

Status of the Translation Profession in Croatia

Javorček, Marta

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Sveučilište J. J. Strossmayera u Osijeku

Filozofski fakultet Osijek

Dvopredmetni sveučilišni diplomski studij engleskog jezika i književnosti -
prevoditeljski smjer i pedagogije

Marta Javorček

Status prevoditeljske struke u Hrvatskoj

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Mentorica: izv. prof. dr. sc. Marija Omazić

Sumentorica: Blaženka Šoštarić, viša lektorica

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Co-supervisor: Blaženka Šoštarić, Senior Language Instructor

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Abstract

This paper analyses important elements of the status of the translation profession, with greater focus on Croatia. It is based on the report by the European Union language professionals Anthony Pym et. al (2012), who gathered valuable information on the status of the translation profession from member states of the EU, including Croatia. The analysis starts with the definition of the status using different online dictionaries and then continues with presenting the presumed value of that status, which shows that the translation profession is not as regulated as some would think. The paper continues by examining the position of the translation profession in official documents of the EU and Croatia, which again shows that it is placed within ambiguous classification categories, partly owing to the wide range of translators who work as freelancers. The paper then analyses the roles of academic qualifications and professional translators' associations in terms of enhancing the status of the profession by presenting different master's programmes in translation available in Croatia, and the work done by various translators' associations. Since rates of pay are arguably the best indicators of the value of a profession, two different price lists posted by two translators' associations in Croatia are also compared. In the last part, some recommendations are given which, if implemented, could improve the status of translators in Croatia and make the profession more desirable for future language professionals.

Key words: status, profession, translation

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Introduction

The global market today is very unpredictable. Many young people are faced with various difficulties when they are deciding on which career to choose, and especially when they are looking for a job. All those difficulties stem from the insecurity a lot of professions bring as a part of the "package". Thus, some professions struggle with getting full acknowledgment in the market, and the translation profession is undoubtedly one of them.

The translation profession started to develop in the years after World War II (more accurately, in 1950s and 1960s), even though translation has existed ever since people who spoke different languages needed to communicate. Some authors (Pym et. al 2012) call it the golden years for the translation profession because it was the first time translators' associations started to emerge as professional associations and gathered different translation professionals in one place. Besides the globalisation process which made the global market more intertwined, there is also a very important organization which is, arguably, the major reason for the development of the translation profession – the European Union. The EU places great importance on multiculturalism among member states (as well as the rest of the world) and, therefore, realizes it needs translators and interpreters to manage the communication between different EU countries while maintaining and respecting cultural differences at the same time.

This paper will cover the topic of the status of the translation profession nowadays, with focus on the current situation in Croatia. It will also analyse different aspects of the status, which include the role of academic qualifications, certifications, associations and professional experience, as well as the profession's listings in official documents and its rates of pay. It is important to note that the status of translators is "not to be confused with how well anyone translates" and it concerns "the perception of a translator's value" (Pym et. al 2012: 9). This is the reason why status is of extreme importance, since those who need to hire a translator cannot judge him or her objectively, and need a more fixed set of signals to help them decide.

Abbreviations used in the paper

AVLTE – AudioVisual Translators Europe

CBS / DZS – Croatian Bureau of Statistics / Državni zavod za statistiku

CEATL – European Council of Literary Translators' Associations

CIOL – The British Chartered Institute of Linguists

DHAP – Društvo hrvatskih audiovizualnih prevoditelja / Association of Croatian Audiovisual Translators

DHKP – Društvo hrvatskih književnih prevodilaca / Croatian Literary Translators Association

DSTIP – Društvo sudskih tumača i prevoditelja / Association of court interpreters and translators

EU – European Union

EUROSTAT - Statistical Office of the European Communities

FIT – International Federation of Translators

HDKP – Hrvatsko društvo konferencijskih prevoditelja / Croatian Society of Court Interpreters

HDZTP – Hrvatsko društvo znanstvenih i tehničkih prevoditelja / Croatian Association of Scientific and Technical Translators

ISIC – International Standard Industrial Classification

NACE – Statistical Classification of Economic Activities in the European Community

NKD – Nacionalna klasifikacija djelatnosti / National Classification of Activities

1. Defining basic terms – *status* and *profession*

In order to understand the issues concerning the translation profession and its position on the global and local market, it is important to define the basic terms first.

The online Cambridge Dictionary defines *status* as "an accepted or official position, especially in a social group," as well as "the amount of respect, admiration, or importance given to a person, organization, or object."¹ If we merge these two definitions, it can be said that status is a mixture of being officially recognized and respected in a certain social group. Other online dictionaries provide similar definitions – for example, Oxford Dictionary explains that status denotes a "relative social or professional position or, more particularly, high rank or social standing"², whereas the Merriam-Webster Dictionary defines status as a "position or rank in relation to others", as well as a "relative rank in a hierarchy of prestige"³. What can be deduced from these definitions is the fact that *status* denotes one's position in a certain group, but the word itself carries certain weight – that is, it is automatically related to some sort of prestige and importance.

Furthermore, according to the online Cambridge Dictionary, the word *profession* is defined as "any type of work that needs special training or a particular skill, often one that is respected because it involves a high level of education" and also as "the people who do a particular type of work, considered as a group"⁴. Oxford Dictionary and Merriam-Webster Dictionary provide almost the same definitions. It can be concluded that the word *profession* goes hand in hand with the word *status*, thus making the status of a certain profession a very important aspect of that profession.

The following sentences, presented in *Table 1* and taken from Merriam-Webster Dictionary, exemplify the meaning of *status* and *profession*:

¹ <http://dictionary.cambridge.org/dictionary/english/status>

² <https://en.oxforddictionaries.com/definition/status>

³ <https://www.merriam-webster.com/dictionary/status>

⁴ <http://dictionary.cambridge.org/dictionary/english/profession>

<i>STATUS</i>	<i>PROFESSION</i>
It's a very hierarchical organization in which everyone's <i>status</i> is clearly defined.	The report notes that 40 percent of lawyers entering the <i>profession</i> are women.
The leaders were often more concerned with <i>status</i> and privilege than with the problems of the people.	There's a feeling among the nursing <i>profession</i> that their work is undervalued.

Table 1: Sentence examples of the words status and profession

2. Signals and values of the status of the translation profession

Since translation professionals have to deal with quite an uncertain and "messy" job market, it is important to analyse which signals and values comprise that particular market.

First, Nobel Laureate Andrew Michael Spence developed a job market signalling model which deals with the signals both employers and possible employees encounter when hiring or searching for a job (the theory is applicable to most of the existing markets). Spence (1973) explains that in most job markets, the employer is not sure of one's productive capabilities when hiring that person. Also, the author states that "just as employers have less than perfect information about applicants, so also will applicants be imperfectly informed about the qualities of jobs and work environments" (Spence 1973: 356). To put it simply, employers do not really know who they are hiring, just as applicants do not really know what their job will consist of. Moreover, Spence (1973) describes hiring as investment under uncertainty because the employer risks paying wage to a potentially unsuitable person for the job. The author also mentions that one's education and experience are among the most trustworthy indicators of one's productive abilities and are also thought to be alterable (which is not the case with, for example, race and gender, both of which are generally unalterable).

When it comes to the translation market, the process of hiring, as well as the process of searching for a job are both marked with quite a high level of uncertainty. Besides that, Pym et. al (2012: 15) state that even "translation service buyers cannot effectively determine the quality of a translator", which is a direct result of "bad" signalling. The status itself is also clouded with uncertainty, and the reasons for such market situation will be analysed in the following section.

In the official report on the status of the translation profession in the European Union, authors Pym et. al (2012) suggest that status can be understood as the *presumed* value of expert skills, not the skills themselves, which means that one can attach a certain meaning or value to a skill without the skill actually conveying that value. The authors explain that the signals of status in the translation field are weak or confusing, which results in low values, market disorder, and lack of good translators. In order to achieve strong signals of status, the process of professionalization should be seen as "the production of efficient signals of status such that good translators stay in the market" (Pym et. al 2012: 3). In general, it also denotes that every profession nowadays needs trustworthy signals to achieve a respectable status. What can be deduced from this is the fact that status does not exist without certain preferable signals.

Since Pym et. al (2012) do not see status as competence or expertise but rather as the set of social signals that create the *presumption* of expertise and then the *presumed value* of that expertise, it is necessary to elaborate on their conclusions. Translation users rely on signals either individually or socially. They assess the value of a particular translator and they make assumptions about the value of translators as a professional group. Those values include the following: trustworthiness, professional exclusion, rates of pay, recognition and prestige, and authority (Pym et. al 2012). The translator's trustworthiness is ultimately signalled by being accepted by state institutions, along with professional exclusion, which is based on exams, certification systems and memberships. As for the rates of pay, in most professions, high social status equals high rates of pay, which is not always the case with the translation profession. For example, literary translators are considered to be very smart and creative people but are still paid below minimum wage. They translate works of art, which means they need to have a certain artistic ability, and put a lot of effort and knowledge into the translation process. Since the book market is not very profitable nowadays because people in general read much less, literary translators have a lot of difficulty finding well-paid projects. Furthermore, recognition and prestige as values of a professional group include appearance of the translation profession in official documents such as listings of economic activities or taxation systems. Also, translators usually do not have the authority to send the signal so they depend on their experience to survive on the market, as well as on state authorisation and academic qualifications (Pym et. al 2012). Status is thus hard to determine, especially when it comes to the translation profession, since its nature is ideological and it is concerned with

beliefs rather than objective skills. Values and signals of the status of the translation profession are concisely listed in *Table 2*:

<i>VALUES</i>	<i>SIGNALS</i>
Trustworthiness	Acceptance by state institutions
Professional exclusion	Certifications, memberships
Rates of pay	High rates of pay
Recognition and prestige	Appearance in official documents

Table 2: Examples of values and signals of the status of the translation profession

3. The status of the translation profession in official documents

When a profession is listed in official documents, those documents constitute signals of recognized identity, not necessarily of prestige and rates of pay (Pym et. al 2012). Therefore, the rankings in official documents can make a difference because they lead to obtaining other professional group values, such as prestige.

3.1.1. NACE

One of the most widely recognized documents on economic classifications is the Statistical Classification of Economic Activities in the European Community (hereinafter: NACE). According to Eurostat (Statistical Office of the European Communities) website, NACE is "the acronym used to designate the various statistical classifications of economic activities developed since 1970 in the European Union".⁵ Also, their web page states that the statistics produced on the basis of NACE are comparable at European and, in general, at world level, which gives us an appropriate basis for analysing the status of the translation profession in Croatia as well.

