Emergency management in archives: professional competence of archivists in Santa Catarina, Brazil

Gestão de emergência em arquivos: competência profissional do arquivista em Santa Catarina, Brasil

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ABSTRACT
National and international organizations advocate for emergency management in archives to preserve this significant portion of a nation's cultural heritage. Studies document a lack of emergency plans in archives in many countries and unpreparedness among archivists. This study identifies the professional competence of archivists to work in emergency management in archives in the state of Santa Catarina, Brazil. This is a theoretical-applied, qualitative, exploratory study that includes bibliographic, documentary, and field research. The results indicate varying levels of exposure to disaster risks and absence of emergency plans in the surveyed archives. In this context, archivists have an entrepreneurial competence profile, anchored in preservation knowledge, with a perspective on the protection of cultural heritage, a holistic view of the buildings, and the ability to build partnerships for emergency management in the archives.

Keywords: cultural heritage, emergency plan, archivist, professional competence.

RESUMO
Organismos internacionais e nacionais alvitram a gestão de emergências em arquivos para preservação desta relevante parcela do patrimônio cultural das nações. Estudos registram carência de planos de emergência em arquivos de muitos países e despreparo de arquivistas. O presente, expõe pesquisa que identifica competência profissional do arquivista para atuar na gestão de emergência em arquivos no estado de Santa Catarina, Brasil. Trata-se de estudo teórico-aplicado, qualitativo, exploratório, bibliográfico, documental e de campo. Os resultados apontam variados níveis de exposição a riscos de desastres e inexistência de planos de emergência nos arquivos pesquisados. Sob este contexto, o arquivista surge em um perfil de competência
empreendedor, ancorado em conhecimentos de preservação, na perspectiva da proteção do patrimônio cultural, na visão holística da edificação e na habilidade para construção de parcerias para a gestão de emergência no arquivo.

**Palavras-chave:** patrimônio cultural, plano de emergência, arquivista, competência profissional.

1 INTRODUCTION

Recognized internationally as part of the cultural heritage of nations that needs to be preserved within consolidated archival standards, the documentary records kept in archives are at constant risk due to the occurrence of disasters. Untimely, temporary and high-casualty events in archives, disasters can result from the action of nature, human action/omission and/or the proximity of the archive building to risk facilities.

International organizations such as the International Council on Archives (ICA) and the International Federation of Library Associations and Institutions (IFLA), and national ones such as the National Council on Archives of Brazil (*Conselho Nacional de Arquivos*, CONARQ), advocate drawing up and maintaining emergency plans in archives as a means of prevention, protection, response, and recovery in the event of a disaster. However, the existence of emergency plans in archives is not a well-established practice in many countries, such as Brazil.

In Brazil, the promotion of necessary measures for the preservation of documents in archives is a professional responsibility of archivists, as outlined in Law No. 6546 of July 4, 1978. This legal framework regulates the professional practice of archivists in Brazil and delineates their legal scope of work. In this way, emergency management in archives is intertwined with the professional practice of Brazilian archivists in terms of the measures to be adopted to preserve the cultural heritage kept in Brazil's archives in the face of disaster risks. Nevertheless, the following question arises: what skills do archivists need to develop in order to draw up and manage emergency plans in archives in Brazil?

Therefore, in order to contribute to answering this question, and considering that this is a country of continental dimensions and diverse regional realities, this study focuses on the state of Santa Catarina (located in the southern region of Brazil) and its general objective is to identify the professional competence of archivists in drawing up and managing emergency plans for archives in Santa Catarina.
This study is part of an ongoing doctoral research within the Postgraduate Program in Information Science (Programa de Pós-graduação em Ciência da Informação, PGCIN) at the Federal University of Santa Catarina (UFSC). Below, we present the theoretical framework.

2 CULTURAL HERITAGE AT RISK: THE ARCHIVES

From the contemporary perspective of information valorization and capitalization, the social dimension of archives is highlighted in terms of the widespread recognition of these information records as part of the cultural heritage of nations. The United Nations Educational, Scientific and Cultural Organization (UNESCO) advocates that documentary records kept in archives are an important part of the world’s cultural heritage to be preserved, as they record the evolution of thoughts, discoveries and achievements of humanity. The ICA states that archives are a unique and irreplaceable heritage that needs to be preserved because they authentically reflect administrative, cultural and intellectual aspects of societies (United Nations Educational, Scientific, and Cultural Organization, 2002; International Council on Archives, 2010a).

