

**A NATIONAL STRATEGY FOR
THE DEVELOPMENT OF ENGLISH/WELSH
TRANSLATION AS A PROFESSION**

A National Strategy for the Development of English/Welsh Translation as a Profession



Cymdeithas Cyfieithwyr Cymru

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A NATIONAL STRATEGY FOR THE DEVELOPMENT OF ENGLISH/WELSH TRANSLATION AS A PROFESSION

1. INTRODUCTION

1.1 Aim

This document, prepared by Cymdeithas Cyfieithwyr Cymru (The Association of Welsh Translators and Interpreters) and the Welsh Language Board, aims to present a strategy for the development of the profession of English/Welsh translation. It covers issues concerning the role of translation within a wider movement to promote and facilitate the use of the Welsh language.

1.2 Background and objectives

Section 2 contains a brief summary of the profession's history over the past forty years with more detailed background notes on the current state of the profession. Section 3 deals in detail with the strategy's main objectives, which are:

- To assess the current supply and demand in relation to English/Welsh translation.
- To develop English/Welsh translation as a profession by promoting professional translation standards in Wales.
- To develop the role of Cymdeithas Cyfieithwyr Cymru (CCC) both as a body for accrediting and benchmarking translation standards, and as a consultative body.
- To define the translation strategy within the mission of the Welsh Language Board and *Iaith Pawb* and the wider context of the Welsh language.

In section 4 there is a summary of the main action points and in section 5 a select bibliography.

1.3 The wider context

Iaith Pawb, the Welsh Assembly Government's action plan for a bilingual Wales, approves the development of this strategy. Paragraph 4.44 of *Iaith Pawb* states:

'developing, in conjunction with the Association of Welsh Translators and Interpreters, **a national translation strategy**, and a project to develop the Association, under the Board's oversight, into a regulatory body for the profession.' (*Iaith Pawb*, Welsh Assembly Government, 2003, p. 49)

The strategy, therefore, forms part of the Government's vision and complies with the Board's strategic direction and its commitment to holistic linguistic planning. The translation process is in essence directly related to the

provision of opportunities to use the language and to altering language use. On the basis of a study of this contribution, the intention is to develop a policy that will ensure that translation, by virtue of its inclusion in the Board's central plans, will be used as a positive tool for the promotion of the Welsh language.

1.4 Translation and operating bilingually

It should be emphasised that this document deals specifically with the development of the translation profession, within the wider context of working bilingually. The strategy does not deal with the role of the translator in facilitating internal operation and bilingual workplaces, since this aspect of the development of the translator's post depends on the working practices of individual organisations and on the staffing structures of those organisations. The Welsh Language Board is examining methods of increasing the use of Welsh in the workplace as part of the normalization of bilingualism, and is currently carrying out specific projects to this end. Thus this strategy deals with translation as one contributory element in the bilingual processes of an organisation operating bilingually in Wales.

1.5 The realization of the strategy

For this strategy to be realized, it will need to be embraced by the whole profession, and a general awareness will need to be fostered that translation in Wales is part of a wider process. The essential element will be the partnership between CCC, the Board and the Welsh Assembly Government. CCC, under the Board's supervision and with support from the Welsh Assembly Government, will be the means for the realization of the strategy. Its successful implementation will also depend on setting up a number of robust partnerships between stakeholders in the translation field and further afield. A Translation Forum will be established for this purpose.

2. BACKGROUND

2.1 Historical background

It is only during the past forty years that English/Welsh translation has developed into a profession. The main factors underlying its development were:

- An increase in awareness of Welsh identity and the desire to express this through the use of the Welsh language
- The enhanced status of the Welsh language as a result of legislation
- Devolution of governmental power from London and the establishment of the National Assembly for Wales

The first full-time translator was appointed, by the Welsh Office, shortly after the Welsh Language Act 1967 came into force. In 1974, with local government reorganisation, three councils established their own translation units, a practice that spread to other public sector organisations so that by the mid 1980s there were some 56 full or part-time translation posts. The establishment of S4C in the early eighties may also have contributed to boosting confidence to give increasing public prominence to the Welsh language. By the late 1980s small commercial translation companies were also being set up.

The statutory requirement in the Welsh Language Act 1993 that public bodies formulate Welsh Language Schemes detailing the measures to be implemented for treating the Welsh and English languages on the basis of equality in the transaction of public business led to an enormous increase in the demand for translation, as did the establishment of the Welsh Language Board in December 1993. This growth continued following local government reorganisation in Wales in 1996. The establishment of the National Assembly for Wales further increased demand until the latest upsurge in translation work led some to question the propriety of devoting such large resources to this field (see section 2.2.5).

While it was public sector investment that was mainly responsible for the development of translation as a recognised profession in Wales, there has until recently been little public investment in seeking to raise standards and develop the profession. This strategy will consider:

- the contribution of CCC to the establishment of professional translation standards in Wales
- the recommendations for developing the profession contained in *Our Language: Its Future* (Welsh Assembly Government, 2003.) and *Iaith Pawb* (ib.)
- the detailed recommendations of *Report on the Regulation of the English/Welsh Translation Profession*, adopted by the Welsh

Language Board on 14 February 2003 (please see Board Papers, 14 February 2003 in www.welsh-language-board.org.uk).

