

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

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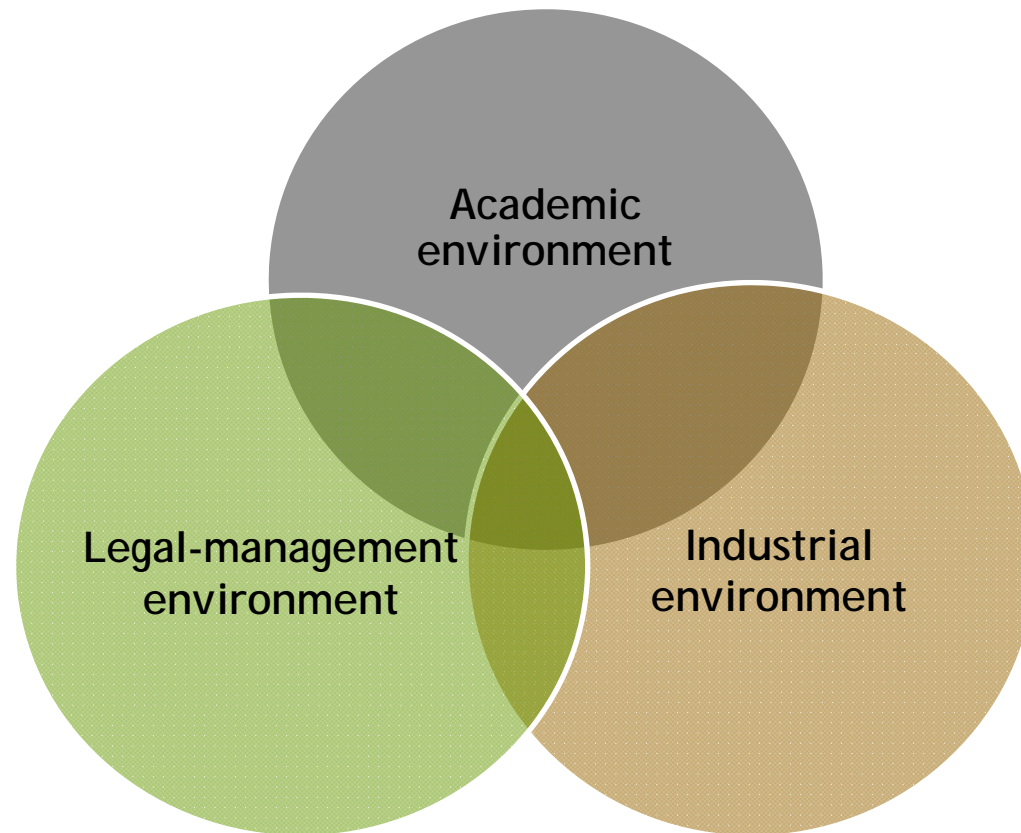
Spanish National Research Council (CSIC)

