolation of Montenegro, which lasted for several years because of the UN sanctions, there were no possibilities for Montenegrin archival staff to be educated or specialized abroad. The situation became worse when the archival service in Montenegro was reorganized in 1992 and when it was centralized and continued working as a unified institution – the State Archives (with sectors and archival departments) and operating like any other government body. The emphasis of the State Archives has been on inspection work, i.e. administrative work, but other activities from the wide range of archival work are completely pushed into the background as well as the education and training of the staff that should carry out the complex work on appraisal, description, presentation and protection of archival heritage. By this reorganization, the professional association of archivist was abolished. Before that, through the work of the Association there had been some work on training of archivists. The Association, among other things, from the field of the development of this profession, had a task to take care and induce creation of professional archival staff and records office staff. On the level of the State Archives, in this moment there is no plan or project for specialization or training of archival staff, which, as already mentioned, does not have the possibility to be educated in ordinary school system. In addition, gatherings or conferences are not organized, in which one would discuss on many professional subjects from the everyday archival work substituting the existing lack of education and training to everyone who take care of archival material.

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<sup>5</sup> "Istorijska nauka i nastava istorije u savremenim uslovima" (Radovi sa naučnog skupa, Podgorica, 20. i 21. oktobra 1993), Podgorica 1994.

<sup>6</sup> Usually, the problems related to the staff have been dealt with in professional papers of archivist from the most developed archives, Kotor Historical Archives. Because of specific archival materials conserved there, Kotor archives always paid a lot of attention to the selection of the staff and their further education. On the anniversary of the Assembly of the Association of Montenegrin archivists in 1984, former director of Montenegrin Archives and professor at the Faculty of Culture in Cetinje, discussed about the need for education of archivist-administrator at this institution. He/she would receive education in the Department for archival science and administration. According to the global program projection that was done, through teaching process the students would acquire theoretical and practical knowledge. Last two years would be held in Montenegrin Archives, and a part of teaching regarding the administrative work, in the offices of the administration, courts and commercial organizations. The idea was to form archival staff equally qualified to work in the archives and records offices and to lift to a higher level the care for archival materials which are out of the archives. This was not realized and the Faculty was abolished after several years. (dr Dragoje Živković, *Potrebe za visokoškolskim kadrom u arhivistici i administraciji u SR Crnoj Gori*, Arhivski zapisi, Budva 1985, 1, 66-76.)

The following part of this work will deal with the present opportunities for the education of archival staff in Montenegro and about the possibilities for education within the framework of the present State Union of Serbia and Montenegro. In addition, there will be a review of how that problem was being resolving in the past and also some talk about the forms of individual training and courses organized by non-governmental sector.

### *University Education in Montenegro and Archival Science*

The University of Montenegro was founded in 1974 and it united the existing three faculties, two higher schools and three independent scientific institutes. Today this university has 14 faculties and 1 high vocational school located in six Montenegrin towns. In addition, in the framework of the University there are four scientific institutes. Private faculties and schools have been founded since October 2004 and there are already several of them. They have the licenses of the Montenegrin University for their work.

The Faculty of Philosophy in Nikšić<sup>7</sup>, where history is studied within the frame of which auxiliary history sciences too, was founded in 1988. Within its 11 departments, the Department for History and Geography was formed. After the decision on the establishment of this two-subjects study lasting four years, in 1980, with the explanation justifying such a decision, a detailed proposal was made predicting the preparation of the specialized studies of historical and geographical sciences. The reason being the fact that these united studies did not correspond to the increased scientific, educational and social needs for the education of experts in the field of the mentioned sciences<sup>8</sup>. This act was supported by the reorganization of secondary school education in the nineties when the Grammar school was brought back for the education of students who wish to continue their studies in higher schools and universities; then, the number of history lessons in the secondary schools, in the departments of social sciences, was increased again. According to this detailed proposal, by dividing these two subjects the staff would be educated for scientific and research work, not only the teaching staff for elementary and secondary schools as it has been the case until today. Scientific and research staff, as it has been shown in practice, is missing in Montenegro in spite of the existence of the Montenegro Historical Institute, its needs for specialists and, in general, its need for systematic studying of primary sources about Montenegro, stored in archives in the country or abroad.

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<sup>7</sup> [http://www.ucg.cg.ac.yu/filozofski\\_fak.htm](http://www.ucg.cg.ac.yu/filozofski_fak.htm). This faculty has its roots in the first founded higher school in Montenegro, i.e. the Higher Pedagogical School at Cetinje, founded in 1947. That school, which was educating teaching staff for the elementary schools in Montenegro, reorganized in 1963. in the Pedagogical Academy and moved its seat in Nikšić. In 1977 it was transformed in the Teaching Faculty which was renamed in 1988 in Philosophical Faculty by the Program of rationalization of the higher education and scientific and research work.

