



How Should Translators Be Protected in the Workplace? Developing a Translator Rights Model Inventory

¿Cómo se debería de proteger a los traductores en su lugar de trabajo? Desarrollo de un modelo de inventario de los derechos del traductor

CHRISTY FUNG-MING LIU

The Education University of Hong Kong, 10 Lo Ping Road, Tai Po, New Territories, Hong Kong.

Dirección de correo electrónico: liufm@eduhk.hk

ORCID: <https://orcid.org/0000-0002-3090-0339>

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Abstract: In recent years, there has been growing interest in studying translators in the workplace. However, the rights of translators are an uncharted area. The objectives of this paper are twofold. First, it studies translators' perceptions of translator rights in the workplace. Second, it develops a translator rights model inventory that compiles practitioners' viewpoints for studying and measuring translator rights. This paper presents findings from a questionnaire survey that collected both quantitative and qualitative data from 155 translation practitioners in Greater China (mainland China, Hong Kong and Taiwan). The findings suggest that the translators attach the greatest importance to rights related to working conditions, followed by rights related to economic and social position, and finally those related to copyright issues. It was found that the translators are quite dissatisfied with the rights they have in the workplace, because what they wish to enjoy is much less than what they expect. In addition, a translator's social variables, such as age, level of education, major field of study, and years of translation experience, are not related to the number of rights the person enjoys in the workplace. What was found to be related is the sex of the translator and region in which the translator lives.

Keywords: Translator rights, translator professionalism, quantitative method, qualitative method, Greater China.

Resumen: En los últimos años ha aumentado el interés por estudiar traductores en el lugar de trabajo, pero los derechos de los traductores son un área bastante desconocida. Los objetivos de este trabajo son dos. En primer lugar, estudiar las percepciones de los traductores sobre los derechos del traductor en el lugar de trabajo. En segundo lugar, desarrollar un inventario de los

derechos de los traductores que recopile los puntos de vista de los profesionales del sector para estudiar y medir los derechos del traductor. Este artículo presenta los hallazgos de una encuesta que recogió datos cuantitativos y cualitativos de 155 profesionales de la traducción en la Gran China (China, Hong Kong y Taiwán). Los hallazgos sugieren que los traductores otorgan mayor importancia a los derechos relacionados con la formación y las condiciones de trabajo, seguidos por los derechos relacionados con la posición económica y social, y finalmente los relacionados con los de derechos de autor. Se encontró que los traductores están bastante descontentos con los derechos que tienen en su lugar de trabajo, ya que lo que disfrutaban es mucho menos de lo que esperaban disfrutar. Además, las variables sociales de un traductor, incluyendo la edad, el nivel de educación, el principal campo de estudio y los años de experiencia en traducción no están relacionados con el número de derechos que la persona disfrutaba en el lugar de trabajo. Lo que se encontró que estaba relacionado es el sexo, la región en la que vive el traductor y la aparición del nombre del traductor en las traducciones.

Palabras clave: Derechos del traductor, profesionalidad del traductor, método cuantitativo, método cualitativo, Gran China.

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1. INTRODUCTION, OBJECTIVES AND RESEARCH QUESTIONS

In the Translation Studies literature, translators are often described as subservient (Simeoni, 1998). Scholars in the field are trying to find ways to improve the status of translators. One example is using signalling devices such as a certification system and membership in professional organizations (see Budin, Krajcso and Lommel, 2013; Pym, Grin, Sfreddo and Chan, 2013). When looking for ways to improve the status of translators, it is important to investigate their rights. The importance of rights is emphasized because some practitioners feel that they are not respected and, worse still, some even think that they only have responsibilities but enjoy no rights. For example, the translator Maurice-Edgar Coindreau posits that translators have no rights, only duties (in

Delisle and Woodsworth, 2012: p. 127). Some studies of codes of ethics similarly find that codes give translators duties but say little about rights (see Pym, 2010: pp. 167-168).

There is a huge volume of research on the theme of rights at work in relation to different professional settings. Some academic journals such as the *Journal of Workplace Rights* are dedicated to the proposition that rights should not be compromised in the workplace. In the Translation Studies literature, most of the discussions related to the rights of translators or translation are almost exclusively concerned with copyright issues (Basalamah, 2012; Gow, 2007; Sadek, 2012; Venuti, 1995a; for a detailed discussion about the relationship between the inadequacy of international copyright law and translation, see Basalamah, 2011). However, in reality, those who are not designated as translators but handle translation assignments every day may not attach much importance to copyright. For example, a marketing executive whose daily duty is to render promotional materials for the company may not be very concerned about the copyright of the materials he or she translates but may be more concerned with economic and social protection. This paper does not downplay copyright and its significance for translators, but it argues that a macro perspective should be taken to understand translator rights, which are an uncharted area in Translation Studies. The topic has been overlooked for several reasons. Translators as a professional group have traditionally not been a central topic in Translation Studies (Dam and Zethsen, 2008). Abdallah notes that Translation Studies has been either text- and product-oriented or philosophical. The focus has only shifted from texts to translators in recent decades (Abdallah, 2012: p. 4; Dam and Zethsen, 2009). Liu mentioned that “Translation Studies has a double origin: in linguistics and in literary studies. However, on both sides, the tendency in the twentieth century was to study texts, not people” (Liu, 2011: p. 5). As pointed out by Chesterman (2009), translators are inadequately represented in the classic Holmes map. He thus proposes a new sub-field called “Translator Studies” to allow scholars to look at the translator’s agency in different ways, covering sociology, culture and cognition. In addition, translation is unregulated in many countries, and translators are unlike other professionals such as doctors and social workers, who have to complete formal ethics training to qualify and then subscribe to codes of practice or ethics. Translators therefore may not be able to get support when they face problems or challenges at work (Drugan, 2017).

