

# ITIA BULLETIN

February 2008

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## ■ Editorial

Dear Readers.

Spring is a season associated with growth, fresh starts, renewal and... cleaning. Spring cleaning is an old concept and the term is found in written form as far back as 1857. As housekeeping is not really my forte, I have decided to spring clean my mind this year. Read below of my efforts to clear my mind of dust and old habits. This is the first in a series of articles in which I will evaluate various time management tips and software.

Enjoy!

Elizabeth Hayes Editor ITIA Bulletin elizabeth.hayes7(a)mail.dcu.ie

## Lionbridge Technologies Fires Union Representative

Lionbridge is a multinational company that offers localization and other services. It has offices on several continents, notably in Ireland, USA, India and China. The company's headquarters are located in Waltham, Massachusetts, USA.

In December 2007, a completely new union based on direct democratic principles was formed in the company's Polish subsidiary. Towards the end of January, the existence of the union was announced to the firm, which was also informed of the workplace representatives. The identity of only a few union members was disclosed to the management. However, the union, being representative, has the right to defend every employee at the workplace.

On February 12<sup>th</sup>, 2008, Jakub G., a workplace union representative in Lionbridge Poland was summarily dismissed. The dismissal came shortly after the announcement to management that a union had been formed in the workplace. Jakub was elected as a union representative and thus is protected from dismissal under Polish labour law.

Some members of management reacted negatively to the news of the union formation. Jakub claims that he was warned that having a union would make the company "less competitive". On February 7<sup>th</sup>, before a meeting of the union, another representative received a letter from the management asking for approval to fire

Jakub. The letter claimed that he had leaked "company secrets" and transferred confidential data

He was accused of damaging the company's image by writing an article which was published on the Internet (including in the ITIA bulletin). No proof of that allegation was given, and in fact another person has admitted to writing the article. The text in question announced that a union was formed in Lionbridge Poland and briefly described a few labour practices in the company which had been referred to in other publications. Lionbridge claims that confidential information was used in this article, despite the fact that the author of the article has provided the sources for all information contained in it and can demonstrate that this information was already available on the internet.

The union replied to the February 7<sup>th</sup> letter negatively and reminded the company that Jakub is a protected union representative and that no proof of his guilt had ever been provided. The company did not respond to either the union's letter, nor to the documents given to them which prove that all information published was openly available and could not be considered confidential.

The company decided nonetheless to go ahead with their plans and on February 12<sup>th</sup>, Jakub G. was fired. He is currently filing for reinstatement in the Polish labour court and will also file a civil suit against his former employers.

Incidents of firing union members in disregard of the law are fairly common in Poland, including firing protected union officials. Most often summary dismissals are given shortly after the creation of a union. There have also been a number of cases where unionists have been dismissed for "acting to the detriment of the company" by describing some aspect of work conditions to the press. Such cases are treated as unfair dismissal and the workers are reinstated by the courts. However, the management will have accomplished keeping those individuals out of the workplace for some months.

For more information on the new union, send an email to: info(a)zsp.net.pl

### ■ Cowboys and indians

Let's pretend that there is a country where 2000 community interpreters get up in the morning, have breakfast and then go happily about their daily interpreting work.

Let's say these 2000 community interpreters cover 34 languages from Albanian and Amharic to Ukrainian and Yoruba including Pakistani (Urdu? Persian/Farsi? Punjabi, Sindhi, Pashto, Kashmiri, Seraiki, Baluchi? Pakistani Sign Language? English?) and Roma (Romani?). Let's pretend that the majority of them holds a third level degree in at least one language and has native speaker proficiency in another language plus qualifications related to interpreting.

And that these good people are willing and able to spend some of their days and nights at some of the 700 Garda stations around the country. Having been promised payment of €25 or maybe €15 per hour, they think they must have misunderstood when the pay cheque arrives months later and the rates are actually even lower than promised.

I have become aware of the desperate conditions under which community interpreters carry out their work...

It is evident that this country (which we all know well) is perfectly equipped to answer the current Garda call for tenders, published on 15<sup>th</sup> February, deadline 11<sup>th</sup> March.

I have worked side by side with many excellent interpreters, have trained a good few myself and met several dozen dedicated, high calibre people on assignments around the country. I have spent days and nights at Garda Stations, hospitals, court houses etc.