2.2 The present state of the translation profession

2.2.1 The need for professional standards

Its review of the state of the Welsh language led the Assembly's Culture Committee to recognise the need for a degree of regulation in the field of translation, and the [Welsh Language] Board was asked to give the matter its consideration. A working party was set up and, in a report approved by the Board at its meeting on 14 February 2003, defined the regulatory process as follows:

‘To secure a route for the professional development of English/Welsh translators’ (*Report on the Regulation of the English/Welsh Translation Profession*, Welsh Language Board, 2003, please see Board Papers, 14 February 2003 in www.welsh-language-board.org.uk)

Since the report described in detail the circumstances that gave rise to the call for regulation, that background will not be reiterated here, except in so far as to note that the central issue was summarised as follows:

‘At present, anyone can call him or herself a translator and set up in the profession. As a result, and in consequence of the lack of regulation of the profession, standards cannot be ensured. Unless standards are ensured, accuracy cannot be guaranteed.’ (as above)

An earlier report by the Board had emphasised that ensuring accuracy was no longer merely a matter of professional standards but one which also involved legal considerations:

‘Under the 1967 Act, a Minister could declare, as was done in a great many instances, that when a discrepancy arose between an English version and a Welsh version of any statutory form, the English version would prevail. Therefore, it was not necessary for the Welsh translation to be exactly accurate. But as a result of the 1993 Act, when there is a discrepancy between versions, both versions must be considered in order to decide the meaning of the text. Therefore, ensuring accurate translations will be more important than ever. They will need to convey an exactly equivalent meaning because, should there be any discrepancy, only the court can ultimately decide the meaning of the text.’ (*The Panel for Official Welsh: Report*, Welsh Language Board, 1995, Part 1 para.7)

1997 saw action being taken on one of the recommendations of the *Panel for Official Welsh* (ib. p. 69), namely that:

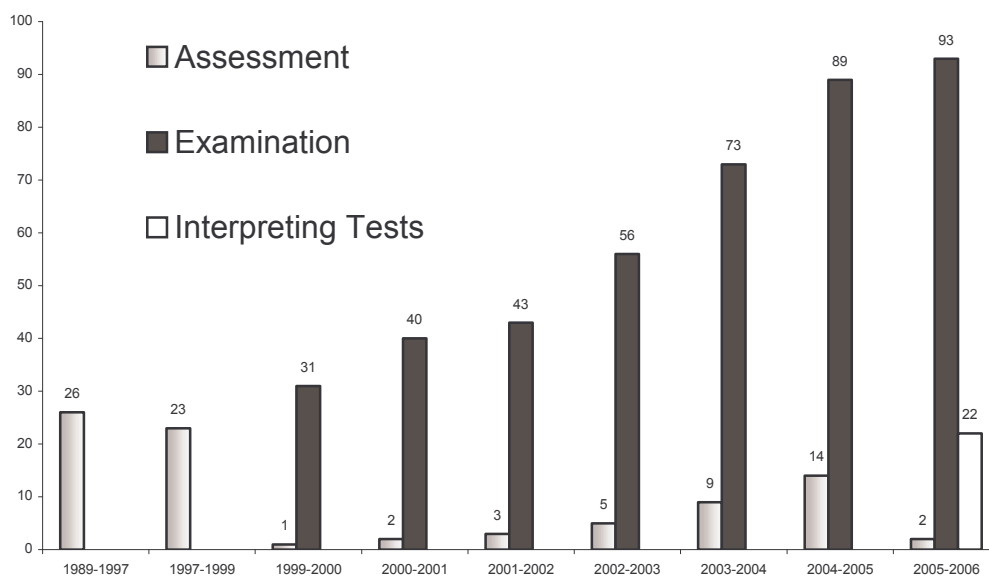
‘The Welsh Language Board should invite the Association to consider how best it can develop its activities to meet the needs of today and to

determine whether, and, if so, on what terms it could offer support and assistance to expand its work.'

2.2.2 The contribution of Cymdeithas Cyfieithwyr Cymru

Cymdeithas Cyfieithwyr Cymru was established in 1976 to provide a platform for the discussion of translation matters in Wales and has, over the years, organised conferences, seminars and workshops to provide a forum for the profession and to act as a medium for sharing best practice. In the face of the increase in translator numbers in the late eighties, CCC decided to introduce a membership system based on assessment of work in order to establish professional standards in the field. A system was introduced for membership on two levels, Basic, for those embarking on a career in the profession and Full for those meriting full professional membership. Like all CCC's other work at that period, this assessment work was entirely voluntary.

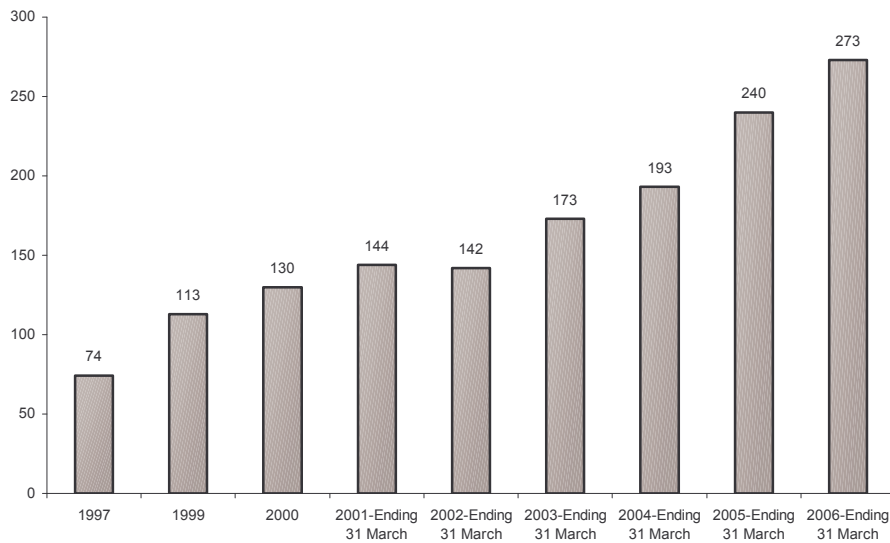
Grant aid from the Welsh Language Board was first received in 1997, and the graph below indicates the growth in this work since that time, particularly following the setting up of an examination system for Basic membership in 1999 and then for Full membership in 2003.