Archives consist of a collection of organic documents (in various formats, including the contemporary digital format) produced and/or received by institutions (public and private), families, or individuals in the course of their functions and activities. Although every archival document is a fundamental product of recording administrative activities, the evidential function is just one of the aspects present in archives. Paes (2004) states that the relevance of some documents as memory records remains over time, as they make it possible to understand the history of the producing entity and society, as well as social and economic relations at a certain time and place. These are documents of permanent value.

The assignment of permanent value to archival documents is a technical, procedural and intentional action that takes place within the scope of the evaluation process conducted by the producer of the documents. Ultimately, this process leads to the incorporation of the archival documents into the heritage. As the National Archives of Brazil (2005, p. 130) define in its Brazilian Dictionary of Archival Terminology, archival heritage is the set of archives of permanent value, public or private, existing within the scope of a nation, a state or a municipality.

In Brazil, the inalienable and imprescriptible nature (heritage) of documents of permanent value is established by Law 8159 of January 8, 1991, according to which the Brazilian archival heritage consists of the set of documents of permanent value produced by the public entities that
make up the National Archives System (*Sistema Nacional de Arquivos*, SINAR)\(^1\) and the private archives declared to be of public interest by the Presidency of the Republic (Brasil, 1991).

Thus announced, the Brazilian archival heritage is established as an important part of the nation's cultural heritage that needs to be preserved for future generations. However, archives are cultural heritage constantly at risk, given the vulnerability of archival documents in the face of natural agents that degrade the media and the occurrence of disasters.

With regard to disasters, these are emergencies in archives, since they have the potential to partially or permanently affect the physical integrity of the building and the documents stored there through damage caused by the action of natural physical forces and/or human intervention/omission (International Council on Archives, 1997).

McIlwaine (2006) explains that the origin of disasters in archives can be attributed to human action, the action of the building's structure and services and action of external agents. The building and archival documents can be compromised by actions such as fires (intentional or accidental), vandalism, terrorism, urban conflicts, electrical, water and sewage system failures, gas accidents, laboratory accidents, defects in the air conditioning system, storms, floods, earthquakes, landslides, proximity to potentially hazardous facilities (industrial, military, political, highways, railways, air routes), among others.

Research in the field of Information Science has recorded damage and losses caused by disasters in information units. A study by Basques and Rodrigues (2014), in the specific field of Brazilian archives, identified the following damaging practices in a total of 104 reports published in six media outlets between 1998 and 2012: documents that were stolen, incinerated, destroyed by rain, destroyed by termites, hit by fire, lost, thrown in the river, burned, disposed of indiscriminately, torn up, disappeared, destroyed by mold and flooding, thrown in the trash, and infested by fungi due to precarious storage conditions.

Among the various risk agents that can lead to emergencies in buildings that are or house cultural heritage, recent fire incidents have highlighted the exposure of cultural heritage to risks and the destructive potential of disasters. Table 1 below lists fire incidents from 1978 to 2021 that are examples of the destructive power of cultural heritage disasters.

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\(^1\) SINAR is composed of: public archives of the legislative, executive and judicial branches at the federal, state and municipal levels, as well as the federal district.
These incidents reinforce the position defended by international and national organizations that archives are cultural heritage constantly at risk due to the occurrence of disasters, as well as the need to adopt safeguards in the storage of documents and strategies to mitigate the consequences of these events. It is necessary to record and describe these initiatives in emergency plans, a topic that is discussed below.

3 EMERGENCY PLANNING FOR ARCHIVES

The great flood that struck the Italian city of Florence on November 4, 1966 caused severe damage to museums, libraries and archives, and was the starting point for disaster management in the preservation of cultural heritage worldwide. Incidents that were previously considered unavoidable began to be addressed as events that require and allow for rigorous planning to prevent and/or minimize their effects and/or manage their consequences. Since then, disaster planning has become a crucial element of preservation policy, reflected in extensive international bibliographic production on the subject (including specifically on archives) and in recommendations from international organizations such as IFLA and ICA (International Council on Archives, 1997; Hernanpér, 2000, 2011; Teijgeler, 2001).

In Brazil, CONARQ guides archive institutions to maintain emergency plans, which should be based on a diagnosis of the building in which the archive is located, considering...

Table 1 – Cultural heritage fires, 1978-2021.