I have become aware of the desperate conditions under which community interpreters carry out their work, without any training, preparation, information, briefing, support. They are thrown in at the very deep end indeed.

I'm also aware of some of the results of this lack of training and support, of interpreters who break down in tears in an open court, whose dress code (belly top and low slung jeans perhaps) is commented on by the Judge, or who are challenged to engage in linguistic definitions of, say, the word 'ambiguous' in the court room. And my heart goes out to them.

I wonder about the motivation that makes us put up with those conditions, never quite knowing what to expect and what is expected of us, rushing out of the shower half washed, jumping into the car just as dinner is ready, getting up at 2:00am after a long day's work to go to a Garda Station.

It can't be the money, it certainly can't be professional recognition, never mind job security. Perhaps it's rooted in the refusal to acknowledge that this improvised interpreting system held together with bandages can continue to exist without drastic and fundamental changes.

The obvious changes required include:

- Introduction of training courses leading to a system of accreditations
- 2 Training delivery in a modular fashion in 6 regional centres
- 3 Recognition of existing skills within the accreditation system
- 4 Continuous improvement and specialisation options
- 5 Best practice training for service providers who work with interpreters
- 6 Creation of a national register of accredited community interpreters
- Creation of an independent managed interpreting service under the auspices of the Minister for Integration Policy.

In January of this year, *con[text]* carried out a survey on the topic of training requirements and training ethics among 200 community interpreters who attended over 10 training activities in 2007. It is striking that the overwhelming majority of participants in the survey stated that:

- the training courses and workshops are key to carrying out interpreting assignments confidently and safely
- relevant information and practical exercises are central to performing successfully in a variety of organisations with diverse requirements
- working with mentally ill patients, children, victims of violence etc. requires special training as well as debriefing facilitation
- they very much welcome the opportunity to exchange views with peers
- more frequent and regular training and continuous development are needed
- they are willing to attend as much training as possible.

It really is an eye opener that freelancers with a less than secure income will forfeit two full days of work to attend the course (Interpreting for Victims of Sexual Violence) delivered by the Dublin Rape Crisis Centre or sacrifice their Friday evenings and Saturday morning to attend training courses in interpreting skills and techniques, court interpreting, interpreting in mental health, etc.

A very positive training culture exists, the willingness to undergo training and the awareness of its benefits exist. The training itself, however, does not – at least not in a format that is readily accessible to the 2000 community interpreters who are currently active in 26 counties covering over 200 languages.

## Can we afford to continue playing cowboys and indians...?

So who can answer the Garda call for tenders truthfully? Who can say that they have/know/are the interpreters needed? Can we afford to continue playing cowboys and indians where the cowboys are those who make the biggest profits at the lowest possible cost and the indians are those who facilitate the cowboys. I suggest that it may be a reasonable and realistic approach for the decision makers in Phoenix Park to hold off on awarding their contracts until the resources to meet the terms of the contracts have been created.

Ulrike Fuehrer is an active interpreter and interpreting trainer at con[text], an Irish-based language services company. Email: ulrike@context.ie

## ■ South Korea launches T/I association

The Korean Association of Translation and Interpretation (KATI) held an inaugural ceremony at the Korea Press Center in central Seoul with the 100 selected members present. KATI is the first officially recognized T/I organization in South Korea. Chief director of KATI, Kim Ji-myung, graduated from Yonsei University's English Department and worked as a reporter before earning a master's degree in simultaneous interpretation at Hankuk University of Foreign Studies.

According to Kim, the reason for starting the organization is that she has "frequently received

complaints from the government and foreign clients about poor interpretation and translation services. It is because they used less skilled and unqualified interpreters and translators... KATI will serve as a trustworthy information source for clients looking for the language services."

The association is working to issue an official licence for interpreters and translators specialized in law. The first conference regarding the licence will take place in September.

To become members, applicants have to have at least three years experience in interpretation and translation in one of the following eight languages? English, Chinese, Japanese, Russian, French, Spanish, German, and Arabic. Then they must go through the association's admission process.

Kim mentions the familiar problem of clients, such as the government, asking for work to be done in an unreasonable amount of time, "The government usually requests speech draft translation work just a few days before an event during which the speech will be made. In many cases, therefore, translators stay up all night to complete the task, resulting in unsatisfactory output."