There have been four main versions of NACE so far. The first one was adopted in 1970 and it stood for the "General industrial classification of economic activities within the European Communities". It was followed by the first revision of the original document in 1990, called NACE Rev. 1, where some details were added to reflect inadequately presented

⁵ http://ec.europa.eu/eurostat/statistics-explained/index.php/NACE_background

economic activities. The third, minor revision of the previous NACE document was adopted in 2002, and it was called NACE Rev. 1.1. The final version - NACE Rev. 2 appeared in 2006 and is still active today.

NACE consists of a hierarchical structure: it consists of *sections* on the first level, *divisions* on the second level, *groups* on the third level, and *classes* on the fourth level.

NACE Rev. 1.1 (2002) places the translation profession in a section titled "Real estate, renting and business activities", identified by an alphabetical code *KA*, even though its connection with real estate business is quite obscure. The next division is identified by a two-digit numerical code (74), and it is called "Other business activities", which denotes a wide range of activities and again categorises the translation profession very unclearly. Then, it is placed within a group called "Miscellaneous business activities n.e.c." and is marked by a three-digit numerical code (74.8). The group name is also unclear and the adjective alone denotes a variety of options (the abbreviation *n.e.c.* stands for "not elsewhere classified"). Finally, the translation profession is listed in a class identified by a four-digit numerical code (74.85) named "Secretarial and translation activities". Pym et. al (2012) add that "translation and interpretation" appear alongside typing, transcribing, proofreading and photocopying. It can be concluded that the translation profession is very vaguely described and its listing in NACE Rev. 1.1 (2002) is surely questionable and unpromising for the future professionalization process. *Figure 1* shows where translation profession is placed in NACE Rev. 1.1 (2002):



Figure 1: A screenshot taken from Eurostat web page which shows the categorisation of the translation profession in NACE Rev. 1.1 (Europa.eu n.pag.)

Even though NACE Rev. 1.1 (2002) does not promise "a bright future" for translators and interpreters, there has been a growing interest and effort among translation professionals to improve the status of their profession, which is why a notable change has been introduced in the final and current version of NACE. In NACE Rev. 2 (2008), the translation profession is placed within a section called "Professional, scientific and technical activities" (alphabetical code: *M*) which distinguishes it from the real estate and renting business. Then, it is placed within a division named "Other professional, scientific and technical activities" (numerical code: 74), and finally followed by a group called "Translation and interpretation activities" (numerical code: 74.3). The new classification is surely an improvement, "not because it brings anyone more money, but because the recognition is more exclusive and official" (Pym et. al 2012: 13). *Figure 2* shows the latest categorisation of translation profession in NACE Rev. 2 (2008):

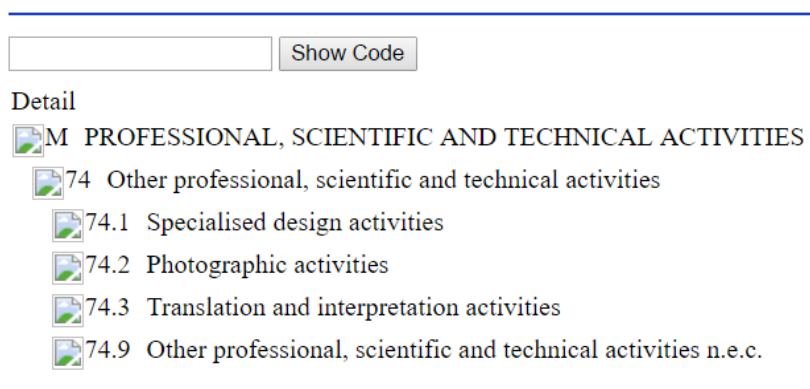


Figure 2: A screenshot taken from Eurostat web page which shows the categorisation of the translation profession in NACE Rev. 2 (Europa.eu n.pag.)

3.1.2. ISIC

There is another widely recognized official document concerned with the classification of jobs and it is called the International Standard Industrial Classification of All Economic Activities (hereinafter: ISIC).

ISIC is used both nationally and internationally (the same as NACE) and it is a product of the United Nations. ISIC Rev. 4 (2008) places the translation profession in almost the same category as NACE does - "Other professional, scientific and technical activities n.e.c." (class: 7490). It is explained that this class includes "a great variety of service activities

generally delivered to commercial clients" and that it also includes "those activities for which more advanced professional, scientific and technical skill levels are required, but does not include ongoing, routine business functions that are generally of short duration" (ISIC Rev. 4, 2008: 230). In a certain way, this explanation still fits today's depiction of the translation profession. Thus, "translation and interpretation activities" are placed next to, for example, "weather forecasting activities", "business brokerage activities", "security consulting", "agronomy consulting" and other similar categories.

This class also includes activities carried out by agents or agencies in motion picture business, theatrical production or other entertainment attractions, and activities concerning placement of books, plays, artworks etc. (ISIC Rev. 4, 2008). Interestingly, this class excludes activities that were previously placed together in the same category. Those activities are some of the following: bookkeeping activities, activities of real estate brokers, activities of architecture and management consultants, activities of independent journalists, etc. The separation is surely a good step towards a more enhanced status of the translation profession.

Even though the translation profession is gradually improving its position in the categorisations of economic activities, there are other state systems which place translation professionals in uncertain positions. For example, the report on the status of translation profession in the European Union (Pym et. al 2012) states that there is no special category for translators in the national taxation systems. In most cases, translators "list themselves either in the general category of salaried workers or as self-employed workers" and the status of translators in social security systems "tends to derive directly from their categorisation in the taxation systems" (Pym et. al 2012: 19). This presents another issue for the professionalization process of the translation profession.

3.2. The status of the translation profession in official documents of Croatia

There is one central body in the Republic of Croatia which performs various tasks of official statistics and gives information on the placement of all economic activities in national listings, including the translation profession. It is called The Croatian Bureau of Statistics (in Croatian: *Državni zavod za statistiku*, hereinafter: CBS) and it is "the chief producer, disseminator and coordinator of the official statistics system of the Republic of Croatia, and the main representative of the national statistical system" (The Official Statistics Act 2013).

3.2.1. NKD

Since CBS continuously follows and adopts European and world statistical standards in order to harmonize and compare statistical data on the world level, it has also developed a national listing of economic activities which is completely in line with international documents such as NACE and ISIC. This document is named the National Classification of Activities (in Croatian: *Nacionalna klasifikacija djelatnosti*, abbreviated as NKD) and it is a Croatian version of the NACE Rev. 2 document, which acts as the basis for all EU member states.

According to the National Classification of Activities (2007), the national documents that classify economic activities should correspond with the documents on the international level. This means that NKD should fully correspond to NACE. In particular, if NACE goes under revision, NKD should do the same. *Table 3* briefly shows the relation and correspondence between previously mentioned documents, including NACE, ISIC, and NKD:

EU level			NACE (1970)	NACE Rev. 1 (1990)	NACE Rev. 1.1 (2002)	NACE Rev. 2 (2006)
UN level	ISIC (1948)	ISIC Rev. 1 (1958)	ISIC Rev. 2 (1968)	ISIC Rev. 3 (1990)	ISIC Rev 3. 1 (2002)	ISIC Rev. 4 (2008)
National level				NKD (1997)	NKD (2002)	NKD (2007)

Table 3: Correspondence between official documents on EU, UN and national level

In the National Classification of Activities (2007), the translation profession is placed within section *M* under the title "Professional, scientific and technical activities", which is completely the same as in its superior document - NACE. Then, it is placed in a division named "Other professional, scientific and technical activities" (numerical code: 74), which is also the same as in NACE. The last category or group is called "Translation activities and sworn translation services" and it is marked by numerical codes 74.3 and 74.30. It can be concluded that the Croatian classification system is almost identical as the one on the higher level, namely NACE or ISIC. The only difference is visible in the title of the last group, which adds "sworn translation services" to the name. This is not the case in the NACE

document, and this can probably be attributed to the fact that the most recognizable status in Croatia in the field of the translation profession belongs to sworn translators.

3.3. The status of freelance translators in Croatia

Many professionals in the field of translation and interpreting work part-time or as freelancers. This phenomenon is common in Europe, as well as in Croatia. Therefore, in order to enhance the status of the translation profession in general, it is important to understand the status of freelancers as well because they comprise a huge part of the community.

Due to the fact that freelancers are the largest "category" when it comes to translation professionals' careers, some authors argue that it greatly affects the whole professionalization process of the translation profession in a negative way. Therefore, it is important to define what being a freelancer means. The Cambridge Dictionary explains that a freelancer is "someone who does particular pieces of work for different organizations, rather than working all the time for a single organization"⁶. Thus being a translator or an interpreter perfectly fits into this category. Pym et. al (2012) add that translation is not properly a field, but rather a *mediation* between constituted fields, which means that, for instance, literary translators are first competing in the field of literature and legal translators first in the field of law. Also, translators are often employed part-time, which suggests that they are active in other occupations as well. For example, it is very common in Croatia for the teachers of English (and other foreign languages) to translate as freelancers in their "free" time. Pym et. al (2012: 87) thus ask an important question: "If translators can and do engage in other activities, why should they need a strong protected profession?"

In Europe, the number of freelance translators started to grow in the 1990s, when many large companies started to outsource their translation demands (Pym et. al 2012). Surveys presented by Pym et. al show that the number of freelance translators in almost every survey makes up more than a half of the total amount of translators surveyed, sometimes even reaching up to more than 80%. Pym et. al (2012: 89) summarize it perfectly by asking: "So is a part-time occupation with a majority of women condemned to never reaching a position of power and control?" Hopefully, this is not true.

⁶ <http://dictionary.cambridge.org/dictionary/english/freelancer>

While reading forum threads on the internet in which people with experience talk about what it is like to be freelance translators in Croatia, it can be concluded that it is quite a complicated process because the whole field is really badly regulated by the Croatian law. People who took part in the discussion mostly complained about the instability of the job, which means that there is no regular monthly salary and it strictly depends on the amount of work a freelance translator can find in a month. Croatian freelancers also complained about the delay in payments. One person explained that, for example, literary translators who work as freelancers often get a contract in which it is stated that half of the total amount of payment will be delivered beforehand and the other half after the translation is done, but this is not always the case. The trick is that the contract does not mention an official due date for the rest of the payment, which can literally mean that a translator can wait for it forever. This is only one such example, but according to Forum.hr (n.pag.), freelance translators in Croatia deal with these issues quite often.