Santiago de Compostela, Spain

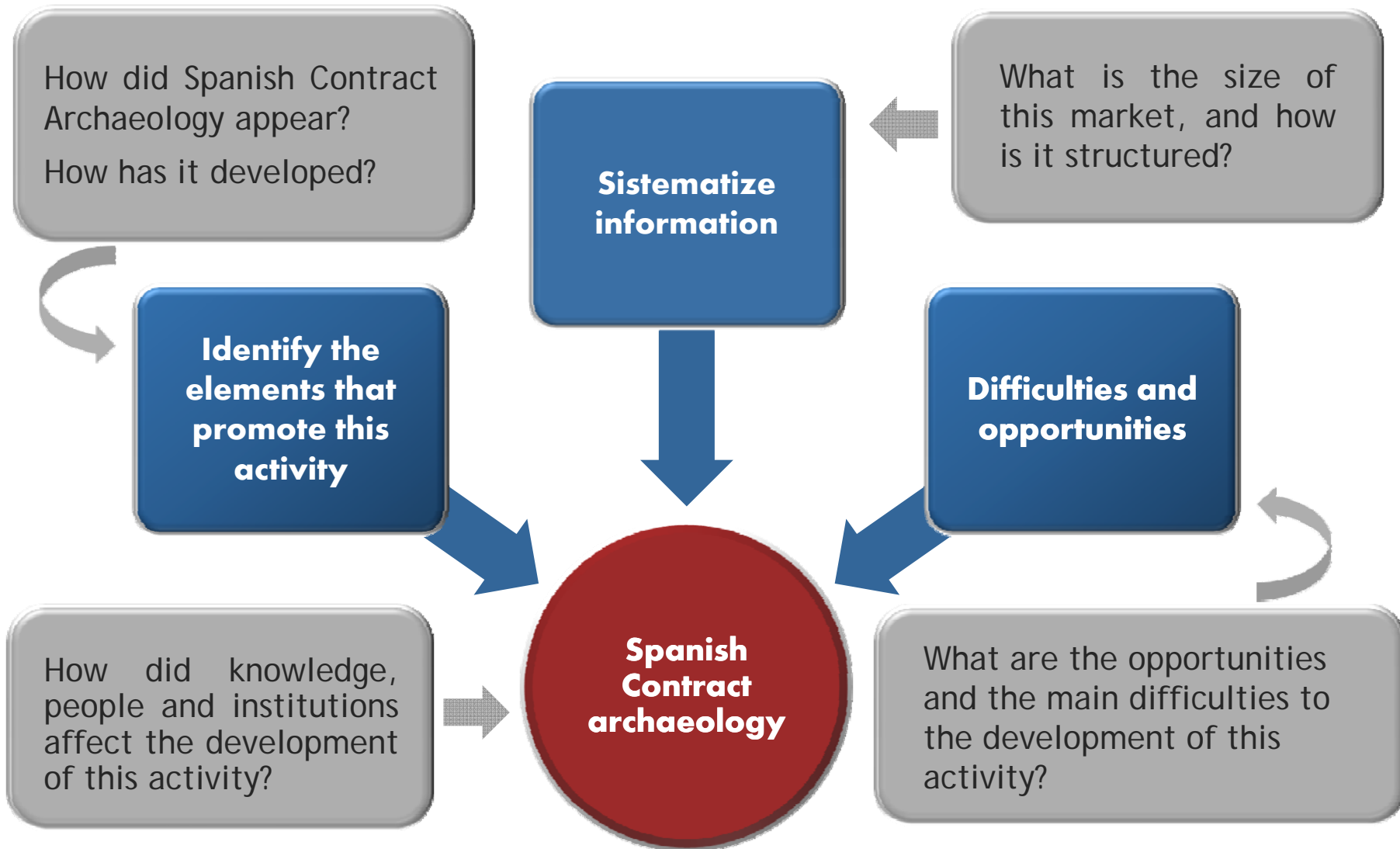
RESEARCH CONTEXT



PROFESSIONAL ARCHAEOLOGISTS