<table>
<thead>
<tr>
<th>Year</th>
<th>Institution</th>
<th>Country</th>
</tr>
</thead>
<tbody>
<tr>
<td>1978</td>
<td>Museum of Modern Art in Rio de Janeiro</td>
<td>Brazil</td>
</tr>
<tr>
<td>2011</td>
<td>Chapel of Saint Peter of Alcantara</td>
<td>Brazil</td>
</tr>
<tr>
<td>2012</td>
<td>Public Archives of the State of São Paulo</td>
<td>Brazil</td>
</tr>
<tr>
<td>2013</td>
<td>Latin America Memorial</td>
<td>Brazil</td>
</tr>
<tr>
<td>2014</td>
<td>Cultural Center of the School of Arts and Crafts</td>
<td>Brazil</td>
</tr>
<tr>
<td>2014</td>
<td>Glasgow School of Art</td>
<td>Scotland</td>
</tr>
<tr>
<td>2015</td>
<td>Museum of the Portuguese Language in São Paulo</td>
<td>Brazil</td>
</tr>
<tr>
<td>2016</td>
<td>National Museum of Natural History</td>
<td>India</td>
</tr>
<tr>
<td>2016</td>
<td>Cathedral of Saint Sava in New York</td>
<td>USA</td>
</tr>
<tr>
<td>2018</td>
<td>Jakarta Maritime Museum</td>
<td>Indonesia</td>
</tr>
<tr>
<td>2018</td>
<td>Glasgow School of Art</td>
<td>Scotland</td>
</tr>
<tr>
<td>2018</td>
<td>National Museum of Brazil</td>
<td>Brazil</td>
</tr>
<tr>
<td>2019</td>
<td>Notre-Dame Cathedral</td>
<td>France</td>
</tr>
<tr>
<td>2020</td>
<td>Natural History Museum and Botanical Garden of the Federal University of Minas Gerais</td>
<td>Brazil</td>
</tr>
<tr>
<td>2021</td>
<td>Brazilian Cinematheque</td>
<td>Brazil</td>
</tr>
</tbody>
</table>

Source: the authors.
geographical and climate risks, vulnerable points in the building, as well as a building maintenance program (Conselho Nacional de Arquivos, 2005, 2012).

In contrast to the international situation, Brazilian literature on emergency management in archives is scarce, mostly restricted to recommending the development of emergency plans for archives. Emergency plans are recommended in 9 technical publications provided by CONARQ, which are listed in Table 2 below.

<table>
<thead>
<tr>
<th>YEAR</th>
<th>TITLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>2000</td>
<td>Recomendações para a construção de arquivos (Recommendations for building archives).</td>
</tr>
<tr>
<td>2001</td>
<td>Administração de emergências (Emergency management).</td>
</tr>
<tr>
<td>2001</td>
<td>Planejamento e prioridades (Planning and priorities).</td>
</tr>
<tr>
<td>2001</td>
<td>Planejamento de preservação e gerenciamento de programas (Preservation planning and program management).</td>
</tr>
<tr>
<td>2001</td>
<td>Considerações sobre preservação na construção e reforma de bibliotecas: planejamento para preservação (Considerations on preservation in the construction and renovation of libraries: preservation planning).</td>
</tr>
<tr>
<td>2001</td>
<td>Preservação de fotografias: métodos básicos de salvaguardar suas coleções (Preservation of photographs: basic methods to safeguard your collections).</td>
</tr>
<tr>
<td>2005</td>
<td>Recomendações para a produção e o armazenamento de documentos de arquivo (Recommendations for the production and storage of archive documents).</td>
</tr>
<tr>
<td>2012</td>
<td>Resolution No. 34 of May 15, 2012. It establishes the adoption of Recommendations for the safeguarding of archival collections damaged by water by the entities and agencies that are part of the National Archives System (SINAR).</td>
</tr>
</tbody>
</table>

Source: the authors.

Among CONARQ's publications, only one directly addresses emergency management: the work by Sherelyn Ogden entitled Emergency Management (published in 2001), which is part of CONARQ's Project for Preventive Conservation in Libraries and Archives. According to Ogden (2001), small incidents can be contained and major disasters can have their damage minimized through emergency planning, but this is a complex action, since it requires the convergence of environmental risks, building vulnerability and document characteristics.