Booksa.hr, Croatian news portal which covers a lot of topics concerning literature interviewed a translator and president of DHKP (Croatian Society of Literary Translators) Petra Mrduljaš Doležal and a freelance translator Dinko Telećan and gave us an insight into the status of literary translators in Croatia who most often work as freelancers (Booksa.hr n.pag.). They explain that in Croatia, it is not easy to make a proper deal about the work agreement. In the field of literary translation, many publishing houses have their own contracts for freelancers which are usually not compatible with the Croatian copyright law. They also mention that even though translators are praised as important cultural mediators and Croatian institutions like to confirm that in public, the reality is quite different. For instance, the Ministry of Culture in Croatia subsidizes the publishing profession, but at the same time also financially helps publishers who do not fulfil their duties towards their associates, such as authors, translators, or illustrators.

5. The role of academic qualifications

If the translation profession seeks to achieve a better and more enhanced status, it should mean that people working in the field have certain educational qualifications, the same way as lawyers, doctors, or teachers do. Thus, the question is whether translators need to be educated as translators in order to work in the field. The answer is mostly negative. Pym et. al (2012: 20) confirm it by stating that "in no country that we have surveyed is any academic

qualification – or indeed any kind of formal qualification at all – required in order to use the term "translator" or its equivalent generic terms". The authors add that there are some exceptions among member countries of the EU, namely Scandinavian countries who managed to make a distinction between professional and amateur translators, and Slovakia, who amended their Trade Licensing Act in 2007. Gouadec (2007) adds that even though in most countries of the world absolutely anyone can practise translation professionally, it is advisable to have some prior inclination and qualities for the job, which certainly includes appropriate educational qualifications.

5.1. Master's programmes in translation

Since there is a growing need for professional translators in the EU and the rest of the world, despite the difficulties with enhancing their official status, many universities have recognized that need and started offering master's programmes in translation along with the usual teaching programmes. Gouadec (2007) explains that even though many universities offer degrees in translation nowadays, the title of a translator is not instantly conferred on anyone holding that degree. The author adds that "a postgraduate degree in translation awarded by one university in a given country may have very little (and sometimes almost nothing) in common with another postgraduate degree awarded by another university in the same country" (Gouadec 2007: 248).

Nevertheless, many master's programmes which offer a degree in translation have emerged in the recent years. Students can specialize in different fields of translation. For example, United Kingdom offers degrees in professional translation for European languages, in audiovisual translation, in translating for international business, and so on (Europa.eu n.pag.). Croatia also offers few master's level programmes in translation studies, which will be discussed in more detail in the following sections.

5.1.1. Faculty of Humanities and Social Sciences in Zagreb

The Faculty of Humanities and Social Sciences in Zagreb offers a wide range of possibilities to study. The languages that can be studied include the following: English, Italian, Czech, French, German, Greek, Hungarian, Croatian, Latin, Polish, Romanian, Russian, Slovakian,

Spanish, Portuguese, Dutch, Swedish, Turkish, Ukrainian, and south Slavic languages (Bulgarian, Macedonian, Slovenian, and Serbian). On the web page of the Faculty (Theta.ffzg.hr n.pag.), there is a list of master's programmes in abovementioned languages, and students can choose which field to further specialize in. Language departments that offer programmes in translation are the following: English, French, Czech, German, Russian, Slovakian, Spanish, Swedish, and Ukrainian. Other language departments, for example Greek, offer research and teacher training modules, but not the translation module.

In this analysis, the focus will be on the department of English Language and Literature. The Faculty of Humanities and Social Sciences in Zagreb offers a translation module in English which includes courses such as "Theory of Translation", "Translating Scientific Texts", "EU and International Organizations", "Translator and Computer", "Cognitive Linguistics and Translating", "Areas of Translation Activities", and other similar courses (Theta.ffzg.hr n.pag.). It is important to note that it also offers a course in the Croatian language, since it is vital to have a perfect mastery of both your source and target language, which is often overlooked in the translation business.

Moreover, there is an explanation of the "professional status" one will have after having completed the MA programme in translation. It states that the person who has acquired the necessary qualifications will be able to use the legitimate academic title (Master of English Language and Literature) and do the professional work in the field. It also states that a person holding the degree is competent to work in all areas of translation business, as well as in areas which require a perfect mastery of the English language, such as publishing houses, marketing agencies, the media, and so on. The requirements and learning outcomes include the following: high level of linguistic competence in both the native and English language (level C1 or C2 by Common European Framework of Reference for Languages), the ability to translate from the source language into the target language and vice versa (as well as processing and revising the text), the information-communication competence (research, terminology, computer assisted tools), the thematic competence (being able to work in different areas where translation services are needed), and the awareness of the necessity of lifelong learning. According to this information, it can be said that the former students can immediately start working as translators after finishing studies but, of course, this is not the case.

5.1.2. *Faculty of Humanities and Social Sciences in Osijek*

The languages that can be studied at the Faculty of Humanities and Social Sciences in Osijek are English, Croatian, Hungarian, and German.

English and German studies offer master's programmes in translation with the following obligatory courses: "Croatian Language for Translators and Interpreters" (lasts for two semesters), "Literary Translation", "A Survey of Twentieth-Century Translation Studies", "Translating the Language of the Media", "Contemporary Translation Studies", "Introduction to Consecutive Interpreting" and "Introduction to Simultaneous Interpreting" (Ffos.unios.hr n.pag.). Some of the elective courses include: "Cognitive Linguistics", "Corpus Linguistics for Translators", "Translation and European Integration", "Translation in the Field of Economics", and "Translation of Scientific and Technical Texts". If we compare the master's programme in Osijek with the one in Zagreb, it can be said that both of them offer similar, practical courses. The difference is notable with the courses in consecutive and simultaneous interpreting, which are not offered at the Faculty of Humanities and Social Sciences in Zagreb.

In the Proposal for the university study programme in English, it is explained that one of the most important reasons for developing this programme is the fact that Croatia is now a member of the European Union. Because of the EU's enlargement (as well as globalisation), there has been a greater need for translating and interpreting, which is why the Faculty of Humanities and Social Sciences in Osijek recognized the possibilities of recruitment of the professional translators. Moreover, the master's programme in translation in Osijek is compatible with programmes in Leeds and Graz (University of Leeds, Centre for Translation Studies, MA Interpreting and Translation Studies and Karl-Franzen-Universität Graz, Diplomstudium Übersetzen und Dolmetschen), which is also a proof of higher demand for translators/interpreters.

The learning outcomes of the translation studies in Osijek (presented in the Proposal for the university study programme) include the following: understanding and distinguishing between different types of translation, explaining the basics of the European Union, familiarizing with working conditions of the translation profession, etc. As for the job possibilities, the study programme states that students who complete the translation studies in Osijek can work as freelancers, or in translation services and agencies, the translation departments of various tourists or trading agencies, as well as in the institutions of the

European Union or the United Nations. Also, they can work in related professions, such as publishing, media, or information technology.

Furthermore, the Proposal for the university study programme in English explains the need for coherence between professional qualifications in EU member states. It states that the EU Directive 2005/36/EC has made it possible for people who have acquired certain professional qualifications in their native countries to work in other EU countries according to the same system of rules. The Directive is regulated by the Croatian Act on Regulated Professions and Recognition of Foreign Professional Qualifications (Narodne-novine.nn.hr n.pag.), which is aligned with EU law. Nevertheless, full implementation and acknowledgment has been obtained only for certain professions, namely medicine, stomatology, pharmacy, veterinary medicine, and architecture, and partially for other professions, such as for the graduates of English.

5.1.3. *University of Zadar*

At the University of Zadar, the languages that can be studied are the following: English, Croatian, French, Greek, Latin, German, Russian, Spanish, or Italian. The language departments which offer master's programmes in translation do not include the English language; students can choose between the teacher training module and the research module, and the latter offers only two courses in translation.

All the other listed languages (except for Greek and Latin) do offer translation programmes. For example, the Proposal for the university study programme for the Italian language (Unizd.hr n.pag.) shows a large list of the courses they offer, some of which include "The Theory of Translation", "Translating from Italian into Croatian" and vice versa (they offer this course for three semesters), "History of Translation", "Information Science for Translators", "Literary Translation", "Conference Interpreting", "Croatian Literature for Translators", etc. Some of these courses are obligatory, and some are elective. If we compare this programme to those in Zagreb and Osijek, it seems to offer more courses. The focus is on philology as well, and they have courses such as "Sociolinguistics" and "Language and Identity".

In the description of the study outcomes, it is stated that after completing the studies, the students will be acquainted with the contemporary theoretical approaches in translation,

they will be able to recognize certain difficulties when translating, translate newspaper articles, scientific and professional texts, as well as literary texts. They will also be able to process terminology, use the appropriate language style, and so on. It is interesting to note that the proposal has a section called "Compatibility with the requirements of professional associations (for regulated professions)", which states what one can do in a professional sense after completing translation studies. It says that after the completion of the studies, one is eligible to take a test and become a sworn translator, apply for membership in the Croatian Literary Translators' Association, as well as in the Croatian Association of Scientific and Technical Translators. In the proposal, it is also mentioned that the terms of the European Personnel Selection Office for applying to work in the European Union are introduced to all the students. Moreover, there is a section which compares this study programme to other programmes in Croatia or the EU, and it states that the master's programme in Zadar is partially comparable with the master's programme in the Italian language at the Faculty of Humanities and Social Sciences in Zagreb, but it also explains that the programme in Zadar focuses more on the study outcomes for a future translation profession. Also, it is comparable with the study programme in Italy called "Laurea magistrale in Traduzione specializzata e cooperazione interculturale", but it is less specialized.

5.1.4. *Faculty of Humanities and Social Sciences in Split*

The languages that can be studied at the Faculty of Humanities and Social Sciences in Split are Croatian, English, and Italian, whereas both English and Italian offer master's programmes in translation.