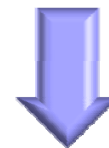
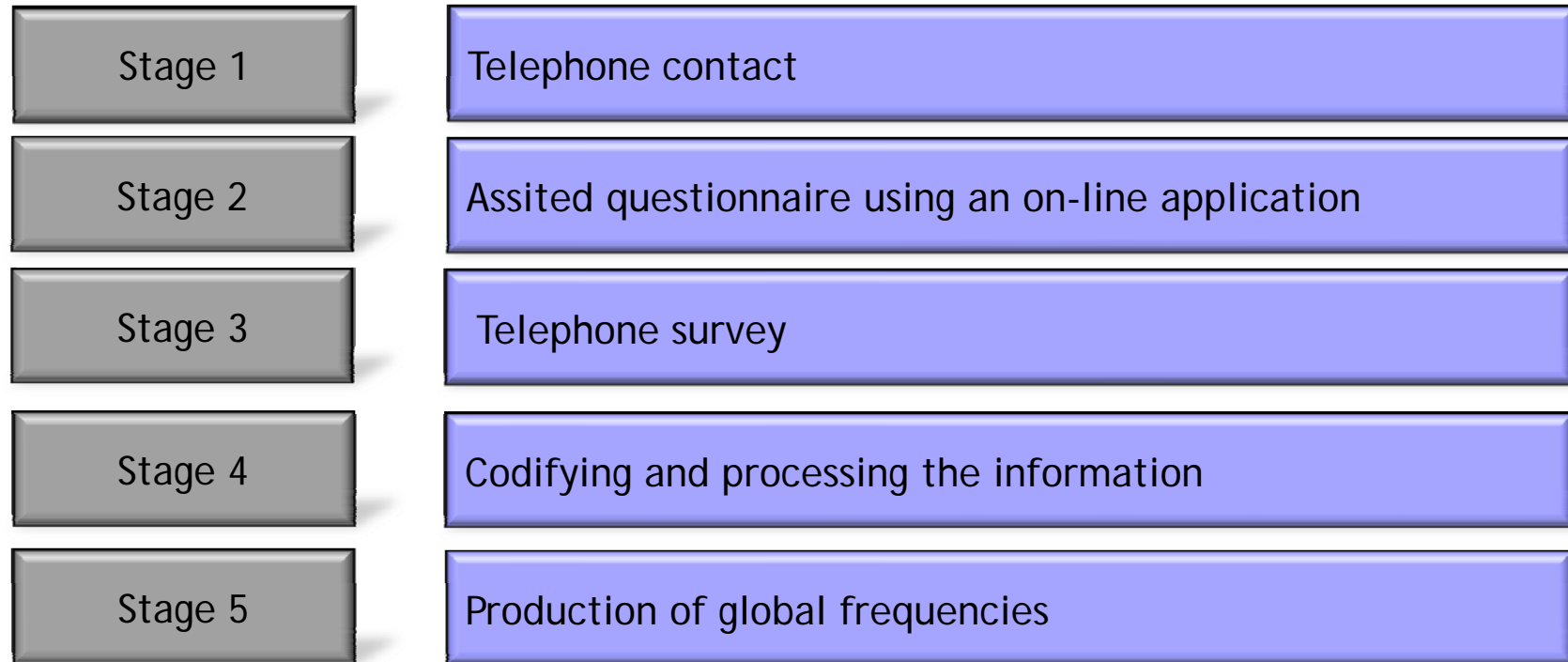
AIMS OF THIS WORK