Graph 1: Increase in CCC's examination and assessment activity between 1997 and 2005/6

CCC has now begun assessing interpreting and has introduced Interpreting Membership as well as Interim Interpreting Membership for those awaiting assessment.

Membership numbers have increased steadily during the period concerned, though it must be borne in mind that there is considerable movement between membership categories as basic members attain full membership. Thus the total membership figure does not reflect the success rate or the numbers joining CCC.



Graph 2: Increase in CCC membership between 1997 and March 2006

Membership comprises translators and interpreters employed by public organisations and private companies, as well as freelance translators. A list of members is published on the CCC website and in a Directory. It is to this list of approved members that the Welsh Language Board refers enquirers seeking translation or interpreting services.

To date, CCC's examination and assessment work is the only independent measure of assessment which has been available to the profession of English/Welsh translation in Wales.¹ CCC has initiated discussions with translation companies regarding corporate membership, and such a step would be a means of ensuring everyone is included in discussions on how to develop and promote the profession in Wales.

In 2005 Cymdeithas Cyfieithwyr Cymru was accepted as a corporate member of the *Fédération Internationale des Traducteurs* (International Federation of Translation Associations). CCC discusses general translation issues with the ITI (*The Institute of Translation and Interpreting*), for example the implementation of the European standard for offering translation services (CEN/BTTF 138), and discusses matters relating to translation in the community and in the courts with the NRPSI.

2.2.3 The need for professional training

The comparatively low pass rate for CCC's examinations and assessments highlights the real need to develop approved training in the field to meet the

¹ The ITI (Institute of Translation and Interpreting) and the IoL (Institute of Linguists) also assess English/Welsh translators.

demands of English/Welsh translation work, something *Iaith Pawb* confirmed when it referred to the need:

‘to ensure consistency and develop a standard qualification for translators’ (ib.p.59)

This strategy is a means to develop a standard qualification which will reflect the special role of the translator in Wales, working within a bilingual situation where attempts are being made to increase the use of the Welsh language.

2.2.4 The need to develop employers' awareness of translation standards

The status of translation posts within organisations needs to be raised as part of the process of enabling the organisations to meet the statutory requirements placed upon them by the Welsh Language Act. Far too frequently, translation work is done by the one person in the office who happens to speak Welsh. The Welsh speaker is expected to carry out the work without any training and, frequently, without any additional recognition. This situation is detrimental both to the position of the professional translator and to the Welsh language.

The Board works with organisations that have a Welsh Language Scheme, or that offer a bilingual service to the public, to seek to ensure that translated documents are of a high standard and serve their purpose. The guidelines provided for organisations revising their language schemes include establishing methods of guaranteeing and monitoring standards.

2.2.5 The need to raise awareness of the purpose of translation

Text translation

Translation has been a means for public organisations to project a bilingual image for themselves and respect the right of the individual to receive correspondence, forms, publications, etc in the language of his or her choice. Some people began to feel concerned² that the provision of a translation service in this way could prove to be merely superficial where an organisation provided the outward appearance of bilingualism without necessarily changing its attitudes to the language.

² For example, in his address *The Prospects for the Welsh Language*, delivered in March 2002, Rhodri Williams, the then Chairman of the Welsh Language Board, said:

“More remains to be done in the translation field as well. I want to see translation developing as a true service and not just another name for paying lip-service to the language. It is a support service.

“I am not belittling the translators' profession but looking for more imagination and holistic planning from institutions that believe at present that translation is the only answer to offering a service in two languages.”

Twelve of the 22 local government units in Wales have translation units, which have developed in different ways as a result of differing demands and which are located within different departments. A considerable amount of appraisal and planning took place under the banner of Best Value, and as Welsh Language Schemes have been revised more consideration has been given to the role of translation units than was previously the case. More needs to be learned about the differing objectives of translation units in the public sector, leading to an informed agreement on best practice and the setting of recognised standards. This could be achieved by developing an award in recognition of excellence in the field.

Organisations' in-house translation services should be determined and planned on the basis of a definite policy, so that they promote the language schemes. Translation units can make a considerable contribution to ensuring that aspects of an organisation's internal administration become more Welsh-language orientated. The Board is currently carrying out projects which examine aspects of bilingual administration in public bodies, including looking at the contribution of translation services (*cf.* 1.4 above).

Similar purposeful planning will be required in organisations with no translation unit, especially where local authorities depend on commercial services to meet the demands of their Welsh language schemes.

Establishing Translation Priorities and Register

It would be gratifying to see more public bodies following the Assembly's practice of producing original English-language documents in clear English. The tendency has been to use the services of Plain English and Cymraeg Clir rather than to promote the general principle of clarity and brevity. Another good practice on the part of the Assembly is editing documents in the original language in order to produce documents for the target audience which are more user-friendly and to the point. This in turn facilitates the work of the translator and makes fewer demands on translation resources.

The development of stylistic guidelines for writing user-friendly English and Welsh is also part of the guidelines the Board will be providing to public bodies as they revise their language schemes.