The web page of the Faculty states that the graduate studies in English offer specializations in teacher education and in translating/interpreting. The latter one has emerged, as is explained on the web page, "due to contemporary EU trends, there is a growing need for translators in the areas of foreign affairs, business, management and culture and such professionals will be especially sought after locally in the Split-Dalmatian County due to the accelerated development of tourism in this region".⁷ The need for translators in this area is understandable, since tourism is one of the most important sectors of Croatian economy. The graduate double-major programme in English language studies with a special emphasis on translation (Ffst.unist.hr n.pag.) offers the following obligatory courses: "Translation Studies

⁷ <https://www.ffst.unist.hr/en/departments/english>

with Elements of Contrastive Analysis", "Translation Methodology – Theory and Practice", "Literary Translation – Module 1 and 2", "Interpreting – Module 1 and 2", and "Translation of Specialised Texts". Interestingly, a course in the Croatian language is only optional, which is not the case at, for example, the Faculty of Humanities and Social Sciences in Osijek.

As for the learning outcomes, the students who successfully complete graduate studies in translator/interpreter education will be competent to translate professional and literary texts and to interpret both simultaneously and consecutively. The Faculty's web page also provides information on the areas of employment, such as culture, publishing, media, foreign affairs, administration, and business.

6. The role of professional translators' associations

Professional associations of any kind represent interests of a certain group of people. One such interest is to improve the status of a certain profession (in this case – the translation profession). This statement is confirmed by Pym et. al (2012), who explain that one of the clearest ways in which a translator can signal his or her professional status is the membership of a professional association. But, it is not sufficient to become a member of just any professional association. If a translator wants to "benefit" from it, the association has to have some authority, which is influenced by the following list of factors: admission criteria, longevity, size, inclusion in wider associations, specialization, and number and quality of services (Pym et. al 2012).

The listed factors are important for the association's authority because they determine the differences between various associations. A survey conducted by Pym et. al (2012) shows that new members are admitted in translator associations on the basis of experience and/or academic qualifications. The degree in translation is very rarely "absolutely" necessary (it is required for some associations in Greece, Cyprus, and Denmark), which leads to the conclusion that experience is the most important factor when admitting into a certain association. As for the longevity and size of professional associations, Pym et. al (2012) explain that there are discrepancies in the numbers of members in the associations, mostly because the numbers on the associations' websites do not correspond with the numbers declared to FIT (International Federation of Translators), which makes a possible statistical analysis vague and unreliable. However, there are certain associations which are quite old and

fairly big in size, one such being The British Chartered Institute of Linguists.⁸ Moreover, there are a lot of new associations nowadays which represent only a fragment or a certain area of expertise in the translation profession. Such specializations have led to associations that deal solely with, for example, scientific and technical translation, or literary translation.

6.2. The development of professional translators' associations

Since the association's importance lies heavily on its longevity and size (among other equally important factors), Pym et. al (2012) listed some of the first translators' associations which emerged in the late 19th and early 20th century. The list of those associations is presented in *Table 4*:

Association	Year of foundation
Society of Greek Playwrights, Musicians and Translators	1894
The Danish Translatørforeningen	1910
Norwegian Association of State Authorised Translators	1913
Swedish Federation of Authorised Translators	1932
The British Chartered Institute of Linguists	1910

Table 4: The first translators' associations in the late 19th and early 20th century

It can be said that the need for group organisation and schematic support from a more official body of professionals in the decades after the industrial revolution led to the foundation of different translators' associations. *Table 4* shows that the earliest such association emerged in Greece, which is known for its rich artistic history. Besides Greece, translators' associations started emerging in Scandinavian countries as well, which are also known for their efficiency and higher life standard.

Furthermore, Pym et. al (2012) list the two largest translators' associations - the Budensverband der Dolmetscher und Übersetzer (acronym: BDÜ) with about seven thousand members and the American Translators Association (ATA) with about eleven thousand members. They emerged in the 1950s, which was "the heroic age of the translation profession in the West" (Pym et. al 2012: 34). After that, other similar associations started to operate, such as CIUTI (Conference Internationale Permanente D'Institutes Universitaires de

⁸ The British Chartered Institute of Linguists will serve as an example for the key factors which influence association's authority. This will be presented in Chapter 6.3. of this paper.

Traducteurs et Interpretes), FIT (Fédération Internationale des Traducteurs), ITI (Institute of Translation and Interpreting), and CIOL (The British Chartered Institute of Linguists), all of which are now major organisations with quite a large number of members.

Nevertheless, more and more associations were being founded during that "heroic" age of the translation profession. Pym et. al (2012) divide these associations in two groups – some of them now have between 700 and 1700 members, which makes them large enough to have some authority. Such associations exist in, for example, Italy, France, Finland and the Netherlands. On the other hand, the second group consists of quite small associations, which have between 200 and 600 members. They can be found in Norway, Austria, Spain, Sweden, Belgium, Greece, Switzerland, and Croatia.⁹ Pym et. al (2012: 35) notice that "the creation of new associations has been fairly constant" and they explain this phenomenon by stating that "some impetus might be due to the enhanced importance of translation associated with the various waves of EU accession." Later on, the authors conclude that those new, smaller associations with, for example, only eight members, might want to achieve a better involvement and interactivity among members, which large associations cannot offer.

6.3. The British Chartered Institute of Linguists as the example of good practice

The British Chartered Institute of Linguists (hereinafter: CIOL) is "the leading UK-based membership body for language professionals which aims to enhance and promote the value of languages and language skills in the public interest and provides accredited qualifications"¹⁰, as is stated on their web page. Bearing in mind the list of key factors significant for the association's authority, which Pym et. al (2012) presented in their report, one of the most prestigious British institutes – The British Chartered Institute will be analysed according to its admission criteria, longevity and size, and professional qualifications it offers.

Admission criteria:

The process of becoming a member of The British Chartered Institute starts with a simple step. First, a website account has to be created and the person who made it has to log in. Membership can be acquired through four steps which are presented in *Figure 3*:

⁹ Translators' associations in Croatia will be analysed in Chapter 6.4. of this paper.

¹⁰ <http://www.ciol.org.uk>

Step 1 – Find your grade
 Review our [membership grades](#) to see which one best reflects your qualifications, experience and career stage.

Step 2 – Apply
 Complete the relevant form for the grade you wish to apply for.
Online applications: You **first need to create a website account and log in** before returning here and following the relevant link below to complete the online form:

- [Student Affiliate](#)
- [IoLET Affiliate](#)
- [Career Affiliate](#)

For the following grades, please follow the relevant link to download the 'offline' application form and guidance notes:

- [Associate](#)
- [Member](#)
- [Fellow](#)

Step 3 – Provide payment

- **Student Affiliate** membership is free.
- **IoLET Affiliate** applications must be accompanied by the annual membership fee of £25.00 payable as part of the online application form.
- **Career Affiliate** applications must be accompanied by an assessment fee of £25.00, payable as part of the online application form.
- **Associate, Member and Fellow** applications must be accompanied by an assessment fee of £25.00, payable [online via PayPal](#).

Step 4 – Chartership
 If you're also seeking chartership alongside your Member or Fellow application, please remember to include evidence of your CPD and a reflective statement.

Figure 3: The list of steps for becoming a member of CIOL (Ciol.org.uk n.pag.)

The British Chartered Institute of Linguists explains that the membership grade depends on the candidate's level of professionalism – a member can be an undergraduate or a graduate studying languages at the university or a more experienced linguist. The membership actually provides the candidate with "a pathway to support their career ambitions and professional development".¹¹ Grades are divided into two main groups – pre-professional grades and professional grades.

Pre-professional grades are for the linguists studying either an academic, vocational, or professional language qualification and also for the linguists who are just starting their career. Candidates can become either student affiliates, IoLET affiliates, or career affiliates. If the candidate becomes, for instance, a student affiliate, the membership is for free and the applications are welcomed from students based both in the UK and overseas. After completing the qualification, a student affiliate is eligible to upgrade to a career affiliate, which is the first step towards professional membership.

On the other hand, the professional grades are constituted of associates, members, and fellows. The associate grade (acronym: ACIL) is designed for the practising linguists who are just starting their career. The associates need to have a minimum of one year's work

¹¹ <http://www.ciol.org.uk/grades>

experience in the chosen field and use their language skills professionally. They also need a UK degree or an equivalent qualification in their non-native language. Moreover, the member grade (acronym: MCIL) is aimed at the more experienced linguists who hold a degree level qualification in their non-native language and have a minimum of three years' work experience. Those who have at least five years of relevant experience are eligible to apply for the last grade, that is for becoming a fellow. Lastly, the fellow grade (acronym: FCIL) is the highest level of professional membership, and is designed for the linguists who work at a senior level and have a recognized professional standing. In CIOL's Admissions Criteria for Membership (2016), it is stated that "typically, a fellow is a role model and ambassador for the language professionals, demonstrating a commitment to promoting and sharing the highest standards (...)". *Table 5* shows a clearer distinction between the pre-professional grades and professional grades:

Level	Pre-professional grades	Professional grades	Designatory letters
1st	Student Affiliate	-	(none)
2nd	IoLET Affiliate	-	(none)
3rd	Career Affiliate	-	(none)
4th	-	Associate	ACIL
5th	-	Member	MCIL
6th	-	Fellow	FCIL

Table 5: Overview of pre-professional and professional grades in CIOL (Admissions Criteria for Membership 2016)

To demonstrate what the membership of The British Chartered Institute means for its highest level members, *Figure 4* represents a statement from one of the members - Joanna Ramsden, whose grade is MCIL (member grade - second professional grade):

Joanna Ramsden MCIL

Freelance translator

Member since: 2015

Native language: English

Languages used professionally: Chinese (Mandarin) and French

Joanna explains why she would highly recommend becoming a CIOL Member and how membership has helped her to expand her freelance business:

"The membership fee is very reasonable and has been worth its weight in gold.

It and has already paid for itself several times over as I have been contacted by numerous agencies as a result of being listed in the [Find-a-Linguist](#) directory.

The first few jobs that I secured have not only more than covered my membership fee but also led to a reference which meant that I could start to gain more work from other agencies. CIOL and its magazine *The Linguist* are both good ways of keeping up to date with industry standards. The opportunity to share information with other translators enables me to learn more about current trends, share hot tips, get links to training webinars for translators, download training materials and use networking sites for translators who wish to help each other to find additional work. Membership has been invaluable."



Figure 4: A screenshot of Joanna Ramsden's statement on membership significance (Ciol.org.uk n.pag.)

Longevity and size:

As presented in the beginning of this section, CIOL is one of the oldest associations which dates back to 1910. It was established by William Lacon Threlford whose aim was to "address the lack of expertise in modern languages among British businessmen involved in foreign trade"¹², which gives us a clue that the need for these kinds of associations started with the development of globalisation. In the following years, CIOL continuously grew.