The new association intends to emphasize T/I as cultural mediation and as such will nurture and encourage translators and interpreters who specialize in Korean history, culture and society. "Unlike lucrative fields such as economy, politics and technology, there are only a few interpreters and translators specialized in the very Korean subjects - Korean history, culture, and society. We will form a special team made up of skilful language experts in these fields, enabling the government and clients to utilize them in promoting Korea's image to the rest of the world," said Kim.

## ■ Joining the ITIA

The *Irish Translators' & Interpreters' Association* is always delighted to welcome new members to the Association. There are five categories of membership:

- Ordinary
- Professional
- Corporate
- Concession (undergraduate & senior citizen)
- Honorary

Ordinary membership is open to anyone with an interest in translating or interpreting. Professional membership is for those who meet strict criteria set by the professional membership committee of the ITIA and which is part of the drive to raise the status of the profession in the European market.

Corporate membership is for firms and agencies associated with the profession while concession membership is for undergraduate students engaged in third level language and/or translation studies and senior citizens. Finally, honorary membership is intended for national and international persons who have distinguished themselves in our professional field.

For more information on how to join as well as for the relevant application forms, visit the ITIA website at: www.translatorsassociation.ie

#### **New Members**



## ■ Time Management for freelancers

With unpredictable and varying workloads, managing time as a freelancer is no easy task. Having the flexibility of no set hours is a joy but demands discipline. It is hard to feel joyful about flexible working hours if you are still in front of the computer at 9pm on a Friday night. Becoming a freelancer should not make regular working hours a thing of the past. This series will present some time management problems and tips on how to solve them.

I have often put my poor time management skills down to a genetic deficiency in the face of which I am powerless but the time has come for change. All the best self-help articles and books assure me that time management is a skill to be learnt rather than an innate ability. So the task I have set myself is to improve my time management skills by reading and applying the latest research and technology in this area.

My first foray into researching time management skills tells me one thing: learning time management is going to be time consuming. There is an unending supply of books and articles with analysis on why managing time is a problem and handy tips on how to counteract the that I am being sent Freecycle.com messages from

groups based in two different cities that are thousands

Just because someone can contact

Beyond email, the internet in general is both a blessing and a curse. When I have a job on, it helps me work faster by enabling me to research all kinds of everything in seconds flat. But in downtime, I can while away the time by aimlessly surfing. During a recent holiday, I found myself actually missing being in front of my computer. Clearly things need to change. All that low-cost, readily available information at the tip of my fingers is almost too much.

There is plenty of software available for limiting your time online. These are mostly aimed at parents and employers trying to control their errant underlings. This seems a little draconian for a freelancer! Scheduling seems to be the answer here. I will schedule in time for browsing news websites etc. in the morning and will time it so I don't get carried away. To this end, I have downloaded a small piece of (free) software called Micro Egg Timer. This is a little software stopwatch that sits on my desktop and can be set for any time period. When the time runs out, an alarm goes off and that is my cue to stop surfing. I'm giving myself 15 minutes in the mornings for surfing.

Next month, I will continue in my quest to become the queen of time management by looking at new software and ways to better use existing software. The task until then is to be aware of and limit surfing time and respond to email at specified times (unless urgent). Any tips, comments or suggestions on this subject would be welcomed!

time drain. I try to dispel any cynicism I might have for this jargon-heavy field. Step one: open mind.

BULLETI

Some of the more obvious advice includes no working in your pyjamas, create an office space that is clearly defined, don't watch TV in the middle of the day and get to work on time. This is all sound advice but I'm going to need more heavy duty help than this.

One of the main issues I need to work on is internet usage. According to a Web survey by America Online and Salary.com, "the average American worker admits to frittering away 2.09 hours per day, not counting lunch, and non-work related email and internet surfing are the biggest time-eaters." The first tip (and it seems non-negotiable) is to check emails at planned times only, "It's not effective to read and answer every email as it arrives. Just because someone can contact you immediately does not mean that you have to respond to them immediately," says Dan Markovitz, president of the productivity consulting firm TimeBack Management.