Professional organizations play a role in protecting translation practitioners. For example, Société Française des Traducteurs (SFT), founded in 1947, aims to protect the rights of translators and set appropriate rates of remuneration. The International Federation of Translators (FIT), which states that its goal is to seek constantly to improve conditions for the translation profession in all countries and to uphold translator rights and freedom of expression, launched the FIT Translator's Charter in 1963 ("Charter") and revised it in 1994 (for a detailed discussion about the Charter from an ethical perspective, see Chesterman, 2016). It thus seems that some efforts were made to promote and protect the rights of translators decades ago. However, as noted by Drugan, "yet almost fifty years after its adoption, those rights are even less widespread than in 1963" (Drugan, 2011: p. 121), and for many translators some of the goals in the Charter remain an aspiration rather than a reality (Munday, 2009).

Chesterman is one of the scholars who put emphasis on translator rights from a more comprehensive perspective. He suggests that ethics and visibility may offer some insights into translator rights (Chesterman, 2016). When he examines ethics and sketches a descriptive outline for the definitions of macro-ethical and micro-ethical matters, he explains that the former "concerns broad social questions such as the role and rights of translators in society, conditions of work, financial rewards and the client's profit motive" (*ibid*: p. 168). Although Chesterman does not further explain or define "rights of translators in society", some ideas can be obtained by referring to his discussion of visibility, a term used by Venuti (1995b) to talk about the in/visibility of the translator in the target text. Chesterman notes that "the visibility issue also concerns the translator's role in society, the translator's status and power, the translator's rights" (Chesterman, 2016: p. 167). According to Chesterman, the rights to be addressed include copyright, condition of work and pay, the translator's name duly mentioned in a work's paratexts and whether or not translators have the right to refuse to translate texts that they consider unethical. These viewpoints, which cover the legal, financial, social and organizational aspects, are meant to provide practical guidance for developing a working definition of translator rights for the present study. The working definition refers to the general protection of translators, the economic and social position of translators, and the training and working conditions of translators.

This paper employs both quantitative and qualitative approaches to study the rights of translators. The objectives are twofold. First, it studies translators' perceptions of translator rights in the workplace. Second, it develops a translator rights model inventory that compiles practitioners' viewpoints for studying and measuring translator rights. The model inventory is meant to provide a list of items featuring the rights that translators attach importance to and wish to enjoy in the workplace. Guided by the two objectives, this research specifically asks the following questions:

1. How do translation practitioners perceive their rights in the workplace? More precisely, what kinds of rights do translators want to have? And what kinds of rights do they enjoy? These two questions also concern the alignment between what a translator wishes to enjoy and what the job allows the person to obtain. Whether or not the translators are satisfied with the rights they want to have can thus be measured.
2. What kinds of translators enjoy more rights at work? Is there any relationship between the right that a translator enjoys and the person's social variables (such as sex, level of education, region that the translator lives in, the translator's major field of study and the time spent on translation)?

The first research question takes a macro perspective to investigate practitioners' perceptions of translator rights. The second research question uses a micro perspective to analyse whether or not a translator's background would affect the number of rights that the person says he or she enjoys. In short, these research questions are worth investigating because the results can benefit translators, employers and translation clients. A better relationship in the workplace can be created through mutual understanding.

2. METHODOLOGY

The FIT Translator's Charter (<http://www.fit-ift.org/translators-charter/>), of which one objective is to lay down the rights and duties of translators, was employed to develop a translator rights model inventory to study translator rights and to formulate questions for a questionnaire survey to collect both quantitative and qualitative data to seek answers to

the research questions. The rationale for collecting and analysing the two forms of data is that the quantitative analysis can offer a preliminary understanding of translator rights in the workplace according to different practitioners' perspectives and experiences. The qualitative data reflect their viewpoints that can help make the model inventory more realistic, complete and relevant to today's situations.