This action is established within the scope of the archive emergency plan, which is defined in the Brazilian Dictionary of Archival Terminology as: "Part of a civil protection plan applied to archives that establishes preventive and emergency measures in case of disasters. Also called a disaster control plan or disaster plan" (Arquivo Nacional, 2005, p. 133, our own translation).
Emergency plans for archives are documents that explain the procedures to be adopted before, during and after disasters. They describe measures, resources (both material and human), and procedures according to the characteristics of each institution, the stored documents, the building, the surroundings of the building and the region's climate. They are structured into four perspectives: prevention, protection, response and recovery (Buckanan, 1988; Teijgeler, 2001).

Considering that in any emergency, a swift and assertive response from the archive team minimizes potential damage to stored documents, it is the responsibility of every archive to develop and implement an emergency plan as a means of preparing, effectively responding, and rapidly recovering after the occurrence of disasters in archives (Canadian Council of Archives, 2003; Fleischer; Heppner, 2009).

However, drawing up emergency plans is not an established practice in the archives of many nations. Studies such as those by Teijgeler (2001) and Nyanga; Nengomasha; Beukes-amiss (2018) record a lack of emergency plans in most of the archives surveyed or the existence of outdated plans that would be ineffective in the event of a disaster in the archives.

In this regard, the reality of archives regarding emergency management presents itself as a niche for contemporary archivists to consider. While it is necessary to promote access to archival heritage, it is also crucial to establish emergency plans in all archives as a central part of a preservation policy for this cultural heritage (Fugueras; Mundet, 2008).

However, when considering disaster planning in archives as part of the professional responsibilities of archivists, it is important to reflect on the impact of this action on the development of professional competence, a topic which we address below.

4 PROFESSIONAL COMPETENCE OF ARCHIVISTS

In the field of professions, Durand (1998, 2000) defines competence as an interconnected set of knowledge, know-how, and attitudes that enable the fulfillment of a specific purpose within a particular organizational context. The definition by the French author considers that the development of competence occurs in three dimensions: knowledge, know-how, and attitudes, and involves cognitive, technical, social, and affective aspects related to work.

In a similar way, Miranda (2006) defines competence as a set of resources and abilities that are put into action in response to practical work situations, synthesized in three aspects:
knowing, supported by knowledge; know-how, the result of skills; knowing how to be, the outcome of an individual's actions and attitude in the face of challenges in the work environment.

Given that society and work are constantly changing, the definition of professional competence is seen as an evolving cultural and historical construction that involves various areas of knowledge (Bomfim, 2012). In the field of Information Science, new paradigms driven by the advancement of information and communication technologies (ICT) impose new demands, social expectations, and expectations from the job market on information professionals, which impact the definition of their professional competencies.

In a European context, the topic of the competence profile of information professionals is the subject of studies by two important institutions: the European Council of Information Associations (ECIA) and the International Council of Archives (ICA). Since 1997, the ECIA has maintained an initiative that addresses the development of a European guide of competencies for information and documentation professionals, with the product being the Euroguide of competencies.

The ICA, on the other hand, believes that defining a single competency model for archivists across all of Europe would be inadequate, so they have opted for a different approach. They provide a manual that guides the development of customized competency models for archivists working in any professional and cultural context. This work is titled "Shape your own archivist: developing a competency model, a guidance" (European Council of Information Associations, 2005; International Council on Archives, 2010b).

According to the ICA manual, the development of archivist competency models results from an integration between the professional profile and the competency profile, based on the answers to the following questions: What do archivists do? How is it done? Why is it done? What knowledge, skills and attitudes are necessary? (International Council on Archives, 2010b).

In Brazil, the professional duties and competencies of archivists are determined: a) in Law No. 6546 of July 4, 1978, which regulates the professions of archivist and archive technician and has other provisions; b) in the Brazilian Classification of Occupations (Classificação Brasileira de Ocupações, CBO), which identifies occupations in the labor market for classification purposes in administrative records; c) in the National Curriculum Guidelines for Archival Science courses established by Opinion CNE/CES 492/2001 of the National Council of
When analyzing the content of these instruments in light of the literature and the reality of the Brazilian job market, studies in the field of Information Science have pointed out the need to adapt the competencies outlined in these instruments to the demands and expectations of contemporary society (Bahia; Moreiro Gonzalez, 2019; Oda; Bahia, 2019; Santa Anna, 2017; Souza, 2014).

In this regard, while Valentim (2000) highlights the need for critical, participative, and socially responsible information professionals in the information society, Souza (2014) reveals that planning, organization, and management of archive services are the most emphasized competencies in competitive examinations in Brazil. On the other hand, Almeida and Duarte (2017) identify that archivists need to have competencies for the management of archival units right from their university education.