In practice, this means no automatic refresh and certainly no pop-ups to inform me of every incoming mail. I try not to panic. I fear a stumbling block already as I pride myself on always being available. Isn't that the beauty of always on broadband? I need to be ready to accept a job within minutes of being offered it. The compromise is no pop-ups but leaving my mail open throughout the day. I also resolve to reply to personal emails during a specific period. Let's say first thing after lunch. Furthermore, I will only log into *Gmail* chat at certain times to avoid being distracted. There, I feel better already.

Other advice that strikes me as relevant is to manage my subscriptions to free updates, news sites, career related sites etc. A quick analysis of my subscriptions reveals

The next issue of the ITIA Bulletin will be out next month. If you have any contributions, suggestions or scandals that you would like to share with over 1,000 subscribers worldwide, send them to Elizabeth Hayes at

elizabeth.hayes7(a)mail.dcu.ie.

#### Subscribing to the ITIA Bulletin

To subscribe, simply send an Email to itia-ezine-subscribe(a)yahoogroups.com

To unsubscribe, simply send an Email to itia-ezine-unsubscribe(a)yahoogroups.com

## ■ Conferences, Calls & Courses

## Certificate in Collaborative Translation Teaching (CCTT-2008)

University Ramon Llull, Barcelona, Spain, 7<sup>th</sup>-11<sup>th</sup> July 2008

Organised by the Department of Foreign Languages of the University Ramon Llull, and the Faculty of Translation of the University of Vic.

An intensive certificate course designed for translation and foreign language teachers who are seeking to enhance their course development and delivery skills in the field of translation; graduates of translation and interpretation, and of languages and teaching, considering a career in teaching; administrators exploring the possibility of starting a new translation program; experienced professional translators wishing to teach.

This compact course is being offered to meet the need! s of university-level translation skills instructors who are interested in cooperative and collaborative models of learning and teaching and who wish to acquire a more solid foundation in innovative pedagogical and didactic theory and skills.

The program will offer both intensive instruction and a forum for constructive dialogue, and the curriculum reflects a thorough blend of theory and practice. Along with a survey of pedagogical principles, the participants will be provided with numerous opportunities to collaboratively develop curricula, syllabi, lesson plans and tests that can be used in actual translation courses.

Course participants will be part of a small student group enhancing the learning environment. There is a maximum of 25 places available. This year, for the first time, the course will also constitute the first module of our new online MA programme in Translation Teaching.

- Coordination: Maria González Davies, email: mariagd(a)blanquerna.url.edu
- Lead instructors: Don Kiraly, Maria González Davies, Richard Samson
- The language of instruction is English
- Fee: 350 €
- Deadline for registration: 25<sup>th</sup> June 2008

For more information visit: http://www.uvic.cat/fchtd/especial/en/collaborative translation teaching.html

## Lectureship in Literary Translation and Comparative Literature

Trinity College Dublin is establishing a permanent lectureship linked to its MPhil degrees in Literary Translation and Comparative Literature.

The appointee will teach and co-ordinate core modules in the M.Phil. Degrees in Comparative Literature and Literary Translation, and may be asked to contribute programmes in Cultural Theory to other masters' programmes in the School or to support undergraduate programmes in Comparative Literature. Demonstrable teaching and research expertise in one or more of these areas is therefore required. Preference may be given to a candidate with a background in one or more of the following: French, Germanic Studies, Hispanic Studies, Italian; and the successful candidate may be required to contribute to the work of the relevant disciplines.

For more information: http://www.tcd.ie/vacancies/ec\_aca\_LangLitCult\_Lectx4\_Feb08\_.php

Closing date is Tuesday March 11<sup>th</sup> at 12 noon.

## 3rd IATI Summer School "SummerTrans III: Translation meets Management" University of Vienna, July 1<sup>th</sup>-1<sup>th</sup>1 2008

The summer school is jointly organized by the Center for Translations Studies and TermNet, the International Network for Terminology. Students will receive 6 ECTS for participation and their written scientific summaries.