Interpreting

Considerable concern has been voiced among interpreters and others about the many occasions when insufficient use is made of interpreting services provided for meetings. Despite the steps taken to produce booklets setting out guidelines for holding bilingual meetings (e.g. *Hear and Now*, by Menter Môn and Cymdeithas Cyfieithwyr Cymru) there has been little improvement in the situation. The Board encourages organisations to develop guidelines for their own use in convening bilingual meetings. The Board also intends to publish guidelines including useful suggestions for chairpersons, organisers, facilitators and those attending bilingual meetings.

The Board will be promoting discussions on this matter in the context of the work of the Board and its partners in the field of confidence in language use and language awareness.

One area which has received a great deal of attention recently in this connection is the courts, and this strategy will be a means to continue the discussion begun in *The Use of Bilingual (English and Welsh-speaking) Juries in Certain Criminal Trials in Wales* (Office for Criminal Justice Reform, 2005). With all the courts now brought together under HM Court Service Agency and a post created to focus on interpreting in the courts, it will be possible to conduct a continuing dialogue during the implementation of the strategy.

2.2.6. The need to develop the translation industry to its full potential

There are grounds for believing that the true potential of the translation industry has not been developed to the benefit of the Welsh economy. Opportunities are lost owing to the industry's lack of structure and the failure to develop professional training. This was highlighted in a study commissioned by Menter a Busnes from Iaithe Cyf., namely *A Study of the Economic Potential of Language-Related Businesses* (Menter a Busnes, 2001) as part of the Entrepreneurship Action Plan which considers the potential of translation in creating employment, especially in Welsh-speaking areas where the economy needs to be strengthened.

SUMMARY

Recommendations of *laith Pawb*

'Developing in conjunction with the Association of Welsh Translators and Interpreters, **a national translation strategy**, and a project to develop the Association, under the Board's oversight, into a regulatory body for the profession.'

There is a need to:

- Develop awareness of professional standards
- Develop standard qualifications
- Develop awareness of the purpose of translation
 - Among translators
 - Among employers and people commissioning translation work
 - Among those commissioning interpreters
- Realize the potential of the translation industry for the economy

Steps

- The Board will continue to encourage organisations to give consideration to the importance of translation standards, including register and style, and to the role of the translator.
- The Board will promote discussions on this issue in the context of the work of the Board and its partners in the field of language confidence and language awareness.

3. OBJECTIVES

OBJECTIVE 1 To assess the current supply and demand in relation to English/Welsh translation

3.1.1 Statistical survey

Early in 2005, Menter a Busnes undertook a *Survey of the Translation Industry in Wales* for Cymdeithas Cyfieithwyr Cymru, on behalf of the Welsh Language Board, to assess supply and demand in English/Welsh translation. Translators and translation companies as well as commissioners of translation work were surveyed to gain a better understanding of:

- the numbers working in translation
- the nature of the demand
- how the demand is being met
- the nature of the activity
- the nature of employment in translation
- the nature of commercial activity

Of those contacted, 19% of translators and 20% of commissioners of translations responded – an above average level of response to postal questionnaires.

To promote further research into the structure of the industry discussions will be held with the National Assembly's Department for Enterprise, Innovation and Networks.

3.1.2 Structure of the Industry

Thorough knowledge and experience of working in the translation industry lends credence to the belief that it needs to be more effectively structured so that those communities in which Welsh is a community language are able to benefit from it and the substantial public investment made in it. This would accord with the spirit of *laith Pawb* and its emphasis on mainstreaming the Welsh language and ensuring its use as a community language. The section on Generating Business and Enterprise investigates the economic aspect in detail:

- ‘3.9 The programme delivery mechanisms will also have to have regard to the Welsh-speaking character of certain communities and ensure that this is taken into account in the services provided. There is also a need to maximise the commercial potential of sectors linked with the Welsh language.
- 3.10 Underpinning this is a need to know far more about the links between economic development and the language. The Assembly Government will work with the WDA and Menter a Busnes to develop a framework for research and development

which will better inform the relationship between the economy and the language at strategic and operational levels. (ib. p .23)

Further work needs to be done to build on the studies already undertaken, such as Siwan Davies's survey *Arolwg o'r Diwydiant Cyfieithu yng Nghymru* (A Survey of the Translation Industry in Wales) (2003) for an MScEcon degree in the Business Department of the University of Wales, Aberystwyth and the report on *A Study of the Economic Potential of Language-Related Businesses* (Menter a Busnes, 2001).

3.1.3 A study of the contribution of translation to changing attitudes to the Welsh language

The contribution of translation to changing attitudes will be discussed in greater detail under Objective 4, which considers the relationship between the translation strategy and the Language Board's general strategy. The implementation of the translation strategy would, however, benefit from a fuller study of the contribution of translation to changing attitudes to the Welsh language within the public bodies that have their own translation units. An initial study was carried out by Judith Kaufmann as part of her Diploma at Leipzig University, *The Importance of Translation for the Strengthening of Bilingualism in Wales*, 2001.

Part of the Board's work on examining confidence and language use will involve considering how staff attitudes towards the language have changed during the period in which the Welsh language has gained greater public prominence, and to what extent the translation of official documents into Welsh has increased the confidence of the workforce to the point that they have begun producing drafts in Welsh. This would make it possible to assess how far their new-found confidence is changing staff attitudes to the Welsh language in general and how this is, in turn, reflected in the attitudes of the wider community, for example, in language transmission within the family.