<sup>8</sup> Miomir Dašić, *Reorganizovanje studija istorijskih nauka na Filozofskom fakultetu u Nikšiću*, "Istorijska nauka i nastava istorije u savremenim uslovima", Podgorica 1994.

Although at the end of 1993, there were talks about the urgency concerning this issue, on a scientific conference about history teaching, it is only this year that the separation of the Department for history from the Department for geography at the Faculty of Philosophy has been carried out. The generation of students enrolled in 2005/2006 school year will study the history as a separate subject. It should be emphasized that the reorganization of the Faculty of Philosophy is not a product of the increased awareness in Montenegro for the need of raising history teaching to a higher level, rather the result of direct obligations for applying the so-called Bologna Declaration, also signed by Montenegro in Berlin, in 2003<sup>9</sup>. Within the framework of these program changes, the introduction of archival science as a separate subject is planned. It will be studied as an optional subject in the first study year, but only one semester with the number of lessons 2 + 1. It means 2 lessons of theory and 1 lesson of practice. Since the program for this subject has not been done yet, the Secretary of the Faculty gave the information that it was not certain that archival science would be studied as of this school year. Beside the missing program problem, there are still no funds provided for the same. In addition to that, on the second school year, during two semesters, the auxiliary sciences will still be studied using 2 + 1 classes scheme. Since within the framework of these classes archival science is studied, there is a suspicion that the University authority will not agree for archival science to be studied like an optional nor a single subject. According to the available data, the professor for archival science will be selected in the open competition and he/she should satisfy general conditions of the University, i.e. he/she must hold a doctor's degree for teaching the subject, which will be a problem because of the lack of appropriate staff in the field of Montenegrin archival science.

It is important to emphasize that the initiative for the introduction of archival science did not come from the Montenegrin archives. One of the university professors, who, with his colleagues, has prepared programs for all subjects following the latest European issues and standards, initiated it. It is a completely unknown matter to Montenegrin archivists and at this moment, we can be sure that they will also not be consulted in further process of writing the program for archival science. Still, one must conclude that if the archival science is to be introduced as a separate subject in the teaching of history at the Faculty, in reality it would be only a small step forward, but for Montenegrin archival science at this moment it would be a great thing. The previous practice showed that the mentioned staff educated at the Faculty of history and geography did not have any opportunity during their studies to acquire practical experience working with archival sources. Such university staff, after their employment either at University, Montenegro Historical Institute or in the Archives, could not be promoters of archival profession in Montenegro.

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<sup>9</sup> Montenegro, accomplishing the common European concept of university level education, as a signatory country to Bologna Declaration, obliged itself for the fundamental reorganization of its advanced education. Immediately, it got down to work on making new legal acts. The Law on university level education and the Statute of the University of Montenegro with some other legal documents were adopted and then the reorganization of the University has been carried out into a legal and educational subject. In addition, the modification of the programs of study has also been done with the application of new manner of work evaluation.

In addition, the problem on relation archives – university, apart from history study, is that the rest of faculties (such as the Law school, Philological faculty, School of political sciences, School of architecture et al.) do not pay any attention to introducing their students to the practical work in the archives.

### *Possibilities for education and training of archival staff outside Montenegro*

After the disintegration of former Yugoslavia, Montenegro stays in the common state with Serbia and regarding the education of students, the practice of studying at university level institutions in Serbia under the same conditions still continues, just as it was the case in the former common state. Because of that, follows a brief review of possibilities for education of archival staff in the other member of the State Union Serbia and Montenegro - Serbia, as well as of the extent to which Montenegro uses it for the education its own archival staff<sup>10</sup>.

At the time of the common state of former Yugoslavia, the reform of secondary school education was carried out at the end of the seventies. At that time in secondary schools in Serbia, in cultural and philological departments, the archival science was studied in the fourth year. There was no such practice in the same departments in Montenegrin secondary school. However, this subject was abolished in 1991 so that archival science is not studied in the secondary schools in Serbia either.

At the Faculty of Philosophy of Belgrade University, in History Group, archival science is studied within the subject *Teaching Methods of History*, in the fourth year of study. Archival science is covered by only a few classes, but every student is obliged to inform himself/herself about the fundamental literature from this field and without this condition he/she cannot pass the exam. However, as of the next school year the universities in Serbia should be reformed according Bologna Convention and archival science will be introduced as an optional subject for fourth year students.

Contrary to the students of history being educated in Montenegro, who do not have organized additional training in the archives, the students of history in Serbia, within the framework of the subject *Introduction into the studies of history* in the first year, according to the program, familiarize themselves with archives, their values and work. It means that during one week, students, divided in small groups, are taken to visit Serbia Archives and Belgrade Historical Archives, where they are informed about the work in these institutions and about all their relevant services. In addition, for seminars they get the insight into archival sources in order to acquire knowledge of archival work by practicing paleography (Cyrillic letters) and making description, i.e. description of documents.