It is worth mentioning that CIOL also received The Royal Charter, which is issued by the monarch and serves as letters patent giving right or power to a certain organisation (or an individual). The Royal Charter represents a significant step in the recognition of the profession of the linguist in all areas of work.. It can be argued that this kind of recognition for CIOL (and other associations) secured a more stable pathway towards professionalization of the translation profession. Finally, CIOL brings together almost 6000 members in 57 countries, which makes it one of the largest translators' organisations in the world.

¹² <http://www.ciol.org.uk/history-ciol>

Professional qualifications:

CIOL takes pride in offering qualifications for quite a large number of languages, that is over 50 languages during the course of a year. Besides that, we can be quite sure that their qualifications always remain relevant, reliable, and valid and are recognised by "government departments, agencies, business organisations, universities, and schools"¹³, which all play an important role in reaching professional standards of the translation profession. The most notable qualifications CIOL offers are the following: Diploma in Translation, Diploma in Public Service Interpreting, Diploma in Police Interpreting, Certificate in Bilingual Skills (also for the Police) and Certificate in Languages for Business. The first qualification – a Diploma in Translation will be analysed in more detail.

The Diploma in Translation is "the gold standard for anyone wanting a career as a freelance translator or to work as a translator for international corporations worldwide".¹⁴ CIOL offers this qualification at a postgraduate level. Those who obtain this type of qualification can be sure that it is internationally recognised and can improve career prospects (one can use the title "DipTrans IoLET", which is short for an "IoLET Affiliate with the Diploma in Translation"). The format of the exam that needs to be taken to get this qualification is divided in three sections – the first one requires written translation of a general text, while the second and third one assess written translation of semi-specialized texts in different fields, which is presented in *Table 6*:

What format does the exam take?	
Unit 01	Written translation of a general text
Unit 02	Written translation of a semi-specialised text (technology, business, literature)
Unit 03	Written translation of a semi-specialised text (science, social science, law)

Table 6: The format of the Diploma in Translation exam by CIOL

It is also worth mentioning that the candidates need to pay for their exams, and the prices for the current year may be different than the prices for the year that follows. CIOL offers different price lists, which is illustrated in *Figure 5*:

¹³ <http://www.ciol.org.uk/qualifications>

¹⁴ <http://www.ciol.org.uk/DipTrans#quicktabs-diptrans=0>

Fees
<p>How much does it cost?</p> <p>Candidates must pay exam fees and a centre fee. Fees are reviewed annually.</p> <p>Exam fees 2017</p> <ul style="list-style-type: none"> • Unit 01 Written translation of a general text: £405 • Unit 02 Written translation of a semi-specialised text: £300 • Unit 03 Written translation of a semi-specialised text: £300 <ul style="list-style-type: none"> • Units 01 and 02 booked together: £600 • Units 01 and 03 booked together: £600 • Units 02 and 03 booked together: £600 <ul style="list-style-type: none"> • Full registration (all units): £600 <p>Please note there is no early registration fee from 2017</p> <p>Centre fees</p> <p>If you register to take the exam at one of our centres, centre fees are arranged and payable directly to the centre.</p> <p>If you register to take the exam at the IoLET Open Centre, London, the following fees apply:</p> <ul style="list-style-type: none"> • Unit 1: £52 • Unit 2: £52 • Unit 3: £52 • All 3 units: £156

Figure 5: The cost of CIOL's exam and centre fees for a Diploma in Translation

It can be concluded that The British Chartered Institute does a really good job with the professionalization of all linguistic professions, especially the translation profession. The qualifications they offer are highly compatible with the market demand in the UK, and a CIOL certified translator is actually recognized among clients on a much higher level, which is not always the case with certified translators in other countries, including Croatia. The collaboration with different institutions is also on a high level – for example, a Diploma in Police Interpreting (shortened: DPI) actually replaced the Metropolitan Police Test as an accredited qualification recognised by The Office of Qualifications and Examinations Regulation in the UK. Moreover, language combinations CIOL offers for the Diploma in Translation include both Croatian into English and vice versa (Ciol.org.uk n.pag.)

6.4. Professional translators' associations in Croatia

There are currently ten notable translators' associations in Croatia. They represent different areas of translation – literary, audiovisual, scientific and technical translation, as well as court and conference interpreting. Some of these associations have a rich history, and some emerged in the last few years. Pym et. al (2012: 35) explain that the older ones started emerging during the "heroic age of the 1950s and 1960s", after the foundation of some other

important European associations (such as CIOL), while the "younger" ones were being shaped in the years prior to the accession of Croatia to the European Union.

What distinguishes Croatian associations from other larger European ones is the fact that the Croatian associations mainly represent specialised areas of translation, whereas, for example, United Kingdom has larger associations (namely CIOL), which bring together all areas of the translation profession in one place.

Pym et. al (2012: 38) say that in the case of Croatia (as well as Denmark, Finland, Slovakia, Estonia and Slovenia, all of which are countries who have quite a small population), "there are more association members than the macroeconomic data can account for" and that "the effect of having an official EU language is relatively great and trumps the macroeconomic projection". The question is if Croatia really needs more translators than the market possibly demands. For example, Finland also has an "oversupply" of translators, but this can be explained by the fact that the Finnish are bilingual (the official languages in Finland are both Finnish and Swedish). They also have valuable companies such as Nokia, and since Nokia is a strong exporter, it explains the need for more translation professionals.

Nevertheless, the question is whether Croatia can justify the number of their translators and interpreters. Pym et. al (2012: 39) state that there are five associations for court interpreters in Croatia, which "appear to have been set up to provide training programmes for a market that might need around 100 court interpreters" (*Table 7* lists those five associations for court interpreters, which make up a half of the total number of translators' associations in Croatia). The authors also suggest that "the enthusiasm behind these five associations, all of recent creation, has more to do with accession to the EU than with the long-term needs of the national courts" (Pym et. al 2012: 39). Croatian translators' associations will be analysed in the following sections according to the factors important for association's authority.¹⁵ Since there are five associations for court interpreters in Croatia, they will be analysed under the same category. The list of all professional translators' associations in Croatia is presented in *Table 7*:

¹⁵ The key factors were presented at the beginning of Chapter 6 in this paper. They include the following: admission criteria, longevity, size, inclusion in wider associations, specialization, and number and quality of services.

English	Croatian	Year of foundation	Web page
Croatian Literary Translators' Association	Društvo hrvatskih književnih prevodilaca	1953	www.dhkp.hr
Croatian Association of Scientific and Technical Translators	Hrvatsko društvo znanstvenih i tehničkih prevoditelja	1957	www.hdztp.hr
Croatian Association of Audiovisual Translators	Društvo hrvatskih audiovizualnih prevoditelja	2012	www.dhap.hr
Association of translators for television, cinema, and video production	Udruga prevoditelja za televiziju, kinematografiju i videoprodukciju ¹⁶	1992	-
Croatian Society of Conference Interpreters	Hrvatsko društvo konferencijskih prevoditelja	1974	www.hdkp.hr
Associations for court interpreters:			
The Association of Sworn Court Interpreters	Strukovna udruga stalnih sudskih tumača	2010	www.usst.hr
Association of Court Interpreters and Translators	Društvo sudskih tumača i prevoditelja	1989	www.dstip.hr
Croatian Association of Professional Court Interpreters	Hrvatska strukovna udruga sudskih tumača	2007	www.hsust.hr
Association of Permanent Court Interpreters	Udruga stalnih sudskih tumača ¹⁷	-	-
Tempus Court Interpreters Association	Udruga sudskih tumača "TEMPUS"	2010 ¹⁸	www.tempus-obuka.hr

Table 7: The list of professional translators' associations in Croatia

¹⁶ The Association of translators for television, cinema, and video production does not have an official web page but it is registered as a professional association. For example, their information can be found on Bisnode.hr, a web page which serves as a collection of online business information (<http://search.bisnode.hr/hr/1015584/udruga-prevoditelja-za-tv-kino-i-video/?l=en-US>).

¹⁷ Even though Pym et. al (2012) listed the Association of Permanent Court Interpreters as one of the associations in Croatia, it is nowhere to be found. They do not have a web page, nor any contact information posted on the internet.

¹⁸ The year of foundation of "TEMPUS" is unclear. Their web page suggests the year is 2010 since the first post was published on December 13, 2010 (<http://www.tempus-obuka.hr/o-nama.html>). Pym et. al (2012) also listed that year as the year of foundation, but the authors marked it with a question mark.

6.4.1. Croatian Literary Translators' Association

The Croatian Literary Translators' Association (hereinafter: DHKP) was founded in 1953, following the foundation of FIT (Fédération Internationale des Traducteurs), one of the largest translators' associations in the world. This confirms the emergence of the "golden years" (1950s and 1960s) for translation business, as stated by Pym et. al (2012).



Figure 6: The logo of the Croatian Literary Translators' Association; in Croatian - *Društvo hrvatskih književnih prevodilaca* (Dhkp.hr n.pag.)

DHKP is a non-governmental and non-profit organisation which got its confirmation as an NGO from UNESCO and was placed in category A. Currently, their web page lists almost three hundred members. The number of members differs from the number presented by Pym et. al (2012) in *Table 7*, which can be the result of difference in time (the report on the status of translation profession by Pym et. al was published in 2012, and the current year is 2017). DHKP became a member of CEATL (the European Council of Literary Translators' Associations) in 1994, which is the umbrella organisation for all literary translators' associations in Europe and serves as "a platform where literary translators' associations from different European countries could exchange views and information, and join forces to improve status and working conditions of literary translators".¹⁹

The main tasks of DHKP include some of the following: they gather various Croatian literary translators, try to improve the translation industry in terms of, for example, copyright protection and professional ethics, they collaborate with different cultural organisations in Croatia and abroad, they publish a collection of papers and present professional awards (Articles of the Association 2015).

Anyone who translates (and publishes) literary and similar works can become a member of DHKP. Depending on the candidate's contribution to culture, one can become either a regular or an honoured member. The first step in becoming a member includes an

¹⁹ <https://www.ceatl.eu>

online application in which the candidate has to list his or her bibliography, i.e. attach published translations of culturally-relevant works (Dhkp.hr n.pag.). A candidate also has to be acquainted with the bylaws of DHKP. The final step – admission into DHKP depends on the Board of Directors' decision.

DHKP is arguably one of the most prestigious associations in this field because it has the longest history and tradition among Croatian translators' associations. *Figure 7* demonstrates the services (published translations) DHKP has approved so far:

1798 pronađenih prijevoda: jezik izvornika - engleski

Mislav Ježić: Počeci indijske misli, BIGZ, Beograd 1981.