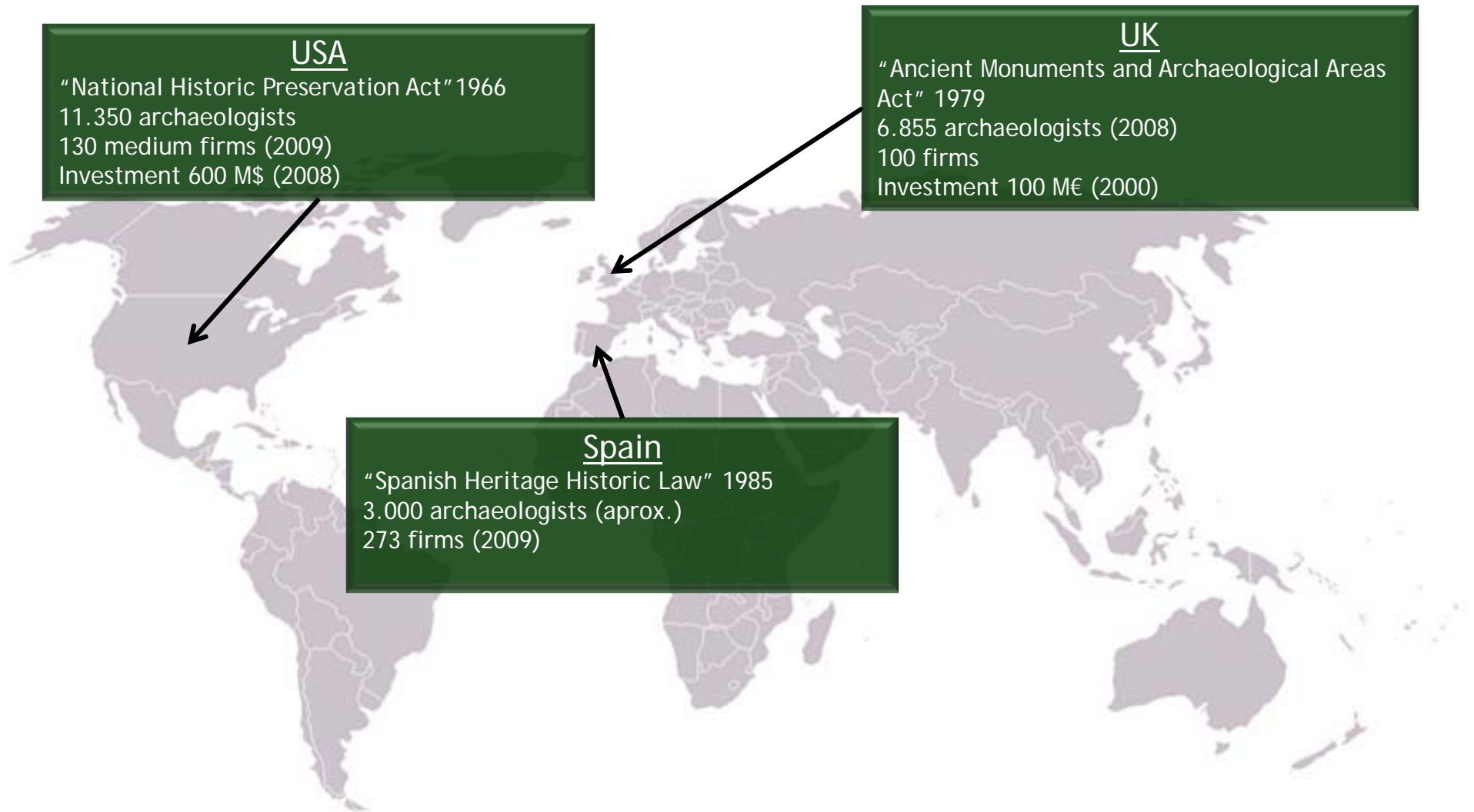
METHODS

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



A database was constructed



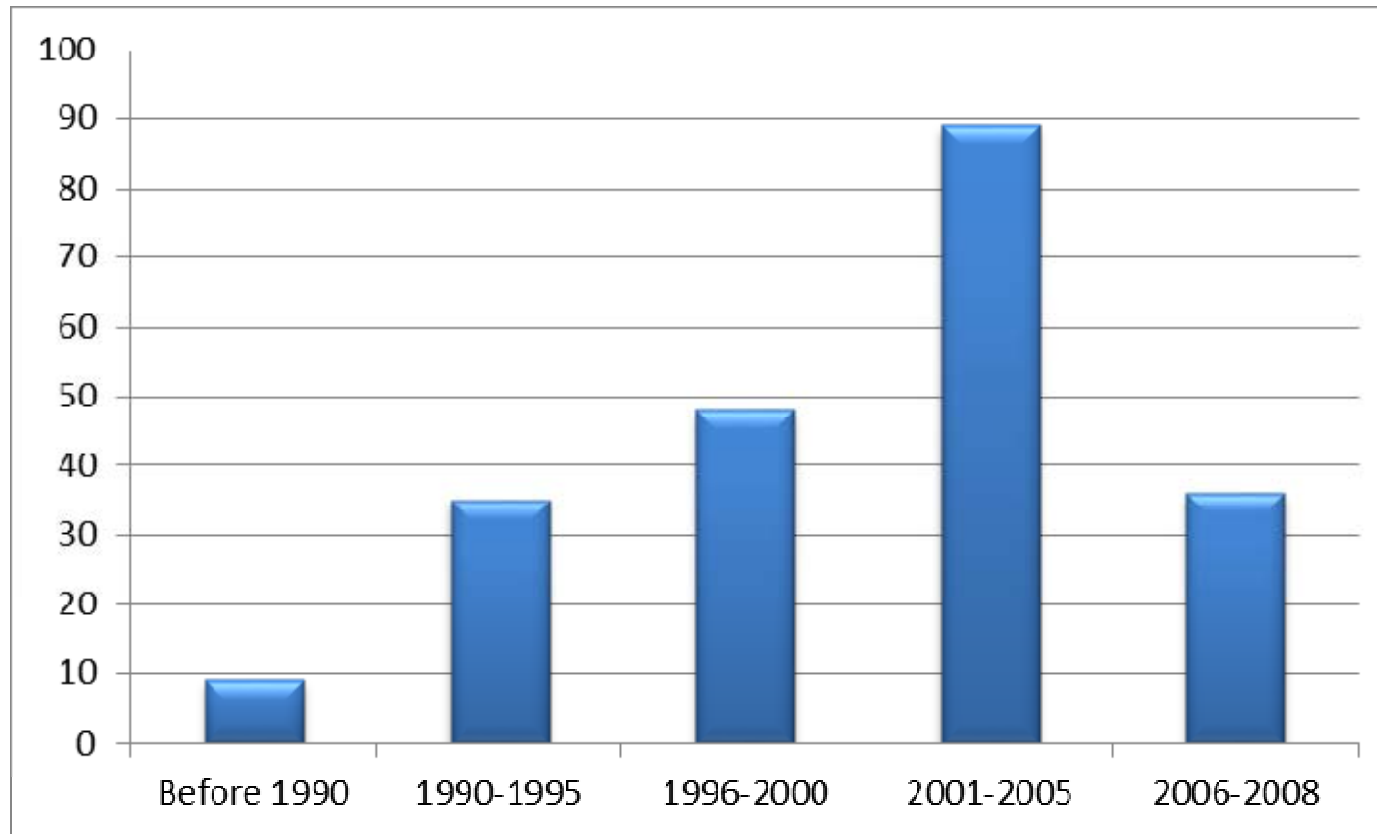
RESULTS

The supply of
archaeological heritage
management services

- Documentation services
- Intervention services
- Enhancement services
- Consultancy services
- Dissemination activities