2.1. The development of a translator rights model inventory

The reason for choosing the Charter is that it ties to the research questions of the present study. As emphasized by Williams and Chesterman, this internationally agreed document sets out principles governing not only how translators should behave (translators' obligations) but also how society should behave towards translators (translator's rights) (Williams and Chesterman, 2014: p. 19). The Charter has five sections: (1) general obligations of the translator, (2) rights of the translator, (3) economic and social position of the translator, (4) translators' societies and unions, and (5) national organizations and the international federation of translators. The focus of the present paper is on the rights of translators, so when developing a model inventory for the study, the first and fifth sections were ignored. It should also be noted that not all the items in the Charter can be used, because some do not fit today's situations.

In addition, as emphasized by Chesterman, the rights in the Charter are mainly of ownership. They concern the rights of translators over the final product. However, there is no explicit mention of any rights that translators may have which affect the translation process (Chesterman, 2016: p. 186). Therefore, the wording and expressions have been rearranged and some new items added, so that the questions fit the scope of the study. Table 1 shows that the translator rights model inventory of the items are classified into three categories: (1) general protection of translators, (2) economic and social position of the translator, and (3) working conditions of translators.

In the model inventory, the items in the "general protection of translators" are mainly concerned with copyright. Of the six items in this category, five are from the Charter. A new item, "to have supplementary payment when the use of the translations goes beyond the normal usage as agreed between the translators and the clients, especially when the translations are used for the development of translation memories", was

created for situations in the digital era. For the “economic and social position of translators”, three items are from the Charter. One new item, “to receive fringe benefits relating to retirement, illness, allowances, etc.”, was added because labour protection has generally been improved in our society, and thus it is necessary to add this item to the model inventory.

Four of the five items under the “working condition of translators” category were created for the present study. These four items concern the way translators work with other people in the workplace and during the translation process, which has attracted Translation Studies scholars’ attention (see Gouadec, 2007). Only one item (right to join or form professional societies of unions) is from the Charter.

Table 1. Translator rights model inventory.

<i>Categories</i>	<i>Rights</i>
General protection of translators	To have a written agreement with employers / clients
	To be the holder of copyright of the materials translated for the employers or clients who hire them
	To be the holder of copyright of the materials translated voluntarily both for profit and not-for-profit activities
	To have the name of the translator appear clearly on the translated materials whenever they are used publicly
	To be recognized as the author of the translation so that the work should not be changed by editors, copyeditors, publishers and other users
	To have supplementary payment when the use of the translations goes beyond the normal usage as agreed between the translators and the clients, especially when the translations are used for the development of translation memories

Economic and social position of translators	To receive reasonable remuneration (i.e. the salary should be aligned with the market standard)
	To have a share in the success of the work and entitlement to remuneration proportional to commercial proceeds from the work rendered.
	To receive the same treatment from employers/clients as other salaried professional staff do and to benefit accordingly from the schemes provided for employees.
	To receive fringe benefits relating to retirement, illness, allowances, etc.
Working conditions of translators	To join or form professional societies of unions
	To exchange knowledge with other translators or people so that translators can improve their knowledge of the language/topics
	To have or request a reasonable timeframe to accomplish the translation work
	To obtain the information and documents necessary to understand the text to be translated
	To refuse an assignment or a text

2.2. Greater China as the context

The context of the Greater China region was chosen for several reasons. China has over 3,000 years of translation history, but Translation Studies as an independent discipline has only been addressed since the 1980s (Sun and Mu, 2008). As noted by Xie (2016), translators in mainland China only have duties. Wang (2018) pointed out that there is a long way for Chinese translators to go before they have rights at work.

Although translator rights have not been given adequate attention, the topic is important because the professionals in the industry are now in great demand. According to the China Translation Industry Annual Report released by the Translators Association of China (the first report released by a translation-industry authority in mainland China), the country's translation industry enjoyed a 15 percent yearly growth rate during the 12th Five-Year Plan period (2011-15). In addition, it is believed that the turnover of companies based in the translation and language industry will have a record high, thanks to mainland China's One Belt One Road Initiative, under which the Chinese government finances infrastructure projects and development in countries connected by the Old Maritime Silk Road. Because of this, the language service industry in mainland China will play a key role in supporting the relevant

developments because the initiative covers over sixty countries and more than forty languages across Asia, Africa, the Middle East and Europe.

Mainland China, Hong Kong and Taiwan are part of Greater China, but the translation industry in these places is unique thanks to their respective historical backgrounds. Hong Kong, formerly a British colony, returned its sovereignty to mainland China in 1997. The two official languages are English and Chinese. For a long time, Hong Kong was regarded as an important bridge between mainland China and the rest of the world. Translators and language experts in the territory played a crucial role in helping foreign enterprises to enter and establish a presence in mainland China. However, the territory's translators have been challenged because the country has put more resources and emphasis on training translators and interpreters. In the past decade, translation teaching has developed rapidly in mainland China. According to Tao (2016), about 200 colleges and universities were authorized to enrol students for MA degrees in translation and interpreting, and about thirty universities could enrol PhD candidates in Translation Studies in 2016. As a result, the number of translators in mainland China has increased tremendously in the past decade. Hong Kong translators thus face fierce competition. Unfortunately, the translation market in Hong Kong is not regulated. In other words, there is no accreditation system or uniformity in assessing the standards of translators in the territory.