Given that there is room to believe that the influence of simultaneous translation can be more pervasive than that of the written word, a study of the influence of simultaneous translation should also be undertaken. Discussion of issues in the natural language of the community – the language which actually reflects its identity – can lead to decisions being made which are more closely allied to community aspirations. An initial study was made during 2005-06 of the influence of simultaneous translation at public level. Its mixed results showed that a further study should be undertaken.

3.1.4 Development of the Contribution of Translation to Welsh-medium Education

Attention will be given to the contribution of translation to the reinforcement of education through the medium of Welsh in both the primary and secondary sectors. This will include examining the potential contribution of the profession to the planning, at national level, of the provision of Welsh medium teaching resources, such as the National Grid for Learning. The problem of

the duplication of translation of teaching materials needs to be tackled by exploiting the full potential of information technology, and this would also enhance consistency in the use of terminology in education.

Representatives from bodies such as the Wales Books Council, the Welsh Joint Education Committee and the Welsh Assembly Government's Department of Qualifications and Curriculum will be urged to consider working together to develop a national publishing programme leading to a comprehensive programme of translation and adaptation of resources for teaching through the medium of Welsh. CCC's role in this context would be to provide opportunities for subject specialists and translators to work together in this field.

SUMMARY

Objective 1

To assess the current situation in English/Welsh translation with regard to supply and demand by:

1. Investigating the potential of the translation industry within the economy, and the need for structure
2. Studying the contribution of translation to changing attitudes to the Welsh language
3. Developing the contribution of translation to Welsh-medium Education

Specifically:

- In order to undertake further research into the activity of the industry, initiate discussions with the Welsh Assembly's Department for Enterprise, Innovation and Networks.
- Part of the Board's work on examining linguistic confidence and language use will involve considering how staff attitudes towards the language have changed during the period in which the Welsh language has gained greater public prominence, and to what extent the translation of official documents into Welsh has increased the confidence of the workforce to the point that they have begun producing drafts in Welsh.
- As part of the role of the Translation Forum, attention will be given to the contribution of translation to the reinforcement of education through the medium of Welsh in the primary and secondary sectors.

OBJECTIVE 2 To develop English/Welsh translation as a profession by promoting professional translation standards in Wales.

3.2.1 Development of courses leading to a professional qualification for translators and interpreters

The development of tailor-made professional training for English/Welsh translation is vital to raising translation standards in Wales. Courses leading to national standard qualifications in text and simultaneous translation should be accredited by the profession itself. A framework will be developed for accredited professional translation courses and, via the Translation Forum, discussions will be held with relevant partners on possible ways of working together to develop some of these qualifications.

3.2.2 Development of trainers and training centres to offer professional courses

Investment will be needed to enable translators to become trainers in text translation and interpreting and to develop the necessary resources for training. It is anticipated that universities will play a vital role by providing foundation courses in linguistic training for prospective translators and possibly, in due course, offer degree courses in English/Welsh translation. However, the development of a centre for the training and support of prospective translators and simultaneous translators would provide the impetus for further development and progression at postgraduate level by developing and establishing tailor-made training designed to meet the vocational requirements of this new profession in Wales.

In the feasibility study undertaken by Iaithe Cyf. and CCC of training requirements, *Sefydlu Asiantaeth Hyfforddi, Datblygu a Chefnogi Cyfieithwyr; Astudiaeth Dichonoldeb* (Cymdeithas Cyfieithwyr Cymru and Iaithe Cyf, 2004), a majority of translators believed that the optimum training would be that based on completing day-to-day translation tasks. As part of the framework for the development of professional translation courses, consideration will be given to the means of establishing, in conjunction with the public and private sectors, an agency to train and support translators so that relevant training can be developed to meet the current needs of the industry.

3.2.3 Development of a professional development route for translators and interpreters

There is currently no recognised national professional development route for translators. Without a clear structure, the present confusion with regard to the status and terms and conditions of work of translators and simultaneous translators may well continue.

Efforts need to be made to gain general recognition for the vocational achievements of translators as they develop in post, and achieving one or

more levels of membership of Cymdeithas Cyfieithwyr Cymru would be a starting point in this respect. Achievement of Basic Membership signifies that a translator has reached the standard attained by those who have been working under the supervision of an experienced translator for twelve months. Following a further period of practice and training, the translator would apply to become a Full Member of Cymdeithas Cyfieithwyr Cymru, achievement of which would signify that the candidate has attained a sufficiently high standard to be able to work independently of the supervision of an experienced translator.

A partnership between the universities, translation companies and units and the new training centre discussed above could bridge the gap between purely academic qualifications on the one hand and applied expertise and professional and practical experience on the other. Such a partnership could offer a clear and appropriate route for graduates in that success in the Association's examinations would enable them to move on to translation in the workplace and to translating for clients. Following the introduction of the framework for developing professional translating courses, discussions will be initiated with potential partners to consider the establishment of a training agency for the profession.

We believe that a partnership development such as the one discussed above would be a most constructive contribution not only to the regulation of the profession in accordance with the objectives of *Iaith Pawb*, but also to the normalisation of translation as a profession, in that it would provide prospective students of translation with a clear training and development route to becoming a recognised translator.

The clear and transparent nature of the professional training route would, in turn, heighten awareness, stimulate interest and increase the confidence of the Welsh public in the translation process, thus contributing to one of the central objectives of *Iaith Pawb* – the normalisation of bilingualism.

