

# informATIO

March 2013

Number 1

## Greetings from Toronto!

*By Andrew Clifford, MCI, PhD, Chair, Local Organizing Committee, Critical Link 7*

**H**ere at Glendon College, preparations for Critical Link 7 have reached a feverish pace! This international conference will see over 400 stakeholders in community interpreting gather for five days of activities, from June 17 to 21.

Our registration page went live on February 22, and we would urge all would-be conference-goers to register early and take advantage of our early bird rates! As you're signing up for the conference, you may want to take a look at the gala dinner planned for the evening of Thursday, June 20. We'll be dining on board Mariposa Cruises' "Showboat," which means that we will have the idyllic backdrop of the Toronto Islands during the meal, and the nighttime skyline of downtown Toronto while we dance the night away. It's an event not to be missed!

As you make your plans, we would also suggest that you consider attending Interpret America, which takes place in Washington D.C. from June 14 to 15. Registering for both events gets you an added discount, and local air carrier Porter Airlines has provided us with a promo code (LINK13) for all its flights during that week, including those between Dulles and the Toronto Island Airport. What's more, Interpret America and Critical Link 7 have committed to running a joint working session. The conversation will start in Washington and move to Toronto, taking on an international flavour as it does.

Finally, we'd encourage you to keep an eye on our website for additional updates. We will soon be posting a draft program for the conference, and you'll be able to see the truly rich array of plenary sessions and parallel talks that we have planned for you. What's more, we will be organizing a series of pre- (and possibly post-) conference workshops that will allow you to build your skills as an interpreter. All in all, there will be a lot to see and do during Critical Link 7, making it the must-attend event of the year.

We look forward to welcoming you to Toronto!

## Come One, Come All!

**L**ast year in Toronto, ATIO tested a new format for the annual general meeting: an after-work wine and cheese social, followed by a lively AGM. This year's AGM will be held in Ottawa, and we want to repeat this success.

We have reserved the beautiful meeting room at the top of the University of Ottawa's Desmarais Building. Our 2012 International Translation Day event there showed off the room's wonderful views and the university's excellent catering service.

I think you will enjoy this event, which is a time to connect socially with your professional colleagues and make your contribution to the association's activities, by expressing your opinion and voting for the Board of Directors.

**Social 5:30 – 7:00**

**Meeting 7:00 – 9:00**

**Friday, April 19, 2013**

**University of Ottawa,  
Desmarais Building, Room 12102**

**And there is NO COST to attend!**

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# CTTIC Without OTTIAQ: What Does it Mean for ATIO?

*By Barbara Collishaw, President*

Two years ago, OTTIAQ stopped paying its dues to CTTIC, demanding that changes be made to CTTIC's operations. CTTIC agreed to the changes, which were generally reasonable, but OTTIAQ representatives declined to attend CTTIC meetings. OTTIAQ paid its dues in small instalments, and eventually got caught up to 2011. OTTIAQ did not pay dues and did not attend meetings in 2012. CTTIC Council decided that OTTIAQ had de facto withdrawn from CTTIC, and tried to get confirmation (or denial) of this from OTTIAQ, but no answers were forthcoming. CTTIC decided to proceed with a 2013 budget that did not include OTTIAQ.

There are several problems arising from this situation.

First, CTTIC now has a much smaller operating budget, since OTTIAQ was its largest member association. The dues paid by each provincial association are based on the number of members; ATIO is now the largest member association in CTTIC, and STIBC is the next. The reduced budget makes a crucial difference for CTTIC, which was not a wealthy organization to begin with. CTTIC maintains an office with one employee. Most of the operational expenses are for setting and marking exams. The provincial associations, which administer the exams, receive the exam fees and pass part of the monies received on to CTTIC. Other expenses borne by CTTIC are the travel arrangements for the annual council meeting and telephone conferences involving the executive (monthly) and the entire council (once a year, or more if extraordinary meetings are required). Although expenses have not been significantly reduced by OTTIAQ's withdrawal, the loss in income—about one third—is drastic.

Another problem is CTTIC's relationship with FIT. OTTIAQ is applying to join FIT as a member on its own. CTTIC and ATIO are opposed to this idea, since membership is generally organized by country, and Quebec is still a part of Canada. The Literary Translators of Canada are also represented at FIT, but we have no objection because they operate in quite a different field and do not offer certification as professionals, the way CTTIC member organizations and OTTIAQ do.

Finally, there is the Mutual Recognition Agreement. This reciprocal agreement among professional translation and interpretation organizations in Canada was created at OTTIAQ's instigation a decade ago. CTTIC was not a party to the agreement, although it is mentioned in passing. Now that OTTIAQ is no longer a member of CTTIC and no longer, as far as we know, adhering to the same professional standards as the other associations, it is not reasonable to extend reciprocity to their members who wish to be recognized in the other provinces. Some CTTIC member organizations were distressed when OTTIAQ (or its predecessor, STQ) stopped using the CTTIC exams, and were further distressed when OTTIAQ introduced a very short mentorship program as the basis for certification. At the council meeting in November, it was explained that member organizations can withdraw from the mutual recognition agreement, and the CTTIC associations are considering withdrawing from the existing agreement (leaving OTTIAQ alone) and creating a new one that would bear a closer relationship to CTTIC.