Indian philosophy*

engleski → hrvatski DHKP

Božo Kukulja: Indijanska poezija, Lykos, Zagreb 1955.

Poetry of American Indians

engleski → hrvatski DHKP

Omer Lakomica: Ovčar s Guadalupa, Otokar Keršovani, Rijeka 1962.

Zane Grey: The shepherd of Guadalupe

engleski → hrvatski DHKP

Branko Bucalo: Ulica North Frederick broj 10, Zora, Zagreb 1960.

John O'Hara: Ten North Frederick

engleski → hrvatski DHKP

Figure 7: Examples of DHKP's published translations in English, with the total amount of 1798 translations; other working languages of the association are not included (Dhkp.hr n.pag.)

6.4.2. Croatian Association of Scientific and Technical Translators

The Croatian Association of Scientific and Technical Translators (hereinafter: HDZTP) was founded in 1957, not too long after the emergence of DHKP, which again proves the fact that the decade between the 1950s and 1960s was the most prolific one for translators' associations. HDZTP is also a member of the larger translators' association – FIT.



Figure 8: The logo of the Croatian Association of Scientific and Technical Translators; in Croatian - Društvo hrvatskih znanstvenih i tehničkih prevoditelja (Hdztp.hr n.pag.)

This association is as big as DHKP when it comes to the number of members – their web page states that there are three hundred of them, forty percent of which are above sixty years of age (Hdztp.hr n.pag.). Interestingly, members of HDZTP have certain rules – if they translate from Croatian into a foreign language, it is required for them to be native speakers of that foreign language. On the other hand, when they translate from a foreign language into Croatian, they have specialists for different areas; for example, a patient information leaflet for certain pills can be translated either by a pharmacist or a translator who has worked in a pharmaceutical company.

The main tasks of HDZTP include gathering translators, encouraging their members to be ethical and responsible, enriching Croatian scientific terminology, collaborating with various agencies, companies, educational institutions, publishing dictionaries and glossaries, and suggesting unique price lists for translation services in Croatia – all of which are very important for the professionalization process of translation profession.

Articles of the Association (Hdztp.hr n.pag.), which have been active since 1997, provide the information on how to become a member of HDZTP. Those who have the necessary linguistic and professional knowledge in the field of scientific and technical translation can fulfil an application which requires general and specific information. The Board of Directors makes the final decision. Unfortunately, there are not a lot of guidelines on the association's web page on how to become a member. To get more information, it is better to dial their number or personally come to their office. It should be mentioned that DHZTP does offer certain privileges, which are not really common for the translation profession in Croatia (at least not yet). Those privileges include social security on the basis of membership, enlistment in the register of liberal professions after a two-year membership, protection against the lower working prices, and a work contract.

Even though HDZTP is a non-commercial organisation, they use a commercial service via another agency called "The Translation Center" (in Croatian: *Prevoditeljski centar*), which takes on translation orders, transfers them to the members of HDZTP, and issues all the invoices. HDZTP's services include scientific and technical translation, simultaneous and consecutive interpreting, and forming professional/scientific terminology. They also publish a translation journal called "The Translator".²⁰

6.4.3. Croatian Association of Audiovisual Translators

The Croatian Association of Audiovisual Translators (hereinafter: DHAP) was founded in Zagreb in 2012 (Dhap.hr n.pag.). Pym et. al (2012: 36) explain that "many of the newer associations (and a few of the older ones) aim to represent just part of the overall translation profession", and that there has been "a further development in the creation of associations specifically for audiovisual translators". Accordingly, DHAP emerged as one of the "new" translators' associations in Croatia, following other European countries such as France and Spain. It is also a member of the larger association – AudioVisual Translators Europe (acronym: AVTE), which is a "European federation of national associations and organizations for media translators of all kinds".²¹

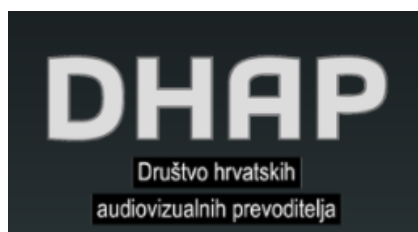


Figure 9: The logo of the Croatian Association of Audiovisual Translators; in Croatian – Društvo hrvatskih audiovizualnih prevoditelja (Dhap.hr n.pag.)

DHAP is a non-governmental, non-profit professional association whose aim is to achieve and balance common interests and rights of audiovisual translators, as well as continually work on enhancing the level of Croatian television and film translation and culture (Articles of the Association 2012). DHAP's tasks are similar to those of other professional associations – they gather audiovisual translators in one place, work on improving audiovisual translation in general, etc. One of the notable aims listed in the DHAP's Articles of the

²⁰ https://issuu.com/prevoditeljhdztp/docs/prevoditelj_93_2014

²¹ http://avteurope.eu/en_GB

Association (2012) is preserving Croatian language in audiovisual translation as an official language of the Republic of Croatia and promoting its values and the variety of dialects.

There are approximately forty members currently active in DHAP. To become a member, a written application which includes the biographical information and the working languages of a person applying should be sent. The applicant also needs to send some proof of his or her experience in audiovisual translation (it has to be one-year experience at least), and an e-mail of a person who can confirm the authenticity of those documents. Interestingly, since The Ministry of Culture in Croatia added DHAP to the list of artistic professional associations in Croatia, members of DHAP get a tax relief of 25% for all finished audiovisual translations.

6.4.4. *Croatian Society of Conference Interpreters*

The Croatian Society of Conference Interpreters (hereinafter: HDKP) was founded in 1974 "as the Society of Simultaneous and Consecutive Interpreters of Croatia, with the aim of promoting conference interpreting and the interpreting profession".²²



Figure 10: The logo of the Croatian Society of Conference Interpreters; in Croatian – Hrvatsko društvo konferencijskih prevoditelja (Hdkp.hr n.pag.)

On HDKP's web page, it is explained that conference interpreting was not institutionally organized in Croatia during 1950s, which meant that conference interpreters were mostly needed for single lectures, seminars and conferences on politics, science and the arts. It all began to change when conference interpreters in Serbia established their association, which then grew into the Yugoslav Association of Conference Interpreters, and was later on divided into separate associations on the level of the former federal republics. Following Slovenia, Croatia founded HDKP as well. HDKP is also a member of the

²² <https://www.hdkp.hr/en/drustvo>

International Association of Conference Interpreters (acronym: AIIC), the only global association of conference interpreters which "brings together over 3000 professionals from every continent".²³

Except for promoting conference interpreting and the interpreting profession, some of the other aims of HDKP include developing simultaneous and consecutive interpreting and assisting in organizing the work of conference interpreters.

Becoming a member of HDKP does require some additional effort, depending on the membership status one can get – a regular one or a pre-membership status. First, if the applicant is an experienced conference interpreter, he or she can apply for regular membership. The applicant can do so by filling in the membership application form and the sponsors' declaration forms (sponsors being only HDKP members with at least five years' seniority who listened to the applicant's interpretation at least once in the last three years). Then, a list of days worked has to be submitted to prove that the applicant has the experience in conference interpreting, and this includes at least 75 days of interpretation in the last five years. After that, the applicant has to submit a copy of his or her undergraduate or master's degree and submit a CV. The final step is emailing HDKP Membership and Mentorship Committee.

On the other hand, becoming a HDKP pre-candidate is slightly different (and less difficult). The applicant has to fill in the application form, submit a short CV, then submit a copy of his or her undergraduate or graduate degree and finally, submit a copy of the postgraduate degree in conference interpreting. If the applicant has the postgraduate degree in interpreting, he or she does not need any interpreting experience; whereas those who do not possess a postgraduate degree are required to submit a list of days worked as proof of experience and it has to include at least twenty days of interpreting in the last three years. The last step is submitting a written declaration by at least one HDKP member with five years' seniority that the applicant really works as a conference interpreter (Hdkp.hr n.pag.).

²³ <https://aiic.net/about>

Why become a member of HDKP?	
Regular member	Pre-candidate
Networking	Networking
Access to market information	Access to market information
Improving conditions for interpreters	Mentorship system
Participation in the decision-making on all HDKP initiatives	Participation in the operation of HDKP's bodies
Contacts listed on the HDKP web page	-

Table 8: The reasons why becoming a member of HDKP can set the right path for one's interpreting career (Hdkp.hr n.pag.).

6.4.5. Croatian associations for court interpreters

In Croatia, there are five translators' associations for court interpreters, all of which offer the same service – a training programme for becoming a permanent court interpreter. As previously mentioned, Pym et. al (2012) explain that this means there are more associations for court interpreters than Croatia actually needs and add that the reason for it is probably connected to Croatia's accession to the European Union in 2013. The authors also point out that "the important point to be made with respect to the memberships is that the associations with less than 20 percent of the potential market may be too marginal to emit strong effective signals" (Pym et. al 2012: 39). This can surely be applied to Croatian associations for court interpreters, since the market is not big enough for all of them.



Figure 11: The logo of one of the Croatian associations for court interpreters – the Association of Sworn Court Interpreters; in Croatian: *Strukovna udruga stalnih sudskih tumača* (Usst.hr n.pag.)

The research on these associations shows that the differences between them are negligible (for example, four out of five of them are located in Zagreb, the capital of Croatia), which is why this section will focus on the description of the training programme provided by one of the associations – the Association of Sworn Court Interpreters.

All the necessary information on getting the certification in court interpreting can be found on the web page of the Association of Sworn Court Interpreters (Usst.hr n.pag.). It is explained that the application can be submitted either by the Croatian courts or the candidates personally. The following information is required: name, address, number and date of the court reference, language or languages which a candidate actively uses and the CV.

Court interpreters in Croatia are appointed by the presidents of County Courts or Commercial Courts and are authorised to translate or interpret a text in their working languages. Before becoming the official court interpreter, the candidate needs to have a master's degree (it is not specified in which field) and the knowledge of Croatian and a foreign language (as for the foreign language, the candidate needs to have either a master's degree in that language or an international C2 certification from the Common European Framework of Reference for Languages). In addition, the candidate needs to pass an exam on the structure of Croatian judiciary, public administration and legal terminology, whereas those candidates with a degree in law do not have to pass the exam. The last requirement includes finishing the training programme provided by the chosen association. It is also important to mention that the process of appointment of court interpreters starts with a court request, which depends on the candidate's residence. The training programme lasts for approximately two months.