3.2.4 Terminology and Information Technology

To promote the work of translators and ensure that Welsh is used in all kinds of new and innovative areas, it is vital for standard terms to be available for use both by practising text and simultaneous translators and by the public in general. Over the years, the Board and other bodies have commissioned lists of terms which have now been combined into a national database of standardised terms. The lack of consistency in the standard terms available to the general public having proved to be a stumbling block in the past, the Board has indicated in *The Future of the Welsh Language – A Strategic Plan* – its intention to define and identify a role for itself, and then for the Welsh Assembly Government, as the national body to co-ordinate the standardisation of terms and place-names.

The *Survey of the Translation Industry in Wales* (see 3.1.1) demonstrates that translators are aware of the advantages of information technology: 80% of the

translators who responded agreed or agreed strongly with the statement that 'Information Technology can facilitate the work of translators'.

The Welsh Language Board has in recent years invested heavily in the development of information technology resources such as a Welsh spellchecker and resources for ensuring particular accents, and there is a real need to ensure that such resources are easily accessible to practising translators and also, where possible, to the public. Translators will be required to familiarise themselves with the latest technology as part of their training.

3.2.5 Development of Linguistic Elements within the Education Curriculum

Given that graduates and others cannot be given training in translation unless they have a background in language, we would recommend that the National Assembly should place its ideal of creating a bilingual Wales at the heart of other education strategies such as its literacy strategy and its strategy on modern foreign languages, *Languages Count* (Welsh Assembly Government, 2002).

This does not, however, mean offering translation courses in school or recommending that pupils should undertake translation work. We would, however, welcome consideration by the Welsh and English Subject Panels of any contribution they could make to developing pupils' awareness of both languages and strengthen pupils' awareness of the traits, syntax and idioms of languages. *Languages Count* has highlighted the need for such a development and an opportunity should be provided for the profession to contribute to the work recommended on page 8 of that report:

'We will commission ACCAC to work with Estyn to draw up guidance on language learning from Key Stages 1 to 3. This guidance will establish principles and recommendations common to English, Welsh and foreign languages. It will help teachers build on earlier learning, and help foster greater cooperation between Welsh, English and modern foreign language departments.' (*Languages Count*, Welsh Assembly Government, 2002, p.8)

Within this context, elements could be introduced to promote the development of language awareness in the curriculum and strengthen pupils' grasp of the essential elements of bilingualism and biculturalism.

The Board will continue to work with CILT Cymru to ensure that the Welsh language is taken into consideration in relevant developments in modern foreign languages.

3.2.6 Raising the Status of the Text and Simultaneous Translation Profession in Wales and beyond

A campaign to market English/Welsh translation as a career among secondary school pupils and university students is needed to raise the status

of translation as a professional activity among prospective translators. A wider campaign by the Language Board and its partners to promote jobs in language-related work areas could also be used to raise the status of the translator's work. Co-operation with Careers Wales would constitute yet another means of promoting translation as a career.

There is a need to change student attitudes in secondary schools to English/Welsh translation and attract more pupils interested in foreign languages, as well as those interested in the Welsh language, to consider pursuing a career in English/Welsh translation.

Comparative studies of translation activity in countries where material is translated into a minority language or languages should be encouraged, and this would be a timely development in view of the introduction of the European standard for translation (CEN/BTTF 138). CCC will continue its discussions with the ITI, NRPSI and ATC while the BSI proceeds to implement the procedure recommended under the CEN standard.

SUMMARY

Objective 2

To develop English/Welsh translation as a profession by promoting professional translation standards in Wales by:

1. Drawing up a framework for the introduction of standard national qualifications for translators and interpreters
2. Developing a route for the professional development of translators and interpreters
3. Working together to develop linguistic elements in the Education Curriculum
4. Raising the status of the Interpreting and Translation Profession in Wales and beyond

Specifically:

- CCC will develop a framework for accredited professional translation courses and discuss possible ways of working with relevant organisations to develop some of these qualifications.
- The Translation Forum will discuss with relevant partners possible ways of working together to develop some of these qualifications.
- As part of the framework for the development of professional translation courses, CCC will consider the establishment of an agency to train and support translators.
- The Board will define and identify a role for itself, and then for the Welsh Assembly Government, as the national body to co-ordinate the standardisation of terms and place-names.
- The Board will continue to work with CILT Cymru to ensure that the Welsh language is taken into consideration in relevant developments in modern foreign languages.
- CCC will continue its discussions with the ITI, NRPSI and ATC while the BSI proceeds to implement the procedure recommended under the CEN/BTTF 138 standard.

OBJECTIVE 3 To develop the role of CCC both as a body for accrediting and benchmarking translation and interpreting standards, and as a consultative body

3.3.1 Development of Cymdeithas Cyfieithwyr Cymru Cyf. as an accrediting and benchmarking body

Agreement has now been reached between the Language Board, the Welsh Assembly Government and CCC that professional standards in English/Welsh translation can be achieved through regulation:

'The argument for regulation of the profession is clear: without regulation, high standards cannot be ensured; and unless this is done, accuracy cannot be guaranteed. There is at present nothing to prevent anyone from calling him or herself a translator and setting up in the profession.' (*Report on the Regulation of the translation profession*, please see Board Papers, 14 February 2003 in www.welsh-language-board.org.uk)

This is how the working party defined the regulatory process in the report approved by the Board at its meeting on 14 February 2003:

'firstly, the development of CCC so that more and more competent translators decide to join it; and developing qualifications for translators as part of a scheme for their continuing professional development.' (ib., see above)

The Language Board already recognises the Association as a benchmarking body by referring enquirers to CCC's directory of those translators who have achieved membership through its examination and assessment procedures. The graph on in 2.2.2 illustrates the substantial increase in the numbers applying for membership. Part of the work of developing into an accrediting and benchmarking body will involve CCC in drawing up a framework for introducing professional qualifications and in undertaking a survey of the training needs of translation units. It will do so by initiating discussions with the translation services of the Welsh Assembly Government and of the National Assembly itself, with commercial translation companies and with individual members of CCC and other professional bodies.