The translation market in mainland China is under the support of the Translators Association of China (TAC), the national association founded in 1982 for the translation and interpreting community in the country. TAC states that it aims to protect the rights and interest of translators and interpreters as well as people engaged in the language service industry, uphold the quality of translation and interpreting, and facilitate understanding and cooperation among all stakeholders of the language industry. These missions, to a certain extent, suggest that the association attaches importance to the rights of translators and interpreters though there is no explicit statement of what kinds of rights the association would protect. In view of this, the findings of the present study may offer practical insights for TAC.

In Taiwan, translators are not respected, and the professional status of the practitioners is low (Crook, 2007). The lack of a certification system may be one of the reasons. For example, Chen *et al.* (2012) conducted a questionnaire survey examining the translation market in Taiwan. The participants in the survey were asked to rank the types of

assistance they would like to seek from the government. The top three were: translation and interpreting ability certification, promoting accurate public recognition of T&I, and talent cultivation. Another reason is that “the translation field in the Taiwanese book market is neither instituted nor well-functioning” (Chung, 2013: p. 1). Worse still, Taiwanese translators nowadays have to face strong competition from those in mainland China. “Given that the majority of Taiwanese translators are freelance workers and are not covered by the labour insurance program, they could be left out in the cold without any help from the government if they are driven out of business by Chinese translators” (Chen and Hsu, 2013).

It should be noted that Macau is also a part of the Greater China region. However, no translators from Macau took part in the present study. Although attempts were made to invite translators from Macau to participate in this study, no response was received.

2.3 The questionnaire survey

The questionnaire survey, in English, contains four parts. The first part collected data on the background of the respondents. After that, the data concerning the various types of rights (a total 15 of items in the translator rights model inventory) that the respondents want to have were collected. Part three captured data about the various kinds of rights that the respondents say they enjoy. In part four, an open-ended question was asked to solicit views on rights that should be added to the model inventory.

In December 2013, the author started to invite translators in Greater China to participate in the questionnaire study. A convenience sampling method was used to collect data. The author got in touch with contacts that were responsible for translation at work to complete the questionnaire. In addition, translators were located from websites such as proz.com, outra.com, translationdirectory.com and translatorscafe.com. After obtaining a translator’s email address from the website, the author sent an email message, in which the objectives of the research project were clearly stated, to invite the recipient to take part in the research project. After receiving the recipient’s confirmation, the questionnaire was sent out via email. In order to increase the response rate, a reminder was sent to those who agreed to participate but did not return the

questionnaire after three weeks. By June 2016, a total of 155 completed and valid questionnaires had been returned.

The following sections first report on the quantitative results and findings from the questionnaire survey. Then, the respondents' replies to the open-ended question are analysed.

3. RESULTS OF THE QUANTITATIVE STUDY

Of the 155 translators who completed the questionnaire, 72 (46.5%) were male and 83 (53.5%) were female. The respondents were relatively young: more than one-third (36.1%) were between 20 and 29 years of age, 28 (18.1%) were between 30 and 34, 31 (20%) were between 35 and 39, 14 (9%) were between 40 and 44, 15 (9.7%) were between 45 and 49 and 11 (7.1%) were between 50 and 60. The data show that 79 respondents (51%) were from Hong Kong, 35 (22.6%) were from mainland China and 41 (26.4%) were from Taiwan. Regarding the highest level of education received, 73 (47.1%) reported undergraduate education, 79 (51%) reported some postgraduate education, 7 of whom reported completing a doctorate. One respondent completed high school, and one did not respond to the question. The translation experience of the respondents ranged from 1 to 32 years, with a mean experience of about 8 years. Respondents were asked to indicate their occupational status: 55 (35.5%) reported that they were full-time staff members handling translation-related assignments at work, and 100 respondents (64.5%) stated that translation was their part-time or freelance job. In the questionnaire, the respondents were asked how much time they spent on translation-related assignments and/or activities. A total of 138 (89%) answered the question, and 17 (11%) did not respond. The mean working time on translation assignments of the 138 respondents was 25.2 hours per week.

3.1. The alignment between desire and reality

The first research question seeks to find out how translators perceive their rights in the workplace. What follows is an analysis of the kinds of rights that the respondents want to have. Then the rights that they say they enjoy are examined. Finally, the alignment between desire and reality is discovered.

In the questionnaire, respondents were asked to indicate the level of importance for each of the statements concerning the various rights that they want to have. The response categories are scored as follows: 0=absolutely unimportant, 1=unimportant, 2=indifferent / no opinion, 3=important, 4=extremely important.

