The labour market in the archaeological field: The Spanish contract archaeology

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RESEARCH CONTEXT

SPANISH ARCHAEOLOGICAL LABOUR MARKET
PROFESSIONAL ARCHAEOLOGISTS

Academic environment

Legal-management environment

Industrial environment
AIMS OF THIS WORK

- How did Spanish Contract Archaeology appear? How has it developed?
- What is the size of this market, and how is it structured?
- Identify the elements that promote this activity
- Difficulties and opportunities
- What are the opportunities and the main difficulties to the development of this activity?
- How did knowledge, people and institutions affect the development of this activity?

Spanish Contract archaeology
METHODS

1. **Qualitative step**: Expert panel, secondary sources, 23 open-ended interviews.

2. **Quantitative step** to collect information about the labour market. **Survey**: 80% response rate (217 out of 273 firms).
SURVEY PROCEDURE

Stage 1: Telephone contact
Stage 2: Assisted questionnaire using an on-line application
Stage 3: Telephone survey
Stage 4: Codifying and processing the information
Stage 5: Production of global frequencies

A database was constructed
USA
“National Historic Preservation Act” 1966
11,350 archaeologists
130 medium firms (2009)
Investment 600 M$ (2008)

UK
“Ancient Monuments and Archaeological Areas Act” 1979
6,855 archaeologists (2008)
100 firms
Investment 100 M€ (2000)

Spain
“Spanish Heritage Historic Law” 1985
3,000 archaeologists (aprox.)
273 firms (2009)
RESULTS

The supply of archaeological heritage management services

- Documentation services
- Intervention services
- Enhancement services
- Consultancy services
- Dissemination activities
MARKET DEVELOPING PROCESS

Number of firms created per year. Absolute data.
ARCHAEOLOGICAL ACTIVITY VOLUME IN SPAIN

Number of public permits by region, absolute data
DEMAND PROFILE

Main clients, data expressed in percentages
FIRM PROFILE

Labour market
2.358 people (2009)
- 457 owners and/or partners
- 573 employees in a permanent position
- 1.328 temporary workers

Firm size
2 or 3 people (2009)
- 2 partners (47%) or 1 owner (27%)
- 0 employee (37%) or 1 employee (25%)
  ➔ Small size

Scope
(2009)
- Regional scope (73%)
  ➔ Localized scope

Turnover
(2009)
- Less than 100,000 € per year (38%)
  ➔ Low turnover
HUMAN CAPITAL

Human capital educational level, data expressed in percentages
NACE CODE OF ARCHAEOLOGICAL FIRMS

NACE code by firm, data expressed in percentages

<table>
<thead>
<tr>
<th>73. R&amp;D</th>
<th>74. Technical services</th>
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<tbody>
<tr>
<td>732. Research and development about social sciences and humanities</td>
<td>742. Architectural, engineering and technical services</td>
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<td>748. Other business activities</td>
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KIBS
MAIN CONCLUSION AND FUTURE RESEARCH

KIBS are firms that provide highly specialized products and services based on knowledge.

To do so:

- These services must rely on high levels of qualified staff
- Firms and clients work together in an interactive way
- KIBS introduce technologies developed by other sectors

KIBS are a set of activities that tend to be innovative
MAIN CONCLUSION AND FUTURE RESEARCH

- Organizational innovation is a critical initiative for surviving and succeeding of archaeological firms because:
  
  - Organizational innovation promotes diversification of services
  - Organizational innovation helps moving away from traditional clients moving into new ones
  - Organizational innovation fosters workplace professionalization
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