3.3.2 Increasing the membership of CCC and reviewing its assessment and examination system

The Association will continue to review its examination and assessment systems in accordance with the report on regulation:

'CCC should re-examine its examination and assessment systems, holding discussions with the Assembly's Translation Service and other public sector bodies, and with translation companies in the private sector.' (ib., see above)

Considerable progress has been made towards considering the appropriateness of establishing a category of corporate membership. This continuing discussion will be extended to include the introduction of quality control systems and a route for the continuing professional development of translators. It will take into consideration any contribution that the CEN, the European standard for translation, can make to these processes.

3.3.3 Development of CCC's advisory role

CCC's function will extend beyond its regulatory function to encompass an advisory role as it develops policies on translation relevant to the Board's activities and translation in Wales and offers advice on the latest developments in translation, including information technology. One example would be the contribution it could make to the development of translation memory, translation in the community, and translation for the private sector.

3.3.4 Representation of the Profession in the development of a professional qualification

To encourage regulation, there is a need to create routes for translators to achieve the expected professional standards. The report on Regulation recognises this fact and awards CCC a key role in developing such a qualification:

‘CCC is the body that should guide the whole process of developing this qualification.’ (ib., see above)

CCC and the Board will enter into discussions with the public and private sectors on ways and means of developing training which will lead to offering recognised national qualifications and professional development courses along the lines suggested in *Adroddiad ar Sefydlu Asiantaeth Hyfforddi, Datblygu a Chefnogi Cyfieithwyr: Astudiaeth Dichonoldeb* (A Report on the Establishment of a Training, Development and Support Agency for Translators: A Feasibility Study) (Cymdeithas Cyfieithwyr Cymru and Iaith Cyf, 2004).

CCC will enter into discussion with funding bodies with a view to setting up an independent agency for the industry that would be responsible for training and developments in the field.

SUMMARY

Objective 3

To develop the role of CCC both as a body for accrediting and benchmarking English/Welsh translation and interpreting standards by:

1. Further developing the role of CCC as a body for accrediting and benchmarking translation and interpreting standards
2. Increasing the membership of CCC and reviewing its assessment and examination systems
3. Developing CCC's advisory role
4. Representing the profession in developing professional qualifications

Specifically:

- CCC will draw up a framework for introducing professional qualifications in translation.
- CCC will continue to review its examination and assessment systems in accordance with the report on regulation.
- CCC will continue to discuss corporate membership and will extend the discussion to include discussion on the introduction of quality control systems and a route for the continuing professional development for translators.
- CCC and the Board will enter into discussions with the public and private sectors on ways and means of developing training which will lead to offering recognised national qualifications and professional development courses
- CCC will enter into discussion with funding bodies with a view to setting up an independent agency for the industry that would be responsible for training and developments in the field.

OBJECTIVE 4 To define the translation strategy within the mission of the Welsh Language Board and *Iaith Pawb* and the wider context of the Welsh language

Translation has played a key role in increasing and extending the use of the Welsh language – a process greatly accelerated by the passing of the Welsh Language Act 1993, the establishment of the Welsh Language Board and, subsequently, the establishment of the National Assembly for Wales.

3.4.1 Welsh in the Public Sector

One of the essential elements of implementing the Welsh Language Act 1993 during the first ten years of the Welsh Language Board's existence has been the requirement for public bodies to draw up Welsh language schemes.

'The Welsh Language Act 1993 established the principle that in the conduct of public business and administration of justice in Wales the English and Welsh languages should be treated on a basis of equality. The Act also made provisions for the preparation and approval of Welsh language schemes.' (*Welsh Language Schemes: Their preparation and approval in accordance with the Welsh Language Act 1993*, Welsh Language Board, 1996, p. 4)

Without the assistance of professional translators, public institutions would have found it impossible to implement the schemes agreed between themselves and the Board. Now, with more than 300 such schemes having been approved by the Board, several sectors have established networks to support their implementation. The contribution of CCC to these networks should be borne in mind in developing English/Welsh translation.

CCC could help individual institutions to implement their schemes by advising them on employing or commissioning translators and then by advising on issues of translation standards, training and the professional development of translators.

With many Language Schemes being revised and strengthened, there is now room to consider what further contribution translators could make beyond simply providing a bilingual image by facilitating how those bodies operate bilingually. One of the Board's objectives is to increase the use of the Welsh language within institutions. Before this can be achieved, discussions will need to be held about the best way to achieve it and consideration should be given to the role of the translation unit. It has been suggested on more than one occasion that translators employed by organisations can, by acting as editors, support other staff when they draft documents in Welsh. As noted in section 1.4, the Board is currently running projects to identify good practice in bilingual workplaces, and this includes giving consideration to the role of the translator.

Translation services in the public sector have a key role to play in that they can set an example and influence other institutions and sectors by providing an efficient translation service which promotes the use of the Welsh language.

3.4.2 Welsh in the Voluntary Sector and at community level

Translation in the community is an area that has seen substantial development over the past few years as a number of Mentrau Iaith and other bodies have secured temporary funding from various sources to offer both simultaneous and text translation services in the community. This has helped to increase the prominence of the Welsh language, visually and audibly, in the community.