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<sup>10</sup> The data about the studying of archival science within the educational system of Serbia, were provided by Miss Katarina Mitrović (the assistant in history at the Faculty of Philosophy in Belgrade) and by Dr. Arsen Đurović (docent at the Faculty of Philosophy in Belgrade, History Department), the author of several works on archival service studying in the educational institutions in Serbia. I would like to express my thanks to them.

In Serbia, during the nineties, the project named “Methodological approach to the teaching of history in elementary, secondary and university education on the threshold of 21<sup>st</sup> century” was being worked on (it lasted for 8 years). Wishing to contribute to better quality of the educational reform and that subject of history be more in contact with practice, the attention was directed to archives and significance that this institution should have in developed and democratic society. Especially, its role in educational process was emphasized in the project. Thus, in the framework of this project, Professor Dr. Arsen Đurović was engaged in the collaboration between archives and schools (elementary and secondary) and archives – faculty, from research and methodological points of view<sup>11</sup>. At the beginning of work on this project, polls were being conducted among the students of elementary and secondary schools as to how much they were informed about archives, libraries and museums, and the results were that the knowledge of archives was at the lowest level. Having analyzed the results of the polls in the schools encompassed with the project, supplementary teaching plans and programs were made and the pupils were informed about history of archival science, organization of archival work and even went to visit archives. The extent of education for the students in secondary schools was somewhat greater. Finally, the results showed that the pupils theoretically and practically became familiar with archival services and in general with archival science, had greater interest and understanding of history, than the others who were not included into this education. A high percentage of those students were doing their final examination in history or collecting archival sources to prepare exhibitions on the school history, radio programs or documentary films and al. It demonstrates, in the methodological sense, that such practical information activity about archival work prepared certain students for scientific and research work necessary for further university education.

At this moment, we do not have the data as to how many students from Montenegro study history at Serbian universities. We suppose that the number is not great considering the fact that Montenegro has no interest in creating such staff because of small employment possibilities, especially because they are primarily considered teaching staff, not at all the indispensable staff for scientific, research or archival work.

It is necessary to emphasize that regarding the organization of archives, the situation is quite different in Serbia and in Montenegro. As we said, in Montenegro we have the archival institutions united on the state level in one state archives, but in Serbia archives have either the status of independent legal subjects, or the status of administrative organizations or public cultural institutions. Contrary to Montenegro, where there is no any organized education of archival staff at the level of archival institutions, in Serbia the situation is somewhat better. For those who start working in any of the Serbian archives, there is an obligation to attend a 6 months archival course, and to take eight exams. Serbia Archives perform essential functions in the Republic archival service, organize and realize such courses. All employees have to finish the course, regardless of their qualifications or types of archives they work in; but the

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<sup>11</sup> Arsen Đurović, *Arhiv Srbije u savremenoj nastavi istorije u osnovnom, srednjem i visokom obrazovanju*, “Arhivska građa kao izvor za istoriju” (Zbornik radova sa međunarodnog naučnog skupa), Arhiv Srbije, Beograd 2000, 123-131.

candidates with secondary-school qualifications, after passing the exam, acquire professional title – archival assistant. Those with faculty degree, apart from the exams, have to write a paper from the field of historiography or archival practice and then acquire a title of archivist.

During the eighties, considerable number of employees in Montenegrin archives, mostly in those modern ones, was attending and finishing the mentioned course in Serbia Archives. Automatically, it ensured the acquisition of the appropriate title, instead of the professional exam which they used to pass after one-year work in the archives in Montenegro.

In addition, there were some possibilities for attending courses abroad for candidates from Montenegrin archives too, through the Federal Association of Archivists and later, Yugoslav Archives.

However, recently, more precisely from the moment of the said reorganization, there is no professional cooperation in the field of education of the Montenegrin archival staff, either with Serbia or with other states in the surrounding countries. After 1999 and after several years of isolation, Montenegrin State Archives have signed a few interstate agreements of cooperation with national archives from several European and neighbouring countries<sup>12</sup>. Although all protocols anticipate exchanging of professional staff with the purpose of their training, it was only with Styria Archives in Graz that it has been realized. Upon the initiative of the non-governmental organization, the *Center for the Preservation and Presentation Kotor Documentary Heritage "Notar"*<sup>13</sup> the contact was made with those archives, which by means of the Styrian Government supports the training of conservators and restorers from the countries in the region. So, the Styrian Government, through the *Know-How* program awarded the grant to the Montenegrin State Archives for specialization of two conservators from its Conservation Department. It was realized during 2004 and 2005<sup>14</sup>.

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<sup>12</sup> From 1999 to 2002 the State Archives signed 9 protocols of cooperation with the national archives from the near and farther surrounding (Poland, Macedonia, Croatia, Albania, Romania, Italy, Bulgaria and the Styrian Archives from Graz, Austria). Some forms of cooperation have been realized with some of them, mostly in organizing common exhibitions, exchanging copies of documents and attending different conferences, where the always the management of the State Archives would be present.