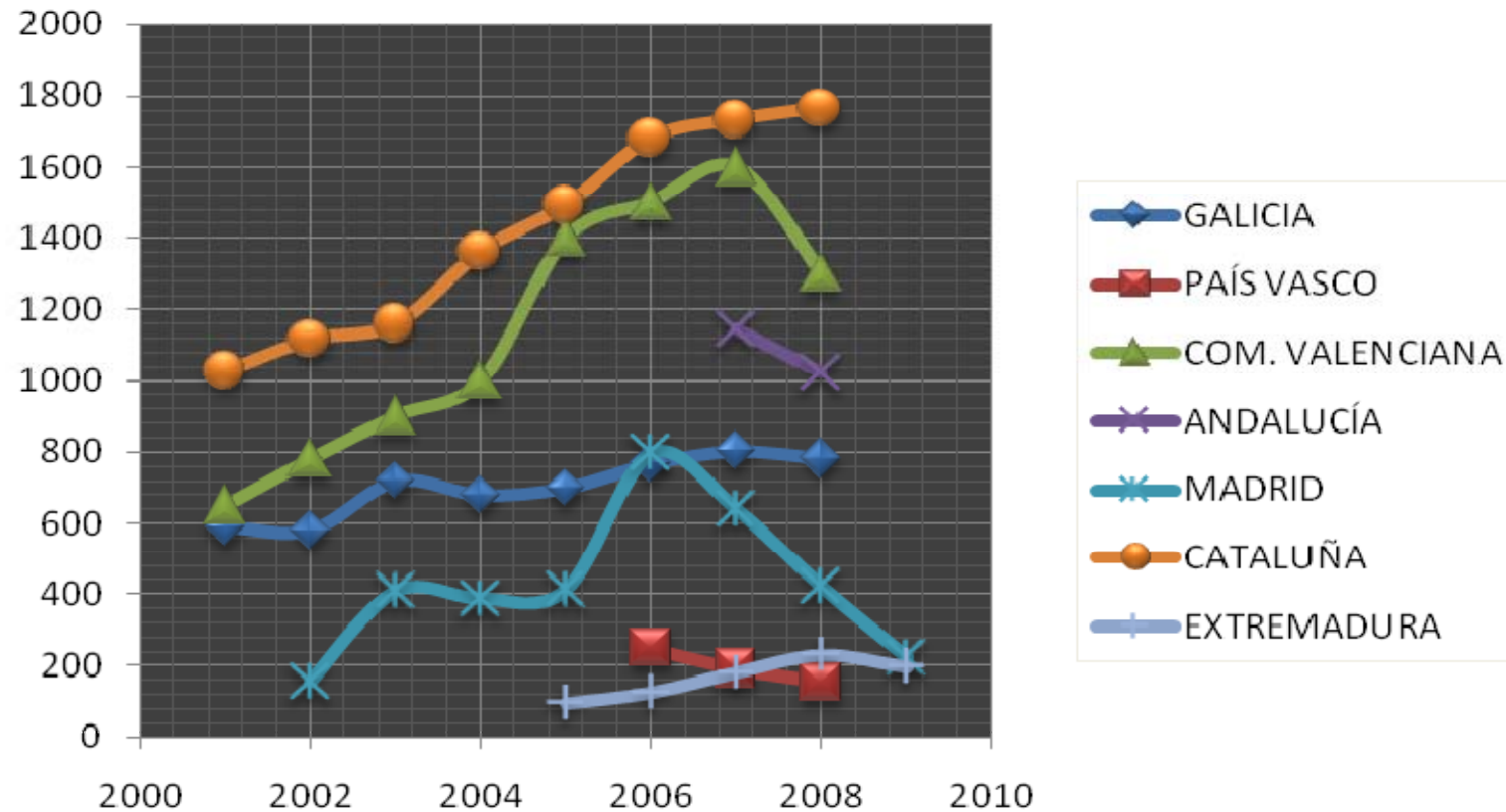
**Government
authorization**

MARKET DEVELOPING PROCESS



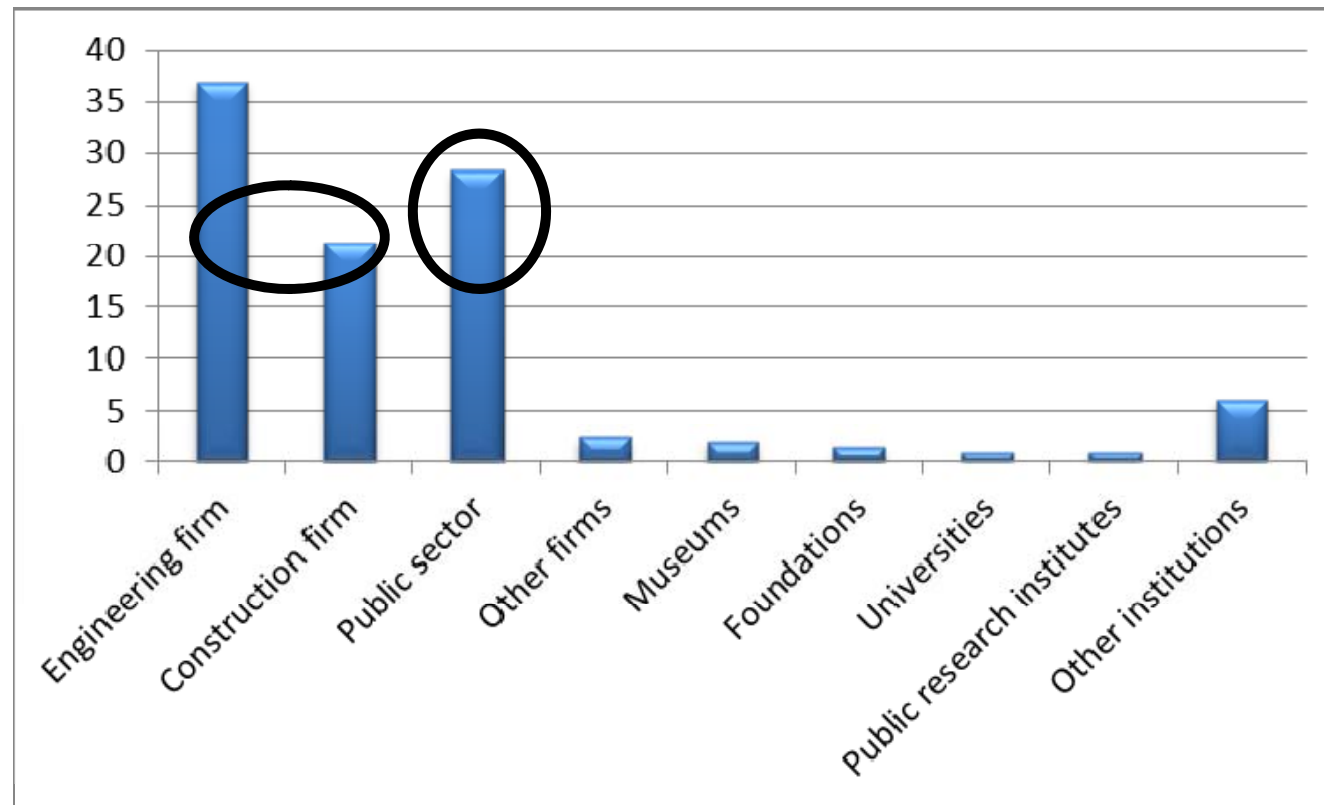
*Number of firms created per year.
Absolute data.*