From a macro perspective, the respondents attach the greatest importance to rights related to working conditions (mean=3.36), followed by rights related to economic and social position (mean=2.95), and then those related to the general protection of translators (mean=2.62).

When taking a micro perspective to understand the respondents' wish list, it was found that they place the most emphasis on their right to have or request a reasonable timeframe to accomplish their translation work (mean=3.63), followed by the right to obtain the information and documents necessary to understand the text to be translated (mean=3.61), to receive reasonable remuneration, which means that the salary is aligned with the market standard (mean=3.61), and to exchange knowledge with other translators or people so that they can improve their knowledge of the language / topics (mean=3.28).

The first research question also analyses the rights that the respondents say they have. In the questionnaire, the respondents were asked to indicate the extent to which they agree or disagree with the statements concerning the various kinds of rights enjoyed in the workplace. The response categories are scored as follows: 0=strongly disagree, 1=disagree, 2= indifferent / no opinion, 3=agree, 4 = strongly agree.

The results show that the respondents enjoy more rights related to working conditions at work (mean=2.81), followed by rights related to the economic and social position of a translator (mean=2.28) and those related to the general protection of translators at work (mean=2.21). Further analyses indicate that, in this sample, the right that the respondents enjoy most is to exchange knowledge with other translators or other people so that they can improve their knowledge of the language / topics (mean=3.07). That is followed by the right to have a written agreement with the employer and / or clients (mean=3.03), to receive reasonable remuneration (mean=2.99), to have the right to refuse an assignment or a text (mean=2.97), and to have a reasonable timeframe to accomplish translation work (mean=2.68). The data show that the right that the respondents enjoy least is to have copyright of the materials they translate for their employers and/or clients (mean=1.88).

The above analyses indicate that the respondents place the greatest emphasis on rights related to working conditions. Coincidentally, these respondents say that they enjoy more rights related to this category than they do in the other two categories. Does this mean that all translators taking part in the study are satisfied with the rights they enjoy? There are two kinds of data, so a calculation was made of the average gap between rights enjoyed and rights sought, to see whether translators are satisfied with the rights that they enjoy (ranging from -4 to 4). After standardizing this, an index representing the translators' satisfaction of the rights (satisfaction index), ranging from 0 to 1, can be obtained. Surprisingly, the respondents are quite dissatisfied with the number of rights they have in the workplace (satisfaction index < 0.5, which means that they say they enjoy fewer rights in the workplace than they expect). Of the 15 items, they are only satisfied with the right they have to ensure that their translations will not be changed by editors, copyeditors, publishers and other users (satisfaction index=0.516). According to the results shown in Table 2, the satisfaction indexes of the other 14 items are < 0.5, ranging from 0.381 to 0.482. The largest discrepancy between desires and reported reality is the right to obtain information and documents necessary to understand the text to be translated (0.381), followed by the right to have a reasonable timeframe to accomplish translation work (0.382). Sadly, these two items top the translators' wish list, as mentioned.

Table 2. The relationship between translators' desire and reality in the workplace

Item	<i>Right sought (mean)</i>	<i>Right enjoyed (mean)</i>	<i>Satisfaction index</i>
My translation will not be changed by editors, copyeditors, publishers and other users.	1.819	1.948	0.516
Having a written agreement with my employer/clients	3.174	3.032	0.482
The right to exchange knowledge with other translators/people so that I can improve my knowledge of the language / topics	3.277	3.071	0.474
The right to join or form professional societies or unions	2.890	2.658	0.471

My name appears clearly on the translated materials whenever they are used publicly.	2.348	2.084	0.467
The right to refuse an assignment (or a text)	3.381	2.968	0.448
Copyright of the materials I translate voluntarily (both for profit and not-for-profit activities)	2.807	2.245	0.430
Receiving fringe benefits relating to retirement, illness, allowances etc.	2.619	2.019	0.425
Receiving reasonable remuneration (my salary is aligned with the market standard)	3.613	2.987	0.422
My employer/clients treat me the same as they do other salaried professional staff, and I benefit accordingly from the schemes provided for them.	2.929	2.213	0.411
A share in the success of the work and entitlement to remuneration proportional to the commercial proceeds from the work I translated	2.652	1.916	0.408
Copyright of the materials I translate for the employer/clients who hire me	2.639	1.884	0.406
Having a clear agreement with my employer/clients about the responsibility for the failure of the translation projects. In other words, should I bear part of the cost in the case of failure?	2.800	2.000	0.400
Receiving supplementary payment when the use of my translation goes beyond the normal usage as agreed with my employer/clients, especially when my translations are used for the development of translation memories	2.936	2.039	0.388
A reasonable timeframe to accomplish my translation work	3.626	2.684	0.382
The right to obtain the information and documents necessary to understand the text to be translated	3.613	2.658	0.381

3.2. Who enjoys more rights at work?

Although the translators taking part in the study are quite dissatisfied with the number of rights they enjoy in the workplace, it is relevant to

discover, comparatively speaking, which kinds of translators enjoy more rights at work.