<sup>13</sup> See: [www.cdknotar.cg.yu](http://www.cdknotar.cg.yu).

<sup>14</sup> Two conservators from the Montenegro State Archives attended the training in Styria Archives twice (2,5 months duration). Styrian Government also gave Japanese paper and chemicals to the Department in Cetinje in value of € 3.000. On that occasion, the oldest manuscript volumes saved in Montenegro (notary book from Kotor Historical Archives, from the year 1326 and the oldest saved volume from Kotor Diocesan Archives, 1434), were conserved. As a gift of Styria Archives, the reprographic copies of these two books were made. For Montenegro, in general, it is a very precious and important support. Now, the State Archives is looking for funds from domestic and foreign donors to provide the equipments according the modern standards in order to be able to continuously work on documentary protection in Montenegro.

*The Education and Training of Archival Staff in the Past (from the foundation of the first archives in Montenegro)*

Since up to today nobody in Montenegro has written a word on the education of archival staff, or made some serious research in this field, the data on how it has been done are sporadic, unsystematic and uncertain. However, we shall try to explain what we managed to find through literature.

When the State Archives was founded in Kotor in 1949<sup>15</sup>, the first problem was how to provide the appropriate staff. Since very old archival material had to be conserved in this archives (ranging from the beginning of 14<sup>th</sup> century to 1918), mostly manuscripts in Latin or Italian (medieval Gothic, later on Humanistic characters), the orientation was to choose persons who had knowledge of classical languages. In those first days of Kotor Archives, beside several employees (at first only two persons, director and an archivist), because of great quantity of new-coming non-processed material, numerous part-time employees (19) were engaged. They were mostly professors who knew Latin and Italian since they could overcome the problems with palaeography more easily.

So, there were no other possibilities for the training of archivists in Kotor State Archives, except during the teamwork on the description of documents. However, later on within the scope of training of the newly employed staff, who had worked in other institutions and who had had no experience in archival work, the possibilities for training outside Montenegro were used on two occasions. Two archivists attended and finished (in 1950 and another one somewhat later) *Advanced Archival Course* held in Dubrovnik (Croatia). It offered the specialization in the field of archival science and paleography. Later on, two archivists finished the archival course *Stage technique internationale d'archives* in Paris.

In the meantime, Montenegro got another archives in 1951 (The State Archives of the People's Republic of Montenegro) located in the former capital Cetinje. According to the first Law on the State Archives, which was adopted at that time, this institution was determined to be the principle one with the main functions in the field of Montenegrin archival service. One of the prescribed functions of this institution was to take care of training and specialization of Montenegrin archival staff. However, it never developed enough its functions as the principal archives, least of all in the field of education archival staff.

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<sup>15</sup> Before that foundation, there were numerous attempts of cultural workers from Boka Kotorska Bay and Montenegro to bring back to Kotor very precious material from Zadar Archives (Croatia) and from Italy. That material, which was being created through centuries in this area, was taken there because of the political events and authority changes. So, Austrian authorities decided in 1883 to form the central archives for Dalmatia in Zadar when all the material from Kotor, created during the Venetian rule, was taken there. After numerous attempts of returning this material which lasted for many years, the material was brought back to Kotor in July 25/26<sup>th</sup> 1952. Also, notary archival material, which was taken to Italy in 1943, after many attempts and negotiations, was returned to Kotor in 1949 via Zadar. (Jelena Antović, *50 godina Istorijskog arhiva Kotor(1949-1999)*, 28-30).

Following the instructions of the Main Archival Council which existed at the level of the former common state - Yugoslavia, the Association of archivists of the People's Republic of Montenegro was founded in 1954. Within other activities, it had a task to educate archival staff by organizing lectures from archival science, and to take care of regular passing of professional examinations.

In spite of these efforts to improve the archival service in Montenegro, one must confess that it was organizationally lagging behind in relation to the archival services in other republics of former Yugoslavia.

However, there were some individual and positive exceptions, like with Kotor Historical Archives. With regards to the value and particularity of its archival sources stimulating both for archivists and researchers to a very serious scientific and research work, the staff of Kotor archives was being continuously specialized. It was taking place within the framework of the modest occasional support provided by the State of Montenegro, or through international cooperation by means of the professional association - Yugoslav Archivist /Society. In that way, up to the mentioned reorganization of archives (1992), in Kotor Historical Archives the acquiring of scientific or professional titles was stimulated and it was regulated by some legal acts. So, during the 50 years of the existence of Kotor Historical Archives, within a small number of the employed archivists, 2 acquired doctor's degree and 3 got master's degree, and also two academicians were employed as archivists.