Simultaneous translation at this level can play a vital role in:

- Promoting understanding between members of the community
- Integrating communities by facilitating the discussion of issues affecting the general welfare and prosperity of the community
- Creating more opportunities to use the language.

Herein, too, lies the greatest challenge for simultaneous translators and promoters of the Welsh language due to

- The informal nature of activity at this level
- Language use between individuals and within societies being long-established.

The provision of a second-class simultaneous translation service at this level would be fraught with danger.

While needs and opportunities vary greatly from area to area, the need to develop a policy for translation in the community has already been discussed with the Wales Council for Voluntary Action, and the Language Board will continue to promote policies in this area by continuing its discussions with them and with the Wales Association of County Voluntary Councils (WACVC). There is a need to develop training for prospective translators, for officers of the Mentrau, for leaders of societies and for chairs of meetings. Consideration of the discussion paper *Cyfieithu Cymunedol; Papur Trafod Cychwynnol* (Iaith Cyf., 2002) (Community Translation; An Initial Discussion Paper) on community translation would be a useful starting point. The following was noted in the *Report on the Regulation of the English/Welsh Translation Profession*:

‘Translation in the community should not be allowed to develop as an activity independent of the mainstream translation industry; rather, the aim should be to include it in the regulatory process.’ (*Report on the Regulation of the English/Welsh Translation Profession*, Welsh Language Board, 2003, please see Board Papers, 14 February 2003 in www.welsh-language-board.org.uk)

CCC's function at this level is to maintain translation standards through assessment, advising on training and facilitating mentoring schemes.

3.4.3 Welsh in the Private Sector

The Board's Private Sector strategy aims to increase the use made of the Welsh language by businesses and individuals in the private sector, both visually and orally. There is a need to consider the contribution made by translation to the production of bilingual materials and to raising awareness of the Welsh language in the marketing of products. There is room for the profession to consider how it can respond to the needs of the private sector for all kinds of translations and how such a service can be marketed.

In accordance with the Strategy, the Board, CCC and other appropriate organisations will discuss how to offer a standard service responsive to the demands of the private sector, and how such a service could be marketed.

SUMMARY

Objective 4

To define the translation strategy within the mission of the Welsh Language Board and *Iaith Pawb* and the wider context of the Welsh language:

Integrating the development of the translation profession into the Board's Strategic Plan and its partners, thus increasing the contribution of translation to the normalisation of the Welsh language in:

1. The Public Sector
2. The Voluntary Sector and at community level
3. The Private Sector

Specifically:

- The Board will share the findings of its projects on bilingual workplaces with other organisations.
- The Board will continue to work with the Wales Council for Voluntary Action, Cymdeithas Cyfieithwyr Cymru and the voluntary sector funding bodies to develop a funding framework and train translators on a voluntary basis
- In accordance with the Strategy, the Board, CCC and other appropriate organisations will discuss how to offer a standard service responsive to the demands of the private sector, and how such a service could be marketed.

4. SUMMARY OF THE MAIN ACTION POINTS

- The Board will continue to encourage organisations to give consideration to the importance of translation standards, including register and style, and to the role of the translator.
- The Board will promote discussions on this issue in the context of the work of the Board and its partners in the field of language confidence and language awareness.
- In order to undertake further research into the activity of the industry, initiate discussions with the Welsh Assembly's Department for Enterprise, Innovation and Networks.
- Part of the Board's work on examining linguistic confidence and language use will involve considering how staff attitudes towards the language have changed during the period in which the Welsh language has gained greater public prominence, and to what extent the translation of official documents into Welsh has increased the confidence of the workforce to the point that they have begun producing drafts in Welsh.
- As part of the role of the Translation Forum, attention will be given to the contribution of translation to the reinforcement of education through the medium of Welsh in the primary and secondary sectors.
- CCC will develop a framework for accredited professional translation courses and discuss possible ways of working with relevant organisations to develop some of these qualifications.
- The Translation Forum will discuss with relevant partners possible ways of working together to develop some of these qualifications.
- As part of the framework for the development of professional translation courses, CCC will consider whether there is a need to establish an agency to train and support translators.
- The Board will define and identify a role for itself, and then for the Welsh Assembly Government, as the national body to co-ordinate the standardisation of terms and place-names.
- The Board will continue to work with CILT Cymru to ensure that the Welsh language is taken into consideration in relevant developments in modern foreign languages.
- CCC will continue its discussions with the ITI, NRPSI and ATC while the BSI proceeds to implement the procedure recommended under the CEN/BTTF 138 standard.

- CCC will draw up a framework for introducing professional qualifications in translation.
- CCC will continue to review its examination and assessment systems in accordance with the report on regulation.
- CCC will continue to discuss corporate membership and will extend the discussion to include discussion on the introduction of quality control systems and a route for the continuing professional development for translators.
- Both CCC and the Board will enter into discussions with the public and private sectors on ways and means of developing training which will lead to offering recognised national qualifications and professional development courses.
- The Board will share the findings of its projects on bilingual workplaces with other organisations.
- The Board will continue to work with the Wales Council for Voluntary Action, Cymdeithas Cyfieithwyr Cymru and the voluntary sector funding bodies to develop a funding framework and train translators on a voluntary basis
- In accordance with the Strategy, the Board, CCC and other appropriate organisations will discuss how it will be possible to offer a standard service responsive to the demands of the private sector, and how such a service could be marketed.

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