Regarding the preservation of cultural heritage in archives, Fugueras and Mundet (2008), along with Santa Anna (2017), suggest that, in contemporary society, archivists find themselves in the role of active information managers. They need to consider the safeguarding of social and cultural memory deposited in archives as part of their professional conduct, adopting a holistic and active socially responsible approach.

The Brazilian job market reflects the assignment of social and professional responsibility for the preservation of archival documents in its job advertisements. When examining job advertisements related to information professionals in Brazil from 2012 to 2014, Bahia (2018) documented that the competency "collection security" was required in 177 job advertisements, using 57 terms related to "collection security management."

In the contemporary context of the job market, emergency planning in archives emerges as a specific activity of archivists that needs to be included in the competency profile of archivists in various regions of Brazil (a country with continental dimensions and diverse social realities), as the competency profile manual of the ICA suggests. This study aims to contribute to the development of archivist competencies for managing emergencies in archives in Santa Catarina. Below, we present the methodological approaches adopted.
5 METHODOLOGICAL ASPECTS

The exploration of the research theme is based on a theoretical and applied approach. For the construction of the theoretical framework, we conducted a systematic literature review and targeted searches for literature and documents produced by government institutions on the topics of emergency plans in archives and professional competence of archivists.

From an applied perspective, we collected data on emergency management from 16 (n=16) institutions in Santa Catarina that hold archival collections registered with CONARQ. For data collection, we used an online survey form created in the Google Forms survey management application, owned by Google.

The identification of the professional competency profile of archivists to work in emergency planning for archives in Santa Catarina occurs through the synthesis of data obtained from the theoretical review and the online survey form and subsequent integration of these into the competency profile model proposed by the International Council on Archives (2010b). It is based on the answers to four questions: a) What do archivists in Santa Catarina do/need to do? b) How is this done? c) Why is this done? d) What knowledge, skills, and attitudes are necessary? The following section presents the main findings of the study.

6 MAIN FINDINGS

Regarding the applied online survey form, it provided data related to: the archives and documents they store; the buildings where the archives are located and risks to their structure; occurrences of emergency situations in the archives; emergency management in the archives; the existence of an emergency plan; and the importance attributed to emergency management in archives. The data from the survey are in Table 3 below.

<table>
<thead>
<tr>
<th>Points of analysis</th>
<th>Yes %</th>
<th>No %</th>
</tr>
</thead>
<tbody>
<tr>
<td>It stores more than one document genre</td>
<td>75%</td>
<td>25%</td>
</tr>
<tr>
<td>It has environmental humidity control</td>
<td>43.75%</td>
<td>56.25%</td>
</tr>
<tr>
<td>It has environmental temperature control</td>
<td>31.25%</td>
<td>68.75%</td>
</tr>
<tr>
<td>It has environmental control of air contamination</td>
<td>0%</td>
<td>100%</td>
</tr>
<tr>
<td>It has standards for non-routine maintenance services</td>
<td>31%</td>
<td>69%</td>
</tr>
<tr>
<td>It has a Fire Protection Plan or a Regularization Plan with the Military Firefighter Corps of Santa Catarina</td>
<td>31%</td>
<td>69%</td>
</tr>
<tr>
<td>It occupies a building that is over 40 years old</td>
<td>43.75%</td>
<td>56.25%</td>
</tr>
<tr>
<td>The building has risk factors in its structure</td>
<td>81.25%</td>
<td>18.75%</td>
</tr>
<tr>
<td>It has resources for building maintenance</td>
<td>44%</td>
<td>56%</td>
</tr>
<tr>
<td>It has more than one fire protection system</td>
<td>75%</td>
<td>25%</td>
</tr>
</tbody>
</table>
We observed that 75% of the institutions store various types of documents, most under deficient climate control conditions (56.25% without humidity control, 68.75% without temperature control, and 100% without air contamination control). Archives that do not have a Fire Protection Plan or a Building Regularization Plan, which are mandatory requirements for regularization with the Military Firefighter Corps of Santa Catarina, account for 69%, which is the same quantity as archives that do not have standards for non-routine maintenance services.

In 43.75% of the cases, the archives are located in buildings that are over 40 years old, and 81.25% of the buildings have risk factors in their structure. The lack of resources for maintaining these buildings is a condition present in 56% of the institutions. While in 75% of the buildings, more than one fire protection system can be found, in 25% of the archives, there are only portable fire extinguishers, and 6.25% do not have a fire protection system.