According to the available data, after the adoption of the Law on archival activity from 1978, the *Commission for awarding professional titles* was working in Montenegro Archives in Cetinje. Several archivists got those titles, either on the base of their scientific titles or of length of their service and results attained in the field of archival science. Thus, Montenegro had two archival councilors, one associate and five senior archivists. However, with the reorganization of Montenegrin archives, the possibility for the acquisition of professional titles was abolished.

Kotor archives, at that time an independent institution, offered its archivists the possibility for the specialization at graduate studies of the Auxiliary History Sciences at the Faculty of Philosophy in Zadar (Croatia). For the archivists from Kotor archives it was very important to specialize in Latin paleography, especially because there was the lack of this staff in Montenegro. Nowadays there is already a great problem in Montenegro, because for a long time now there has been is no organized concern for the creation of this staff.

As we said, in the eighties certain number of Montenegrin archivists, which were working in modern archives, accomplished the course in Serbia Archives.

By the means of the Montenegrin Association of Archivists, i.e. Yugoslav Society of Archivist and later Yugoslav Archives, Montenegro got a possibility for training in palaeography in Italy twice. Thus, two archivists from Kotor Historical Archives completed those courses in the State Archives in Bari (in 1988 and 1995)<sup>16</sup>, and one of

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<sup>16</sup> mr Mirko Vukasović, *Međunarodni kurs paleografije i diplomatike u Bariju*, „Godišnjak Pomorskog muzeja u Kotoru“, god. XXXVII-XXXVIII, Kotor 1989-1990, 75-78; Gordana Mušura, *Izveštaj o učešću*

them finished also in the State Archives in Venice the course of archival science, diplomatics and palaeography in 1990.

After the disintegration of former Yugoslavia and changes which followed in Montenegrin archives, there has been no concern for the education or training archival staff. After the abolishing of the UN sanctions, there were a few individual initiatives from the centralized State Archives to try attending some courses abroad, to come back among their colleagues from the neighboring and other countries. One archivist from the Department of Kotor Historical Archives independently applied in 1998 and was awarded a grant by the Open Society to attend at the Central European University in Budapest the course: "*Management Issues in Archival Preservation*". In the next year, two archivists from the same department got the grants at the same university and accomplished the course "Archival Automation".

Although in Montenegro there is the institution called the *Republican Bureau for International Scientific, Educational, Cultural and Technical Cooperation* which takes care of the education of Montenegrin staff, providing it through different forms of grants, mostly international, they have never provided any information for the opportunities for archival education abroad.

#### *The Professional Associations in Montenegro and Training of Archivists*

Observing the needs within the unified institution of the State Archives and in general the needs of archival service in Montenegro, education and training should be organized for:

- Staff working in the archives,
- Staff working in the records office,
- Users and researchers in archives.

Although archives in Montenegro are unified in one institution, the needs for education and training of archival staff within this organization are different. For example, the work in the Department Kotor Historical Archives requires special staff, because it is not possible to work in this archival department without the knowledge of Latin and Italian and palaeography (Latin, Cyrillic and Turkish scripts), then diplomatic science and the other auxiliary history sciences. Often, considering the presence of different foreign countries here in the past, one should know other languages. Because, for the work in this archives it is necessary to provide university educated staff in Classical (Latin) or Roman languages. Also, for the work in the Department for the old archival material in Cetinje, one should know Old Church Slavic language and Cyrillic script. Through different departments of the State Archives, many documents written in old Turkish language are conserved, but there is no specialized staff in this script within the Archives. Montenegro has only one specialist in Near Eastern languages employed in Montenegro Historical Institute, qualified to research those sources, not

for their description. Even greater problem for Kotor Historical Archives is to provide specialists in Latin languages.

Regarding the work on the protection of current records, Montenegrin archival staff has not been educated and trained for this responsible duty according to very important organizational changes in records offices and technical progress in the field of computer science, for a long time now. Thus, there is a great staffing problem in this area of archival service. The lack of such staff is especially evident in the protection and description of new forms of records – electronic records, which are intensively produced for more than ten years in all records offices in Montenegro.

We have already explained that by the centralization of Montenegro archives the Association of Montenegrin Archivists was abolished as a superfluous one. This has had very harmful consequences for the development of archival profession within the same unified institution of the State Archives, as well as on the higher level of advancement of archival activities both in specialized archives or private ones. Several years ago (in 2001), with the return of Montenegro into the international courses, this association has renewed its work. However, it has only published a few publications, without any other activities.