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%) -----> Small size
 0 employee (37%) or 1 employee (25%)

Scope

(2009)

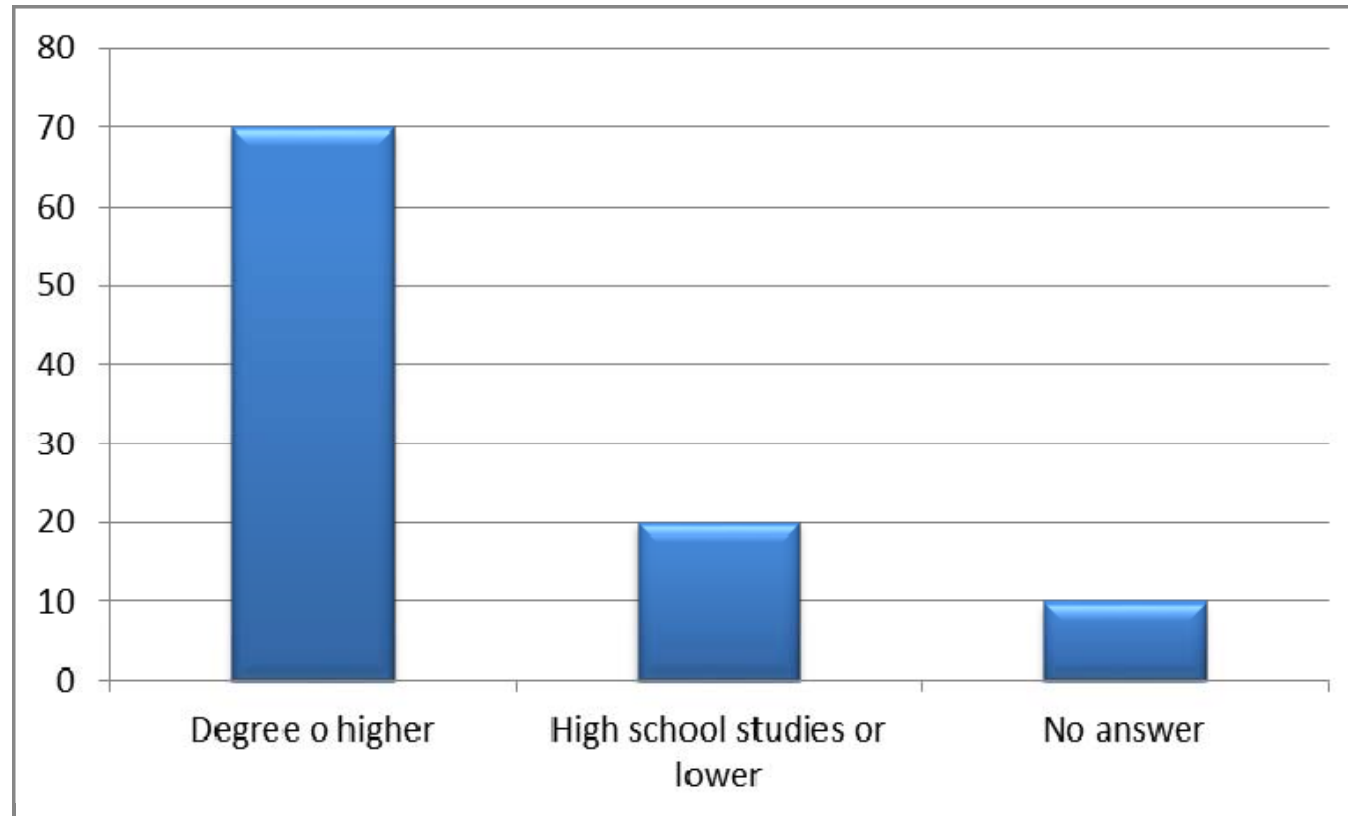
Regional scope (73%) -----> Localized scope