In this sample, male translators, on average, enjoy more rights at work than female translators do. In particular, the result of a *t*-test comparing the translator's right to receive reasonable remuneration across sexes finds a significant difference ($p=0.030$; the mean values are 3.18 for men and 2.82 for women). Although this result cannot be further explained solely by the data collected for the present study, it can be speculated that gender plays a role, and future research into this topic is worthwhile.

In addition, the results of chi-squared tests indicate that translators in mainland China, in a statistically significant way, enjoy more rights to (1) have a written agreement with employers and / or clients ($p=0.030$; mean values of translators in mainland China=3.32, Taiwan=3.10, Hong Kong=2.85); (2) have a share in the success of the work and entitlement to remuneration proportional to the commercial proceeds from the work rendered ($p=0.015$; mean values of translators in mainland China=2.26, Taiwan=2.03, Hong Kong=1.64); (3) receive fringe benefits relating to retirement, illness, allowances etc. ($p=0.010$, mean values of translators in mainland China=2.32, Hong Kong=1.94, Taiwan=1.80); and (4) receive the same treatment from employers / clients as do other salaried professional staff and to benefit accordingly from the schemes provided for employees ($p=0.049$, mean values of translators in mainland China=2.59, Hong Kong=2.10, Taiwan=2.00). How do we explain these results? It is suspected that the different socio-professional developments of the translation profession in each territory would be one of the answers. For example, Hong Kong may have a more professionalized industry, as explained. However, the development of the translation market in mainland China increased competition for the city. It could lead Hong Kong-based translators to be more demanding than those based in mainland China and thus more dissatisfied with the rights they enjoy.

Unexpectedly, it was found that the more time the translators spend on translation-related assignments, the fewer rights they enjoy (1) having their name appear clearly on the translated materials whenever they are used publicly (correlation: -0.243; p -value=0.004); (2) being sure that their translations will not be changed by editors, copyeditors, publishers and other users (correlation: -0.201; p -value=0.018); (3) having supplementary payment when the use of the translation goes beyond the normal usage as agreed with the employers / clients, especially when the

translations are used for the development of translation memories (correlation: -0.172; p-value: 0.044); and (4) having a share in the success of the work and entitlement to remuneration proportional to the commercial proceeds from the work rendered (correlation: -0.176; p-value=0.039). How can these results be explained? Is it that the long hours mean that translators are more exploited, or less free to pick and choose assignments? Unfortunately, the reasons for the above results cannot be obtained based solely on the data collected or from the existing literature. This can be a topic for future investigation.

In summary, one important issue arising from the quantitative results is that the translators participating in the present study are quite dissatisfied with the number of rights they have in the workplace. Of the 15 items, the respondents are only satisfied with the right they enjoy to ensure that their translations will not be changed by editors, copyeditors, publishers and other users. To a certain extent, these results remind Translation Studies scholars, translation employers and translation clients to take matters related to translator rights into consideration in order to attract and retain quality people.

4. ANALYSIS OF THE OPEN-ENDED QUESTION

An open-ended question was devised for respondents to express their views to see if there are other rights that should be added to the items listed in the questionnaire survey. The following steps were used to analyse the respondents' replies (Creswell, 2007: pp. 148–149). First, all the responses were read carefully so that a preliminary exploration of the data could be carried out. Second, Qualitative Software and Research NVIVO 8, a qualitative analysis software package, was used to code the respondents' responses, which were linked to the translator rights model inventory.

Of the 155 respondents who participated in the questionnaire survey, 54 expressed views in the open-ended question. However, many respondents did not suggest "other rights", because what they wrote was already included in the existing model inventory. For example, one respondent suggested that translators should be able "to have information necessary to fully understand the translation project". This suggestion is in the model inventory. Also, some respondents stated that the current model inventory is good enough. Therefore, these responses were not included in the analysis.

As shown in Table 3, most “other rights” suggested fall into the category of “economic and social position of translators” (22 counts), followed by “working conditions of translators” (12 counts), and then “general protection of translators” (2 counts). The following looks into the distribution of rights to be added as suggested by the respondents, sorted by category and then by number of counts in descending order.

Table 3. Responses to the open-ended question: respondents’ suggested items to be included in the translator rights model inventory.

Category	Count
General protection of translators	2
Economic and social position of translators	22
Working conditions of translators	12
Total	36

4.1. Economic and social position of translators (22 counts)

This section is divided into two parts: economic position and social position. “Economic position” is concerned with remuneration and related matters (15 counts), and “social position” is concerned with the social status and qualification of translation practitioners (7 counts).