In the mean time, in the end of 1999, a group of professionals from archives and libraries and IT specialists, have founded the association in Kotor named the *Centre for the preservation and presentation of Kotor documentary heritage "Notar"*. Beside many program activities regarding the protection, appraisal and presentation of the oldest written and early printed material saved in Montenegro and conserved in Kotor, this non-governmental organization has planned the education for the staff which working with this kind of material. Since this material is related with the one created in the Middle Ages and later, in this part of Mediterranean, the association have turned to Italy first, more precisely, to the State archives in Venice and to the Biblioteca Marciana in order to initiate cooperation between these towns in the field of archives and libraries. The idea of "Notar" was that in Kotor, by means of professional support of Italian colleagues and lecturers established the School of palaeography, diplomatic and archival science, estimating that the situation regarding the qualified staff in this field in Montenegro came to the critical point. From those contacts and activities of the association "Notar", the General Office for Archives in Italian Ministry for the cultural heritage and the Montenegro State Archives have signed the *Protocol of Cooperation* on May 30<sup>th</sup> 2001. The article 1.9 of this protocol regulated the cooperation in the field of education and training of archivists and it is worded like this: "...The Cooperation in the field of training with special courses in archival sciences, palaeography and diplomatic science, which would be held once a year with the Centre "Notar" at Kotor, and which will be defined in detail by a special program accepted by both parties."<sup>17</sup> This protocol should be valid for the next three years, i.e. up to 2003, and afterwards it should be automatically prolonged for one more year, except if one of the signatories would request its cancellation. However, in spite of concrete agreements for the realization of the protocol attained at the meeting of the

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<sup>17</sup> Rajko Kalezić, *Međunarodna saradnja Državnog arhiva Crne Gore, 1999-2001*, „Arhivski zapisi“, god. VII, Cetinje 2000, 1-2, 141-166.

director of the Italian General Office for the Archives, the director general of Montenegro State Archives and the president of "Notar", in Rome in September 2002, the Italian side has not respected its part of obligations<sup>18</sup>.

In the meantime, the association "Notar" organized the course and it was held in September, from 10<sup>th</sup> to 22<sup>nd</sup>, in 2001 as the *Summer school of paleography, diplomatic and archival science – The First Course: Latin paleography*. It was the first kind of such training organized in Montenegro with the purpose to additionally educate not only archivists, but also others working with medieval written material. As the main lecturer was engaged professor Dr Horst Enzensberger from the University in Bamberg (Germany), an expert in auxiliary history sciences and palaeography of documents created in this part of the Mediterranean. That training has encompassed the candidates from Montenegro and Serbia. According to the main aim of the project to include in education and training persons from different professions, the Course was attended by: professors and assistants from the Faculties of History, Law and Art History, from the universities and historical institutes from Montenegro and Serbia, then historians, archaeologists, librarians, archivists from cultural institutions and church archives and libraries, as well as the students of Italian language, History and Law. There were 20 candidates, of whom 16 acquired diploma of successful passing the course<sup>19</sup>.

In the course of the work of the School, additional activities have been realized; the candidates could visit all important archives and libraries, as well as other cultural institutions at the town, informing themselves about the documentary heritage and in general very precious cultural heritage situated at Kotor.

The Project was partly supported (50% of the total preliminary estimate of the project) by Montenegrin Open Society Institute, within in its framework for supporting the high education in Montenegro. Because of the missing funds, the course could not last one month, as it was planned, but only 15 days and the program was reduced too.

However, the Course was organized well and it has fulfilled the expectations of candidates and lecturers. It obtained the support of Montenegrin Historical Institute which had the urgent need of training staff for the medieval period and it offered to "Notar"

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<sup>18</sup> The General Office for Archives of the Italian Republic ought to organize the exhibition of publications from its publishing activities in the Montenegro capital, Podgorica, in April 2003. In addition, the director of the State Archives in Treviso, Dr Franco Rossi, was appointed to be the lecturer for one course at the School of palaeography at Kotor, which would be held at the end of May and the beginning of June 2003. In spite of the letters sent by the organization "Notar" to Dr Rossi many times, he did not respond and thus that cooperation was not realized either.

<sup>19</sup> The program encompassed 45 documents written in Latin languages and diverse medieval writings from 12<sup>th</sup> to 15<sup>th</sup> century. They were chosen from Kotor archives and libraries. In the introductory part of the Course, with the analysis of epigraphic writings, the copies and digital images of documents from the different world archives and libraries dating from the 6<sup>th</sup> century to the time of the origin of the oldest medieval manuscripts conserved at Kotor, were showed. With the lectures on diplomatic science and practice of palaeography, at the same time there were talks on the influences to the development of writings, history, culture, legal history an al., in the relation between the Southern Italy and Montenegro. The professor provided for the candidates rich literature from the mentioned fields with the titles of the latest editions in Europe and the world.

to be the co-organizer of such kind of courses in the future. Moreover, the State Archives has shown the interest to include itself in the organization of the next courses. After that, the negotiations with Italian archival authorities on the future cooperation, considering the fact that there are schools for such training in Italian archives. In addition, the archival material conserved in Montenegro is related to the Italian one, especially which the one conserved in the Venetian region, and the experiences of Italian lecturers would be valuable for the mentioned courses in Kotor.