#### TOPICS OF THE SUMMERTRANS III:

- Language Culture Translation
- Avantgarde Subtitling
- Screen Translation
- Translation und Cognition
- Open source tools for translators and terminologists
- Multidimensional Translation

#### FOCUS DAYS TRANSLATION AND QUALITY MANAGEMENT:

- Translation and Quality Management
- Quality in Interpreting
- EN 15038 new European Standard

#### FOCUS DAYS DIVERSITY MANAGEMENT FOR TRANSLATORS:

- Diversity Management and Translation
- Community Interpreting
- Linguistic & cultural diversity within the concepts of DiM

#### PhD-School and much more...

Sessions will be held in German and English. For more detailed information about the program and speakers please visit: http://www.termnet.info/english/events/sumtrans2008\_program.php

*PLEASE NOTE*: Parallel training from 7<sup>th</sup> to 11<sup>th</sup> July: International Terminology Summer School at University of Vienna). Although being independent seminars, you have the possibility of registering partly for both events: http://www.termnet.org/english/events/tss2008.php

Please contact Blanca Nájera if you have questions: bnajera(a)termnet.org

Please spread the word among your colleagues and friends! Everybody is welcome.

A side note: from 7<sup>th</sup>-29<sup>th</sup> June 2008 there will be the EURO 2008 (European soccer championship) in Austria and Switzerland and the finals will be in Vienna. Please arrange transport and accommodation as early as possible as room shortages are expected. Please look at the offers on our Website. They will end soon.

#### **CALL FOR PAPERS**

### Translation Frames: Gateways and Gatekeeping

Hulme Hall, University of Manchester, June 30th - July 1st 2008

#### Keynote speakers:

- Dr Moira Inghilleri (Goldsmiths University of London)
- Professor Michael Cronin (Dublin City University)

However translation is defined or understood, whether in Eurocentric and modern Arabic ideas of 'transferring across', or in terms such as the Hindi *anuvad* (speaking after, following) and *rupantar* (change in form), the Igbo *tapia* and *kowa* (to break up and tell or narrate differently) or the Chinese *fanyi* (turning over and interpreting/exchanging), the notion of some kind of transformative act seems to be unavoidable. One way of conceptualising these transformative acts is to employ the notion of framing, which has been defined as 'strategic moves that are consciously initiated in order to present...a particular position within a certain perspective.' Yet, framing is a broad concept used in many disciplines, and might also be thought of in other ways.

The aim of this conference is to investigate the idea of transformative frames and practices by exploring what translation as gatekeeping (a term taken from media studies) prevents, restrains, and constrains, and alternatively (or simultaneously), what translation as a gateway, allows, permits, and conveys. It also aims to consider the practical, social, and geo-political implications of these 'gates'. Papers may address, but are not restricted to, the following topics:

- Translation and interpretation as re-narration or re-presentation
- Translation and interpretation and the negotiation of power/resistance
- Translation, migration, and imagined communities
- Translation and multimodal analysis
- Translation, globalisation, and technology
- Translators and interpreters as agents
- News and media translation, and the roles of translators, interpreters, and fixers
- Translating and interpreting conflict and situations of violence
- Translating social policy and social-political texts

We welcome contributions from doctoral candidates, MA students, and established researchers working in translation, interpreting and audio visual translation. We are particularly interested in work that draws on innovative theoretical approaches to translation and/or investigates distinctive case studies that can enrich and extend translation theory. We are keen to create a lively, discursive, and progressive forum with sessions and keynote speakers particularly addressed to postgraduate students and questions of research. Speakers will have the opportunity to submit their papers for selection and publication in a special conference edition of the CTIS Occasional Papers.

Please send 400 word abstracts for individual 20 minute paper presentations and a brief (100-150 words) paragraph of your biographical information by March 31<sup>st</sup> 2008 to the conference organising committee at ctis\_postgrad\_conference(a)yahoo.co.uk. Successful proposals will be notified of their acceptance by April 30<sup>th</sup> 2008.

#### **Translation Research Summer School 2008**

Centre for Translation and Intercultural Studies at the University of Manchester, June 16<sup>th</sup>-27<sup>th</sup> 2008

The TRANSLATION RESEARCH SUMMER SCHOOL (TRSS), a joint initiative of three British universities, organizes an annual two-week course offering intensive research training in translation and intercultural studies for prospective researchers in the field.