Table 4 shows that, of the 15 comments made on rights concerning the economic position of translators, eight are payment-related: timely and negotiable payment terms without deduction of bank charges are emphasized by translators to the extent that it is deemed necessary to include them as a kind of right. One respondent stressed including “the right to be paid the correct amount by the promised time”. Another respondent had a similar opinion to include “rights to receive payment on time per payment terms” and explained that “too often clients pay late without any explanation”. A respondent’s opinion about the issue of payment method is worth mentioning in the digital era, when translators work for clients from different places. The respondent, who lives in Taiwan, emphasized “the right to be offered various payment options (some clients offer payment by PayPal only, for which I lose 7.5% of the amount in my country. Translator Pay would be an ideal alternative)”.

The respondents’ replies to the open-ended question suggest that they perceive that full-time translators enjoy more rights at work than freelance translators do. For example, one respondent from mainland China notes that “in China, compared with full-time workers, we

freelancers give up many rights.” As freelance translators in the country normally do not have formal written agreements with their clients, they are not protected by law. Therefore, respondents suggested rights should be included exclusively for freelancers. Six comments, including the one respondent from mainland China mentioned above, recommended adding the right that freelance translators be provided with more protection, such as social welfare. A respondent noted that “most of the translators I personally know are on a freelance basis, and the instability of work flow can pose a lot of problems to their livelihood. Freelancers might work full time but they still don’t get a pension, which is not exactly fair”. A respondent from Taiwan stated that freelance translators should enjoy the same social welfare terms as those enjoyed by full-time translators, and explained “in Taiwan, workers (full-time or part-time) employed by registered businesses enjoy government subsidies for National Health Insurance and Labor Insurance premiums up to 80%, but freelancers are only subsidized for Labor Insurance up to 40%”. It seems that freelance translators in Hong Kong and mainland China are even less protected than those in Taiwan. For example, in Hong Kong, there is no national health insurance, and thus translators, no matter full-time, part-time or freelance, are not provided with health insurance. Also, freelance translators in Hong Kong and mainland China, who normally are self-employed, are not protected by labour insurance, unless they buy insurance for themselves. In addition, one respondent wished to add the right to “receive compensation for any cancellation of an agreed task in a certain time”.

Of the seven comments concerning the social status and qualification of translation practitioners, three suggested the addition of the right that translators be respected by clients and employers. This reveals that respect is a key value treasured by translation practitioners. One respondent emphasized that the right to be treated with dignity and respect is important. Another noted that translators should be “respected as other professional persons, *i.e.* doctor, lawyer, etc.” In addition, four respondents find the need to include the right to be recognized as professional practitioners based on an accredited certificate system. This is important as, pointed out by another respondent, many people think translator is not a professional, and “anyone could be a translator as far as they speak more than one language”.

Table 4. Revised translator rights model inventory on economic and social position of translators.

<i>Category</i>	<i>Translators shall enjoy the right</i>	<i>Existing item or New item (counts)</i>
Economic and social position of translators	To receive reasonable remuneration (i.e. the salary should be aligned with the market standard).	Existing item
	To receive fringe benefits relating to retirement, illness, allowances, etc.	Existing item
	To have a share in the success of the work and entitlement to remuneration proportional to the commercial proceeds from the work rendered.	Existing item
	To receive the same treatment from employers/clients as other salaried professional staff and to benefit accordingly from the schemes provided for employees.	Existing item
	To receive payment without any delay.	New item: 6 counts
	To have more room to negotiate payment terms with clients so that no deduction of bank charges would occur.	New item: 2 counts
	To receive compensation for any cancellation of an agreed task by a certain time.	New item: 1 count
	To provide freelance translators with more protection, such as social welfare.	New item: 6 counts
	To be recognized / respected by clients / employers	New item: 3counts
To enjoy a certificate system which accredits translators' qualifications and professionalism in a fair and official way.	New item: 4 counts	

4.2. Working conditions of translators (12 counts)

Most translation practitioners wish to include rights relating to communicating or negotiating with clients, authors or end-users (8 counts) (see Table 5). Three respondents explained the need for such communication “for better understanding of the translation work”. One wished to have the right “to get in touch with the author of the source text to be translated in cases when the client represents the author but is not the author himself.” Another respondent, who has similar opinions, hopes

to have “the right to discuss the source text with its author or discuss changes to be made in it (if the text is written unprofessionally, etc.)”.

In addition, two comments suggest that translators should have the right to know the intended use of the translation. Of these two respondents, one stressed that “the right to be informed where the translation work will be used” is important.

There are two comments related to translation technologies, because the respondents have drawn attention to the right to choose or negotiate whether or not to use them.

Table 5. Revised translator rights model inventory on working conditions of translators.