Because of the expressed interest of the colleagues from the neighboring countries in the course (Dubrovnik, Bosnia and Herzegovina, Macedonia), there were ideas about the possibility for the establishment of a regional centre in Kotor for this kind of training. So let this be an invitation to Italian colleagues to support us in education of missing archival staff in Montenegro, by means of a concrete common interstate project for which, perhaps, it could be possible to find the funds in the framework of the European Union projects.

Since the association "Notar" has not succeeded to find the funds for the continuing of the courses<sup>20</sup>, and since the cooperation with Italy was not realized, no course was held. Still the needs for this missing staff in Montenegro are great<sup>21</sup>.

### *Conclusion*

If one would make a detailed analysis on the realization of the staff policy in Montenegro archival science in the past half century, i.e. from its beginnings up to the present time, numerous deficiencies could be noticed. The consequences of such long-term indifference for training the archival staff in the previous period, within the Archives as well as in the educational system in Montenegro, have led to this situation characterized with very bad structure of employees in the State Archives. The main remark is that there are not or there were not plans and programs at the level of the Republic of Montenegro to provide minimal conditions in the country for the creation of archival staff, as well as to give an opportunity and financial support for the training of this staff outside Montenegrin borders. Regarding this poor staff ability of the employees in the State Archives, as well as the needs for the training of staff from the record offices, for a small state as Montenegro it would be more financially acceptable and efficient, estimating the needs of archival service, to organize different trainings with courses here, in Montenegro. For those needs they could engage experts from European and other countries.

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<sup>20</sup> The training of Cyrillic and Turkish paleography ought to be held every year, but "Notar" has unsuccessfully applied for funds several times to some domestic donors competitions.

<sup>21</sup> At the University of Montenegro, there is no study of classical languages. At the Faculty of Philosophy in Nikšić, at the Department for History, Latin is studied as a regular subject in the first school year (according to the new classes scheme 2 + 1), which is not enough. It is similar in the Department for History at the Faculty of Philosophy in Belgrade, but at the same faculty, there is the Department of Classic Languages as four-year course. Thus, for now regarding the training of staff in Montenegro for the processing of medieval documents, the only remaining opportunity is learning with older colleagues in the course of work. It has not been realized for a longer period, because the employment of new persons in Archives is limited.

In addition, especially, after many years of isolation of the country, it is necessary to stimulate a small existing creative staff to include themselves in professional gatherings and conferences, in order to be informed about the latest international standards and experiences in the field of archival science for the purpose of applying it in Montenegrin archival service. It is inadmissible, as there has been the practice up to today, not to plan the funds for those purposes. It is equally inadmissible for the archival departments to be without telephone lines for months because of unpaid bills, or without computers, Internet connections and similar, i.e. to be still in one kind of isolation.

By the new status of the centralized State Archives, as a government body, the employees in this specific activity such as archival work have been equalized in all segments with others from whichever government body, giving priority to the inspectoral jobs and not to other professional duties, like appraisal, description, preservation and presentation of Montenegrin archival heritage. The most responsible ones in the Republic of Montenegro, who have not carried out satisfying archival staff policy in the course of half a century of the existence of the archival service, in the new system they have completely forgotten that Montenegro archival staff could not be educated through school system, but only in the course of working during many years in an archival institution. In that sense, the new situation in which an archivist is equalized with any employee in governmental bodies is unacceptable and disadvantageous for Montenegro State Archives. By this equalizing of governmental body jobs with very specific work in archival profession, the staff structure in the State Archives has completely changed during last years; now diverse professions could be employed in Montenegrin Archives, no matter what kind of faculty, vocational or secondary school they finished. Since they don't learn almost anything about archives in elementary, secondary schools or faculty within the framework of history subject, new employees mostly have almost no knowledge about archival activity.

There was a great problem for the employees in the newly opened archival departments in Montenegro who were faced with the situation of establishing and organizing from the very beginning the protection and acquisition of records in the area where previously there had been no archives. They did not have an occasion to train themselves working with experienced colleagues and on the other side, in the last years there was a delay with regular checking of their knowledge and working abilities by means of passing a professional exam, which had to be realized, according the Law, after one year of working experience in archives. Thus, on the basis of a superficial analysis of the present-day situation in archival profession in Montenegro, it became evident that changes in organization of archives had not brought desired results even in the part of archival service (the protection of current records situated out of archives) because of which these have been carried out.

The existing Law of Archival Activity, adopted in 1992, is incomplete and old-fashioned. Since Montenegro changes its laws now and harmonizes them with the others in European Union, more than one year ago, Montenegrin Ministry of culture began changing this law on archives. This job started without any consultation with the State Archives or professionals from the Archives.