The units collaborating in the Summer School are the Centre for Translation and Intercultural Studies at the University of Manchester, the Centre for Intercultural Studies at University College London (UCL), and the Translation Studies Graduate Programme, School of Literatures, Languages and Cultures, University of Edinburgh

#### 2008 Teaching Staff

Mona Baker (University of Manchester), Kathryn Batchelor (University of Nottingham), Morven Beaton (University of Manchester), Siobhan Brownlie (University of Manchester), Sameh Fekry Hanna (University of Salford), Sue-Ann Harding (University of Manchester), Theo Hermans (University College London), Maeve Olohan (University of Manchester), Luis Perez Gonzalez (University of Manchester), Loredana Polezzi (University of Warwick), Sebnem Susam-Sarajeva (University of Edinburgh), Rebecca Tipton (University of Salford), Marion Winters (University of Edinburgh)

Invited Speaker: Dr Paul Bandia (Concordia University, Montreal)

The Summer School is open to suitably qualified students from across the world.

Candidates should normally hold the degree of Master of Arts or equivalent in a relevant subject (typically a humanities subject involving cross-cultural studies), should be proficient in English and should either have started or be actively considering research in translation and/or intercultural studies.

- Contact Details: Lukasz Kaczmarek lukasz.kaczmarek(a)postgrad.manchester.ac.uk
- Registration: 975 GBP for sponsored students, 680 GBP for self-funded students (scholarships available)
- Application deadline: 21 March 2008
- For more details consult the Translation Research Summer School website at http://www.researchschool.org/

## Translator & Proof-Reader - Native English-Speaker

Source languages: French & German

#### Job Description

The Agency is responsible for the quality of the English used in a wide range of documents it translates from French and German. The job involves translating documents into English and proof-reading translated documents, correcting both the grammar and quality of the language. He/she will work under TRADOS.

#### Requirements

Academic qualifications: degree in French or Translation. Experience not essential. Skilled in the use of Microsoft Office programs (Word, Excel, PowerPoint) and research on specific terminology on the web; can communicate fluently in French and German. Well-organised and meticulous. Flexible and used to working under pressure; good at meeting tight delivery times. Good team-worker. Autonomous, with the ability to concentrate in various situations

Remuneration to be agreed. If you are interested in the job please send an e-mail to arobinfo(a)orange.fr

## <u>H</u>

### Mediterranean Editors and Translators (MET) Workshops

Barcelona, Spring 2008

MET is pleased to announce its Barcelona workshop programme for spring 2008 (between 29<sup>th</sup> February and 28<sup>th</sup> June), with 3 NEW titles and 5 of MET's established workshops making up the list. MET's spring workshop programme not only provides skills updating opportunities for people within easy reach of this city: it also gives us the chance to pilot new workshops with a view to bringing tested materials to larger groups at our annual meetings (next one: *METM08* 11<sup>th</sup>-13<sup>th</sup> September in Split, Croatia).

Visit http://www.metmeetings.org/?section=workshops for information on the workshops and on how to register.

- Friday 7th Mar (17:30-21:00h)Readability: 10 strategies for improving flow in translated or non-English speakers' texts (John Bates) €25
- Friday 11th April (17:30-21:00h) Practical tools for improving text flow: focus on information ordering (ME Kerans) €25
- Friday 18th April (TBA) A genre analysis approach to translating and editing research articles (Alan Lounds) €25
- Tuesday 29th April (TBA) Practical tools for improving text flow: focus on punctuation (T O'Boyle) €25
- Friday 23rd May (17:30-21:00h) Using proofreading marks [working title] (ME Kerans and Bea Mas) €25
- Friday 27th June (17:30-21:00h) Righting citing: principles and strategies for editors and translators (I Patten) €25
- Saturday 28th June (10:00-13:00) Managing plagiarism: an approach to dialog between authors and editors (ME Kerans) €25

For more information, visit: http://www.metmeetings.org/

### ■ Contacting The ITIA

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#### ITIA Resources for Translators

The *Irish Translators' & Interpreters' Association* has compiled a series of useful information leaflets for translators and interpreters - both members and non-members alike. These leaflets are available from the ITIA website at www.translatorsassociation.ie.

The Translation Profession

Joining the ITIA

Ordinary Membership Application
Professional Membership Application

Database Entry
 Code of Practice

Background Information

Translation Services in Ireland

Admission Criteria

Recommendations on Rates

Professional Indemnity

Advertising

Interpreting