<i>Category</i>	<i>Translators shall enjoy the right</i>	<i>Existing item or New item (counts)</i>
Working conditions of translators	To join or form professional societies of unions.	Existing item
	To exchange knowledge with other translators or people so that they can improve their knowledge of the language / topics.	Existing item
	To have or request a reasonable timeframe to accomplish translation work.	Existing item
	To obtain the information and documents necessary to understand the text to be translated.	Existing item
	To refuse an assignment or a text.	Existing item
	To communicate with the clients, the authors, or the end-users.	New item: 8 counts
	To be informed of the intended use of the translation.	New item: 2 counts
	To choose or negotiate whether or not to use translation technologies.	New item: 2 counts

4.3. General protection of translators (2 counts)

Unlike the two categories mentioned above, it appears that the general protection of translators, which is basically about copyright issues, has yet to receive much attention from translation practitioners: only two comments concerned this category. According to Table 6, the two comments suggest that translators’ information should be kept confidential. One respondent noted that “usually employers require signed non-disclosure agreements from translators, but translators should

have one for employers so their personal information would not be disclosed”. Another respondent emphasized that “unless otherwise specified in the written agreement, the employer / client shall not disclose and/or use personal information for any other purposes”.

Table 6. Revised translator rights model inventory on general protection of translators.

<i>Category</i>	<i>Translators shall enjoy the right</i>	<i>Existing item or New item (counts)</i>
General protection of translators	To have a written agreement with employers / clients.	Existing item
	To be the holder of copyright of the materials translated for the employers or clients who hire them.	Existing item
	To be the holder of copyright of the materials translated voluntarily both for profit and not-for-profit activities.	Existing item
	To have the name of the translator appear clearly on the translated materials whenever they are used publicly.	Existing item
	To be recognized as the author of the translation so that the work should not be changed by editors, copyeditors, publishers and other users.	Existing item
	To have supplementary payment when the use of the translations goes beyond the normal usage as agreed between the translators and the clients, especially when the translations are used for the development of translation memories.	Existing item
	To keep personal translators' information confidential unless otherwise specified in the written agreement.	New item: 2 counts

The results of the open-ended question not only enhance the translator rights model inventory but also might be helpful in defining what kinds of rights translation practitioners need. Rights concerning the economic and social position of translators account for the majority of the counts (22 counts). In this category, there are more counts of rights on remuneration than there are on the counts of rights on social status, indicating that monetary return (remuneration) comes before other benefits and that better remuneration and faster payment seem to be desirable in general. In addition, the respondents attached importance to

communication and interaction with employers or clients (which is under the category of working conditions of translators). The least-mentioned rights concern the general protection of translators, only two counts.

5. CONCLUSION AND LIMITATIONS

The objectives of this paper are to study translators' perceptions of translator rights in the workplace and to develop a translator rights model inventory which compiles practitioners' viewpoints for studying and measuring translator rights. The present empirical study has tackled translator rights from a perspective not only envisaging copyright issues but also including the social, financial, relational, pedagogical and organizational viewpoints. Both quantitative and qualitative methods were employed for data collection. It should be emphasized that the analysis of the present study is based on 155 translators in Greater China via a convenience sampling method. The sample size is large enough on which to base statistics, but it cannot represent the field of translation in the region. Using a convenience sampling method allowed the author to get in touch with translation practitioners through online social networking sites. However, this sampling method was not controlled and thus leads to a possible over-representation of young people to participate in the present study. As no translators in Macau took part in the survey, it is suggested that future research into similar topics can involve translators in Macau so that a fuller picture can be obtained.

In spite of the limitations, some important and interesting findings have been identified. The translators taking part in the study place heavy emphasis on rights related to working conditions, and coincidentally they say that they enjoy more rights related to this category than they do to the other two categories. However, this does not imply that the respondents are satisfied with the rights they enjoy in the workplace. On the contrary, they are quite dissatisfied with the number of rights they enjoy. Of the 15 items, the respondents are only satisfied with the right they enjoy to ensure that their translations will not be changed by editors, copyeditors, publishers and other users. To a certain extent, these results remind Translation Studies scholars, translation employers and translation clients that issues related to translator rights are important to the development of the field of translation but have not yet received enough attention.

When analysing the data to find out who enjoys more rights at work, it was found the translator's social variables such as age, level of

education, major field of study and years of translation experience are not related to the number of rights the person enjoys in the workplace. What was found to be related is the sex of the translator and the region in which the translator lives. However, it was unexpected that the more time the translators spend on translation-related assignments, the fewer rights they enjoy to have their name appear clearly on the translated materials whenever they are used publicly; to ensure that their translations will not be changed by editors, copyeditors, publishers and other users; to enjoy supplementary payment when the use of the translation goes beyond the normal usage as agreed with the employers/clients, especially when the translations are used for the development of translation memories; and to have a share in the success of the work and entitlement to remuneration proportional to the commercial proceeds from the work rendered.

Because this study only aims to collect the viewpoints and perceptions of translators, voices from other parties in the field such as translation clients, translation employers, and translation associations should also be heard and studied. This should be a topic for future investigation, and it is believed that the results should be able to yield an even clearer, more meaningful and fuller picture, complementing the opinions of different parties on the issues of the rights of translators.

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