In the meantime, the Law on State Administration was adopted, which is binding also for the State Archives. Thus, the State Archives had to pass the Regulations on Internal Organization and Systematization of the State Archives, and according to that the employees do not have professional archival title anymore, but only the current titles from other governmental bodies<sup>22</sup>. In the situation when the legislator has not respected minimum specificities of archival profession, it is absurd to talk about the education and training of archival staff on the level of education system in Montenegro.

It is evident that in Montenegro archival science has been, for many years, the branch in which both intellectually and materially little has been invested. Because now it is difficult that such weak and marginalized staff become a driving force which will set up the archival profession to the position it belongs to. The latest legal reforms have shown the weaknesses of Montenegrin archivists. And I would like to make an appeal to the international archival organizations that call for the State Archives, which is the member of the International Council on Archives, then the Montenegrin Ministry of culture, which has recently again gained the competence for the Archives, and Montenegrin Government, to follow current international standards in this field, which would bring Montenegrin archival science to the position it belongs to in a civilized society.

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<sup>22</sup> Archivists titles are now: Senior councilor I or II, while the archival staff in the lower position have the same status like auxiliary administrative staff in every governmental bodies (like accountants, cleaners and al.).

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## Summary

The beginnings of archival service in Montenegro can be traced back to the first public notaries in its littoral zone, and to the offices of the rulers of Doclea and Montenegro, in its continental area. However, although the educational system here has a very long tradition, there are no preserved data about any education or training in the field of archival activity in the schools of the past.

The first archival institution of the modern type in Montenegro was founded in 1949 and it was the State Archives of Kotor. However, in the course of the previous 56 years of the institutional existence of the archival profession, little has been done for the education and training of staff in order to meet its heterogeneous needs. In that period, many reforms of the educational system in Montenegro were carried out, but there was no reflection on the inclusion of archival science as a separate teaching subject at all.

Up to today, in Montenegro archival science has been studied only at the Faculty of Philosophy in Nikšić - Department for history and geography, from foundation of the Faculty in 1988, and within the scope of the subject – the Auxiliary science. Such students have acquired very modest theoretical knowledge about that scientific discipline, without any practical experiences. Since Montenegro is a signatory of the so-called Bologna Declaration from 2003, there is a plan for the inclusion of archival science as an optional subject in 2005/2006 school year for the first year of studies, with the number of lessons 2 +1 (2 lessons of theory and 1 practical). However, because of the difficulties in providing the funds and because the program for this optional subject has not been done yet, it is not certain that it will be realized in the coming school year. Thus, one can make a conclusion that in Montenegro the education of archival staff during the years has been reduced only to the opportunity of learning through work in archives.

Regarding the possibilities for education of students from Montenegro in the other member of the State Union Serbia and Montenegro - Serbia, the conditions are the same like in the former Yugoslavia, but they are not used as in previous times. At the Faculty of Philosophy at Belgrade University, for the time being, archival science is studied within the scope of subject *Teaching Methods of History* in the fourth year of studies. The introduction of students to the work in archives is carried out in the first year of study within the scope of the subject *Introduction into the studies of history*. Since Serbia is a signatory of Bologna Declaration too, archival science will be included as an optional subject in the fourth year of studies, probably as of the coming school year. Beside the education in the field of archival science at the University,

there is also a course organized by Serbia Archives obligatory for everyone who is employed in archives in Serbia. It lasts for 6 months, after which the candidates acquire professional titles and right to work in any of the archives.

Previously, Montenegro used the opportunities for the education of archival staff, which were in the former Yugoslavia (archival course in Dubrovnik, graduate studies of the Auxiliary History Sciences in Zadar, the course in Serbia Archives) or abroad (courses of palaeography in Bari and Venice or the archival course in Paris). Everything was interrupted with the disintegration of Yugoslavia and the introduction of the UN sanctions to Serbia and Montenegro. Then again, after the abolishment of the UN sanctions there have been few individual initiatives for archivists from Montenegro to attend and finish some courses abroad (the Central European University in Budapest). In addition, the professional association "Notar" from Kotor has organized the Summer school of palaeography, diplomatic and archival science (the First course – Latin palaeography) in 2001. The idea was to organize this kind of course every year in Kotor, but with the professional support of experts from Italy (according of the interstate protocol of cooperation in the field of archival science signed between the General Office for Archives of Italy and Montenegro State Archives, in 2001). However, the protocol was not realized because the agreed cooperation has not been respected by the Italian part.

In Montenegro, the reorganization of archival service was done in 1999, so all archival institutions have been unified in an organization - the State archives, which was not any more a cultural institution, but became an administrative/government body. The Association of archivists was abolished, which until then had mediated in the organization of training of archival staff. It renewed its work in 2001, but only formally. The archival staff is completely equalized with others who work in whichever government body, which has created a very worrying situation: bad staff structure within the State Archives without any plan or programme for their training. We consider that in this sense Montenegro needs urgent expert and advisory help of international archival associations.