Turnover

(2009)

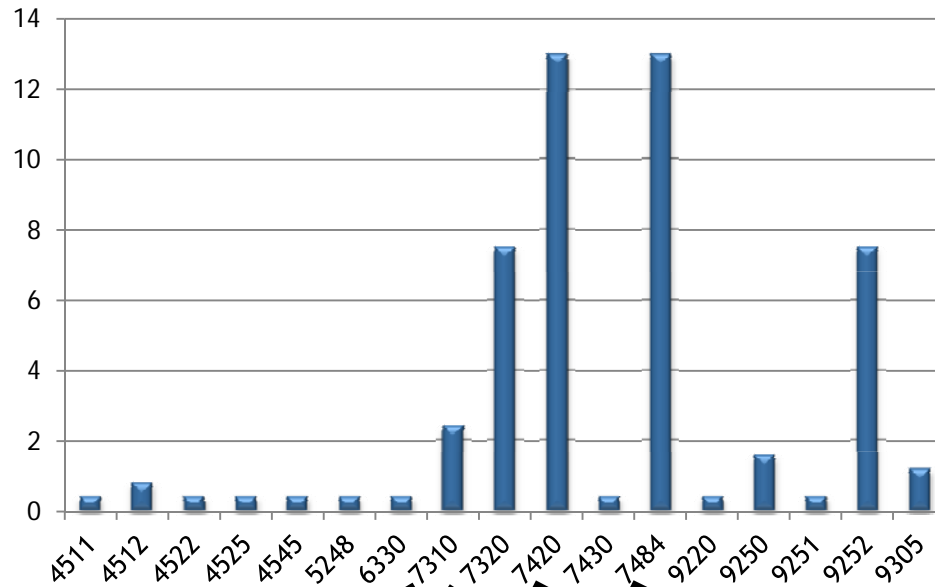
Less than 100.000 € per year (38%) -----> Low turnover

HUMAN CAPITAL



Human capital educational level, data expressed in percentages

NACE CODE OF ARCHAEOLOGICAL FIRMS



NACE code by firm, data expressed in percentages

73. R&D	74. Technical services
732. Research and development about social sciences and humanities	742. Architectural, engineering and technical services
	748. Other business activities

→ 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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