Interestingly, even though there are five translators' associations listed in this paper, as well as in the report on the status of the translation profession (Pym et. al 2012), one of those associations is a bit vague. The Association of Permanent Court Interpreters (*Udruga stalnih sudskih tumača*) cannot be easily found on the internet. Another reason for the ambiguity of the abovementioned association is the fact that the title is very similar to the titles of every other active association. Besides that, there is a profile on Proz.com²⁴ which indicates that it is possibly a profile of the Association of Permanent Court Interpreters (or, as the web page suggests, the "Association Court Interpreters and Translators"). It states that their location is in Split (along with other information), but their web page (Tumac-prevoditelj.com n.pag.)

²⁴ The link to the profile: <http://www.proz.com/profile/1604870>.

does not provide a lot of information. Nevertheless, the association seems to be active since the Croatian Chamber of Economy posted an announcement on their web page (Hgtk.hr n.pag.) which gave some information on the workshop in simultaneous interpreting in Split²⁵ organized by the above-mentioned Association of Permanent Court Interpreters.

7. Rates of pay as significant elements of the status of the translation profession

Some of the most reliable markers of a profession's value are certainly its rates of pay. That is, in many different cultures around the world, people who earn a lot of money are usually those whose profession has a high status among members of their society. Also, if one has to pay a bigger amount of money for a certain service, it means that the service comes from a highly valuable profession. This is confirmed by Pym et. al (2012: 13), who state that "a survey of scales must thus be an essential part of any survey of status". The authors add that the phenomenon of high social status correlating with high rates of pay is tricky to understand when it comes to the translation profession. Pym et. al (2012) exemplify this by explaining that literary translators are gifted and intelligent people who are most frequently paid below minimum wage, but they still translate literature because it gives them a different kind of status, "cultural, symbolic and social, rather than strictly financial" (Pym et. al: 13). Thus, the rates of pay among translation professionals in Croatia present an important parameter for understanding the status of Croatian translators.

First, different countries in Europe set different translation prices, which means that prices can be calculated by the keystroke, word, page, hour, or even annual salary. This makes it very hard to find reliable data on a cross-national level. Pym et. al (2012) present some of the surveys done by different translators' organisations (for example, FIT and CIOL) and what can be concluded from the given data is that it is quite complicated to get a clear, representative sample and draw reliable conclusions. However, FIT's survey in 2010 does provide some relevant data, which is shown in *Figure 12*:

²⁵ The link to the article: <http://www.hgk.hr/dvodnevna-radionica-simultanog-prevodenja-u-zk-split-najava>.

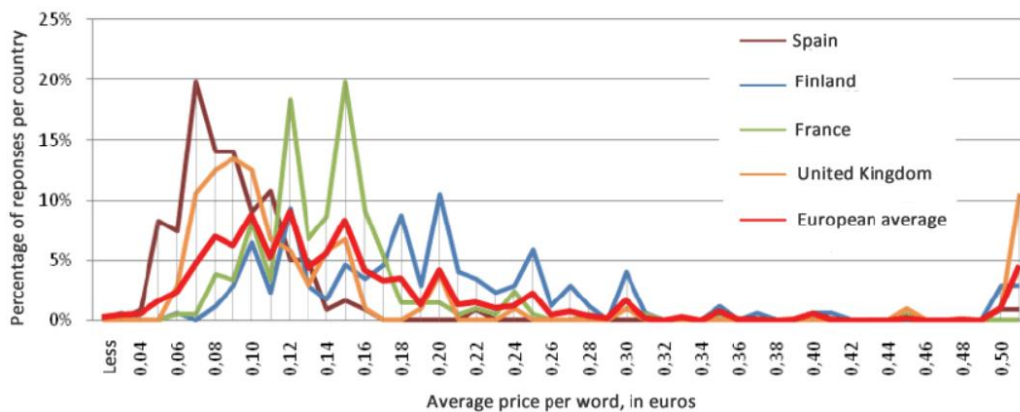


Figure 12: Average price per word (in euros) in Spain, Finland, France and the United Kingdom presented in the survey by FIT (Pym et. al 2012)

Figure 12 shows that the most respondents reported that if you work as a translator, you can get 0.07 euros per word in Spain, between 0.12 and 0.15 euros in France, and between 0.25 and 0.30 euros in Finland, whereas the respondents from the United Kingdom reported a much wider range of prices, between 0.09 euros and 0.50 euros. This shows that prices vary significantly across different countries, which is why the rates of pay in Croatia will be analysed individually in the following section. Still, it should be taken into account that Pym et. al (2012) express their concern about the significance and reliability of relating earnings with signalling mechanisms of the status, since the translation profession does not have a clear connection between its signals and the usual status markers (the example of such unclear connection is seen in the field of literary translation).

7.1. Rates of pay in Croatia

Besides the fact that the translation prices vary from country to country (as can be seen in Figure 12), they can be quite diverse within one country as well. In Croatia, the prices are set either by translation agencies, translators' associations or individual translators (freelancers). Even though prices are usually similar in different agencies, there are some agencies that set much higher prices depending on their status, which also suggests that the diversity of prices is one of the markers of status within the translation profession itself. Thus, if a translation agency has been active for a long time and has many experienced employees, its prices will be higher than those of a newly-opened translation agency. This is surely understandable, but since clients who need translation services can never completely evaluate one's professional

translation skills, they rely on the given information (that is, on the references provided by the agencies which promote their services more effectively), and those new agencies often struggle with entering the market. So, even though some differences in price do exist, they are not always too diverse, which will be exemplified in the following analysis.

When searching the internet, or more particularly, when typing "translation prices in Croatia", "translators' rates of pay in Croatia" or another similar phrase in the Google browser, two relevant web pages show up on the first page: HDZTP's web page (Croatian Association of Scientific and Technical Translators) with the recommended prices for translation services and DSTIP's web page (Society of Court Interpreters and Translators) with the price list for written, oral and certified translations.

Firstly, HDZTP²⁶ is a translators' association in Croatia whose Board of Directors recommends to its members to take into account the recommended prices when calculating the price for their clients. They also add that depending on the urgency of a needed translation, prices can vary accordingly (they are much higher if the translation is very urgent). But before presenting the HDZTP's price list, it is important to mention that the smallest chargeable unit for a written translation is one standard translation page which consists of 1500 characters without spaces. Moreover, if the service includes interpreting, the price can be calculated by the hour. HDZTP's price list is summarized in *Table 9*:

SERVICE	PRICE
<i>Translation of professional texts</i>	
Translation from a foreign language into Croatian (one standard page ²⁷)	80 kunas
Translation from Croatian into a foreign language	120 kunas
Translation from a foreign language into another foreign language	200 kunas
Written or oral translation from Arabic and Greek into Croatian and vice versa	300% higher
Translation from Bulgarian, Danish, Dutch, Polish, Portuguese, Romanian, Slovakian, Spanish, Swedish and Ukranian and vice versa (one standard page)	50% higher
Translation of a handwritten text	20-100% higher
Translation of a video recording	100% higher
Writing a text in different letters	20-40% higher
Translation from a foreign language into Croatian certified by a sworn translator	130 kunas

²⁶ HDZTP is presented in Chapter 6.4.2. of this paper.

²⁷ In this case, the translation price is calculated by one standard translation page (a unit consisting of 1500 characters without spaces).

Translation from Croatian into a foreign language certified by a sworn translator	160 kunas
Translation certified by the court	50 kunas
<i>Conference interpreting</i>	
One hour of consecutive interpreting	300 kunas
One hour of simultaneous interpreting	400 kunas
A day of conference interpreting outside the headquarters accounts for at least 8 hours of work	
Proofreading	
Proofreading of a text in foreign language (one standard page)	64 kunas
Proofreading of a text in Croatian	44 kunas
<i>Special services</i>	
Specially processed text (scanning, using Power Point, Excel, working with pictures, drafts, tables...)	By agreement
Printing corrections (one card)	20% of the total price

Table 9: The recommended price list in kunas for translation services posted by DHZTP (Hdztp.hr n.pag.)

It can be noticed that there are various factors which can influence the price of a translation service. For instance, the price is higher if translators need to translate from their native language into a foreign language because that process requires more time and skills. On the other hand, translating from a foreign language into a native one takes up less energy and thus costs less. Interestingly, the price can also be higher than usual if translators need to translate from a handwritten text. *Table 9* shows that the increase in price can vary from 20% to 100%, which simply means that if a person has a really bad handwriting and it takes quite a lot of time to decipher what is written - the price can be even twice the usual amount. Furthermore, an hour of conference interpreting costs the most, which suggests that this type of service is the most demanding one, especially if we take into account that it requires extreme concentration and highly developed cognitive and language skills.

Secondly, DSTIP²⁸ is another translators' association whose board of directors posted the price list for written, oral and certified translations on their web page. DSTIP's prices are also calculated by one standard translation page (1500 characters without spaces), which is a

²⁸ DSTIP is presented in Chapter 6.4.5. of this paper.

common "unit" in all associations and agencies in Croatia, aside from few exceptions to the rule.

Before comparing the price lists of two different translators' associations in Croatia, *Table 10* will first show the summarized version of DSTIP's price list posted on their web page:

SERVICE	PRICE
One standard translation page	200 kunas (gross price)
Certification of the translated text	30% higher
Difficulty of the text	50% higher
Illegibility of the text	50% higher
Urgent translation	100% higher
Working during the night	100% higher
Working on the weekends	100% higher
Working on public holidays	100% higher
Proofreading	30% - 100% higher
Interpreting	300 + 360 kunas

Table 10: The summarized price list in kunas posted by DSTIP (Dstip.hr n.pag.)

In order to better understand the price list presented in *Table 10*, it is necessary to explain the remarks mentioned by the authors on DSTIP's web page. It is stated that a standard translation page refers to 1250 characters (or 50 characters multiplied by 25 rows), which is different than the common translation page unit. Also, a daily norm includes 4-6 normed cards for every individual work, and every character used in that card (numbers, punctuation, formulas, special characters etc.) is included in the price. Special prices are for services which require some additional work, for example for texts that are highly unreadable or for urgent translations which require working on the weekends. Proofreading prices vary from 30% to 100% depending on the number of cards translated in a day (the norm is 4-6 standard translation pages a day, as previously mentioned), Interestingly, DSTIP presents a detailed description of interpreting services. The web page states that a client has to pay 300 kunas just to book the interpreter for the job, after which every hour of interpreting costs 360 kunas. The working day lasts for 4 hours and is charged as a full working day. DSTIP adds that if the interpreter has to interpret outside his or her residential city or if he or she has to

use their own car for transportation, a special price will be set for additional services. Moreover, if a client does not cancel the job on time, he or she has to pay for the full service. Besides that, the client is also required to give the translator any kind of professional literature that could help him or her translate and to provide a contact person whom a translator can ask for information on the subject.