A significant portion of the institutions (43.75% of the archives) has a history of incidents/accidents, and in 31.25% of the archives, rain caused damage to the documents. In 94% of the archives, there is no budget available for emergency management, and 50% of the institutions do not have materials to protect documents in case of emergencies.

None of the institutions has an emergency plan. However, all the archive managers surveyed consider emergency management in archives important or very important, and they express an interest in developing emergency plans in the medium term. In 56.25% of cases, the initiative is dependent on obtaining support from an external team.

The data collected regarding the archives in Santa Catarina align with international literature as regards the lack of emergency plans in archives in many countries. They also highlight risk factors for emergencies in the archives of Santa Catarina.

In this context, emergency management in archives emerges as a challenge and opportunity in the job market in Santa Catarina for archivists, who need to develop specific
competencies. Therefore, the answer to the four questions of the competency profile model proposed by the International Council on Archives (2010) appears to be a promising path to follow.

The answers to the first three questions are based on the theoretical findings of the study: a) archivists in Santa Catarina carry out/need to carry out emergency management in archives; b) through the development and implementation of emergency plans; c) for the preservation of the cultural heritage stored in the archives located in Santa Catarina.

The answer to the fourth question takes into account the specific context of the job market in Santa Catarina as reported in the online survey form. In this context, which can be addressed as a challenge and opportunity in the job market in Santa Catarina, we outlined a competency profile to enable archivists to meet the professional demand through the development of knowledge, skills, and attitudes.

This profile is presented in Figure 1 below.

Figure 1 – Competency Profile of Archivists - Emergency Management in Archives.

<table>
<thead>
<tr>
<th>Knowledge</th>
<th>Skills</th>
<th>Attitudes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cultural heritage; Preservation of documents; Construction and adaptation of archive buildings; Maintenance of archive buildings; Fire protection legislation in Santa Catarina; Accidents in archives; Techniques for safeguarding documents in the event of an emergency; Local and international institutional partnerships; Local and international professional partnerships; Emergency plan in archives.</td>
<td>Relating cultural heritage and archives; Identifying deterioration factors; Prescribing preservation measures; Monitoring environmental conditions; Participating in archive building projects; Understanding technical building documents; Standardizing non-routine services; Monitoring roofs and water pipes; Recognizing fire protection systems; Identifying irregularities and proposing interdisciplinary solutions; Recording and analyzing accidents in the archive; Mapping resource availability; Identifying potential partnerships; Building cooperation networks; Participating in interdisciplinary studies; Identifying disaster risks; Prescribing emergency measures in archives; Drawing up emergency plans in archives.</td>
<td>Ethical; Responsible; Analytical; Concise; Creative; Entrepreneur; Interdisciplinary; Communicative; Curious; Vigilant; Proactive; Collaborative; Observer; Discreet; Dialogic; Empathetic; Innovative; Educator.</td>
</tr>
</tbody>
</table>

Source: the authors.
The established competency profile enables archivists to develop the competence to work on the development and implementation of emergency plans in archives in the state of Santa Catarina. It is based on the concept of archives as cultural heritage. It requires mastery of techniques for preserving documents in archives, with an emphasis on environmental control. It unfolds into specific instances: archive building, regional fire protection legislation, accident records. It involves interdisciplinarity in the ability to establish institutional and professional partnerships and culminates in the aptitude to develop emergency plans. In the next section, there are some final considerations.

7 FINAL CONSIDERATIONS

From the perspective of the professional competence of archivists in Santa Catarina, the development and implementation of emergency plans in archives represent both a professional challenge and an opportunity in the job market.

Regardless of the perspective adopted, an archivist who wishes to engage in the management of emergencies in Santa Catarina must develop a specific set of knowledge, skills, and attitudes that align with the reality of archives in this region.

The competency profile presented here serves as a precursor to the development of competencies, which should be the focus of actions in the field of professional education and continuing education. This can include adding relevant subjects to undergraduate archiving programs, organizing professional development events, offering workshops and short courses, among other initiatives.

This study is expected to contribute to the development of archivists' competence in Santa Catarina and to broaden their professional context. In the long term, the goal is to contribute to the establishment of an emergency management policy in archives located in Santa Catarina and the preservation of regional and Brazilian cultural heritage.
REFERENCES