If DSTIP's and HDZTP's price lists are compared, it can be seen that there are some notable differences in price. Since HDZTP gathers scientific and technical translators, it means that their services include translating highly demanding professional texts, whereas DSTIP represents sworn translators and interpreters, who are appointed by the court and usually translate legal texts, which are no less demanding than the professional ones. Nevertheless, the price of one standard translation page is 80 kunas for HDZTP and 200 kunas for DSTIP. The difference can be explained by the fact that DSTIP's price includes the total gross amount of money one has to pay for the service, and that service is also certified by the court, while HDZTP does not mention whether the price is in net or gross amount and does not include a certification. Still, the difference in price is quite notable. Special services, such as proofreading, illegibility of the text and so on, are very similar in price for both HDZTP and DSTIP. The most interesting thing is probably the fact that DSTIP, as opposed to HDZTP, does not differentiate between translating from a foreign language into Croatian and vice versa, but rather leaves the same price for both types of translation. Moreover, there are also some smaller differences in interpreting services. HDZTP separates conference interpreting into two categories – simultaneous, which costs 400 kunas, and consecutive, which costs less, 300 kunas, while DSTIP places it under the same category and charges 360 kunas for both types.

8. The recommendations for enhancing the status of the translation profession

The production of efficient signals of status is the first step in the professionalization process of the translation profession. Academic qualifications, certification systems, professional associations, etc. comprise strong signals of status, which is why there should be further improvement in that aspect. If someone wants to hire a translator, he or she needs stronger signals to decide what kind of a translator they want, and the best way for them to find out is to, for example, check the translator's level of education, membership of a "respected" association and the amount of professional experience.

These things can be ambiguous for clients because when it comes to some kind of an educational proof, the certification can be obtained online without much difficulty. There are some translator-client portals which promote communication between freelance translators and offer certification systems. Some of them are even very innovative and have come up with their own ways of signalling status. One such translator-client portal is "ProZ", which was founded in New York in 1999 and brings together freelance translators from all over the world (Proz.com n.pag.). ProZ members even have their own names for signalling devices; for example – if a member answers a question about some translation problem successfully, he or she gets kudos points, which then differentiate them from other members (Pym et. al, 2012). ProZ is actually quite a successful portal which helps find work and educate their members. On the other hand, there are numerous translator-client portals with a shady history. Pym. et al (2012) mention the "Global Translation Institute" whose web page (Translatorcertification.com n.pag.). consists of numerous ads for certifications. The problem with those ads is the questionable quality of the outcome after obtaining the certification listed in the advertisement.

Therefore, as confirmed by Pym et. al (2012: 4), "there are serious indications that the status of translators is in flux: some old signalling mechanisms are no longer efficient, and some new online mechanisms are turning status into a readily available commodity." The same authors (Pym et. al 2012) suggest a few actions that can help enhancing the status of translators. Firstly, there should be certain policies in the field of translation profession, which include:

1. European regulation of authorised/sworn translation,
2. European (and/or global) accreditation of certifying bodies,
3. accreditation of translator-training programmes,
4. development of standardized examinations for translator certification.

Moreover, Pym et. al (2012) add that any action to improve the status of translators should focus on the following:

1. addressing the paraprofessionals who are translating and interpreting in many "immigrant" languages,
2. involving more than the official languages of the EU,

3. being lean as possible and paid for by the main beneficiaries,
4. seeking cross-border recognition of qualifications,
5. coordinating with certification systems in other countries (e.g. the USA, China),
6. being clear and recognisable for employers,
7. incorporating the examination and certification systems that currently have a positive market value,
8. being careful with granting automatic professional certification on the basis of academic degrees.

Even though Croatia may be a step behind some other, more developed countries in the European Union when it comes to improving the status of the translation profession, under the influence of EU projects and policies, Croatia has also made some changes in that aspect. Even though the status of sworn translators in Croatia is the most regulated one, professionals in other areas of translation are still struggling with theirs. One way to improve their status is to bring together translation agencies and translator-training programmes, as suggested by the EU (the policy for accreditation of translator-training programmes). For example, Ciklopea (Ciklopea.com n.pag.), a translation agency located in Zagreb organizes summer schools meant for students of translation who want to get some practical experience, which is a relatively new practice in Croatia since many other translation agencies have no real connection with the faculties. Thus, this may be one of the best ways to start connecting soon-to-be translation professionals with the real market. Moreover, the market for languages other than English (and German) is pretty small in Croatia, which means that translators whose working languages are, for instance, Portuguese and Swedish, face many difficulties in finding a job that requires their services. This can be explained by the fact that the Croatian economy in general is very unstable, and is facing many problems nowadays. Nevertheless, the EU market has opened up for all member states, especially in the last few years, which suggests that Croatians can find jobs more easily outside their home country. This is important for the translation profession as well; since supporting multiculturalism and language diversity is one of EU's prime goals, they need more and more language professionals to achieve those goals.

All of these suggestions indicate that the translation profession indeed is in need of more regulated standards and stronger signals of status. Since there are huge differences in the translation profession among countries (for example, Norway has made a lot of progress in the last few decades and their national statistics even have two categories for translators – translators and professional translators), it depends on those countries alone to start working towards a better status more promptly, including Croatia.

8. Conclusion

The main topic of this paper was to analyse the status of the translation profession, with a greater focus on Croatia. In general, it can be concluded that even though many translation professionals (especially in the European Union) are working hard to enhance the status of the translation profession, people are still not aware of the problems translators are faced with today.

One of the problems is the listing of the translation profession in official documents. The most recent version of NACE (2008) places it under the category "Professional, scientific and technical activities", which is a step forward in comparison to the last placement in NACE (2002) under the category "Real estate, renting, and business activities". ISIC (2008) also places it into the category "Other professional, scientific and technical activities n.e.c." This is progress indeed, but the translation profession is still not listed as a separate category in any of the classification documents.

In addition, since there is a lack of official certification processes recognizable to both employers and institutions, there should be further improvement made in that area as well. Many universities in Europe are developing or have already developed master's studies in translation, and many young professionals have enrolled in those programmes. The faculties in Croatia which offer degrees in languages have also organized translation modules on the master's level, which have been active for no longer than a decade. Those programmes offer quality education in translation, but are often not officially accepted by translation agencies or other types of translation services. Besides that, many employers often value professional experience more than academic qualifications, which is understandable but still poses a problem status-wise. Academic qualifications can thus be an asset, but are not sole indicators of one's translation skills.

The paper gives an overview of translators' associations in the EU and Croatia, which also present a very important signalling mechanism for the status of the translation profession. The British Chartered Institute of Linguists is analysed as "the best" example of the translation association, with more than six thousand members. It is a large association which even offers its own certification system recognized by other official bodies in the UK. After analysing CIOL, the paper focuses on translators' associations in Croatia. The most "prestigious" one is the oldest one – the Croatian Literary Translators Association, which presents awards to its successful members. Other associations are listed in *Table 7* of this

paper²⁹. Interestingly, Croatia has five translators' associations for court interpreters, which does not correspond with the market requirements; there are more of them than Croatia actually needs. Since translators' associations are one of the clearest signalling mechanisms of the status, its members are the ones who can truly work on making those signals stronger by connecting with other umbrella associations and raising awareness of the issues translators are faced with today.

Another important element of the status of the translation profession – the rates of pay, are also presented in the paper. Since high status usually correlates with high rates of pay, the translation profession proves that it does not have to be that way. For example, literary translators have quite a high status and are praised by many Croatian institutions, but their salaries are often miserable. Besides that, this paper compares price lists of two different translators' associations in Croatia – HDZTP and DSTIP, which show that there indeed are some notable differences in prices for equal services.

In the last part, the paper deals with some suggestions and recommendations for improving the status of the translation profession as presented by Pym et. al. Firstly, there should be more policies on the European level regarding specific translator profiles, such as sworn or authorised translators. Besides that, unique ways of signalling should be established; for example, the accreditation of certifying bodies should also be on the European level, as well as the translator training programmes. Moreover, there should be standardized examinations for translator certification. Pym et. al (2012) also suggest that all these policies should be followed by certain actions – working on making qualifications recognized across borders, being more clear to employers, using the elements that have proved to be positive, etc. There is still a long way to go for the translation profession to achieve a better status, but many things have improved in the last few years which proves that those working on improving it are on the right path.

²⁹ Professional translators' associations in Croatia are listed in *Table 7* at the beginning of Chapter 6.2.

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Sažetak

Ovaj rad analizira važne elemente statusa prevoditeljske struke s naglaskom na Republiku Hrvatsku. Temelji se na izvješću jezičnih stručnjaka Europske unije Anthonyja Pyma i njegovih suradnika (2012), koji su prikupili važne informacije o statusu prevoditeljske struke u državama članicama EU-a, uključujući Hrvatsku. Analiza započinje definiranjem statusa koristeći različite *online* rječnike te nastavlja s prikazom pretpostavljene vrijednosti statusa, što nam pokazuje da prevoditeljska struka zakonski nije dovoljno regulirana kao što je moguće uvriježeno mišljenje. Rad zatim pregledava položaj prevoditeljske struke u službenim dokumentima EU-a i Hrvatske, što ponovno pokazuje da je prevoditeljska struka smještena u nejasne klasifikacijske kategorije, što se jednim dijelom može objasniti velikim brojem prevoditelja koji rade kao *freelanceri*. Nakon toga, rad analizira ulogu akademskih kvalifikacija uz pregled različitih diplomskih studija prevođenja u Hrvatskoj te ulogu strukovnih društava i onoga što njihovi članovi rade u okviru formiranja "jačeg" statusa prevoditeljske struke. Budući da su plaće prevoditelja možda najbolji pokazatelji vrijednosti struke, cjenici dva različita prevoditeljska društva u Hrvatskoj također su uspoređeni. U zadnjem dijelu rada navode se preporuke koje, ako bi se provele, zaista mogu poboljšati status prevoditelja u Hrvatskoj i učiniti struku poželjnijom za buduće jezične stručnjake.

Ključne riječi: status, struka, prevođenje