These funding and policy issues will be closely followed by the ATIO Board of Directors in the coming year.

# The Secret of a Good Translation

*By Alain Bernier, B.A., M.Sc. COMM., FLMI, C. Tran.  
Translation Ken Larose, C. Tran.*

**I** once asked a high-ranking executive what the secret of her success was. She told me that it was her keen interest in her clients and the dedication she put into serving them. I believe that this piece of advice could also apply to translation. For a successful translation, you need to give close consideration not only to the writer's thoughts, but also to the reader's, who is after all the ultimate client.

There are two ways of translating, just as there are two ways of living. You can go through life taking the path of least resistance, or dare to go off the beaten track and overcome any barriers that might arise, always willing to aim higher. It is a personal choice. But at the end of the line, choosing the latter option will broaden your outlook, and give you the joy of discovery and pride in your work.

The first thing we need to learn is how to listen, to properly understand the full scope and depth of the message. We must also be familiar with the subject matter, which requires in-depth research. In short, we ought not to translate like machines, but like professionals who not only have a mastery of the source and target languages, but also detailed knowledge of the subject area. This is what the best translators do—those who frequently add a preface, introduction or explanatory notes to their translations.

Having chosen this difficult path, the advice that Irène de Buisseret used to give her students and readers is still applicable today. She would tell them to doubt, even those things you thought you knew already. If the answers are not at hand following your research, then don't be afraid to consult your colleagues or, if necessary, the author. It might even sometimes be necessary to be humble enough to admit that this is not your field, or that you simply do not know enough about it.

It is a matter of intellectual integrity—making every effort to thoroughly get the message across from one culture to another, down to the last detail, and with every shade of meaning.

I find the act of translation to be basically ethical in nature. To translate properly, we need unfailing intellectual integrity, the kind of integrity that would lead us to move heaven and earth to get across the full message, rather like the messenger from Marathon who, at the end of his run, died after delivering his message.

Meeting high ethical standards is the cornerstone of translation. The future of our profession depends upon it, because when all is said and done, doing so is what distinguishes professional translators from amateurs. Meeting such standards becomes particularly important if we want to have a professional credential that really matters.

As with any other profession, ours is based on absolute trust. When we consult a doctor, we put our life in the doctor's hands. Similarly, when we consult a lawyer, we place our reputation in the lawyer's hands. When we consult an accountant, our assets are at stake. The same professional requirements apply to translation.

If we translate in the financial field and make a mistake, whether by inattention or negligence, shareholders or the general public may lose a great deal of money. Likewise, if we translate in the medical field and, through inattention or negligence, we make a mistake, it can have harmful repercussions on people's health or even their lives. If we translate in the field of communications and make a mistake through inattention or negligence, this mistake could cause significant social or political dissent. Mistakes like these over the longer term can also have a negative impact on the target culture.

As professionals, we shoulder a heavy burden. It is therefore vitally important to exercise our profession with the greatest possible attention and care, in order to transmit the full message accurately, with every

shade of meaning, and with due regard to all of the cultural and social realities of the parties in question.

Nor should we forget to use simple, clear language to ensure that everyone can understand what we write. We need a good grasp of the source and target languages in order to write straightforwardly, clearly and with intellectual rigour. It is also important to express ourselves with conviction and passion. This means putting everything we can into the translation. If we use any form of translation software, then it is important to avoid taking the easy route.

We should always aim higher. Our profession continually demands personal growth and excelling, a challenge that we need to face with courage. Once

again, Irène de Buisseret's advice—to read until your eyes are popping out of your head—is still relevant.

The other option, the path of least resistance or maximum profit, would make us all spineless hacks, with little social impact, riding on the coattails of our fellow citizens.

In the current climate of economic uncertainty, this issue becomes extremely important. If we are to protect ourselves from the ups and downs of the economy, then it takes more than learning how to use translation software. Above all, it requires that we set ourselves apart from others as true professionals in every respect, because there is always a market for excellence.



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# ATIO at the University of Ottawa's Translation Weeks

By Veronica Cappella, Director, Salaried Translators

On Thursday, January 17, ATIO gave a presentation at the University of Ottawa for Translation Weeks, an event organized every year by the University of Ottawa's Translation Students' Association (Association des étudiant(e)s en traduction / Translation Students' Association, AÉTTSA). The Translation Weeks (which was held from January 14 to 25 this year) consist of two weeks of free conferences on a variety of topics relating to the language professions, delivered by professors and guest speakers. The event is entirely organized by students and is intended for students of the University of Ottawa's translation program.

ATIO's presentation focused on giving a general overview of ATIO, describing the benefits of being a member, discussing admission criteria, and talking about some of the new initiatives spearheaded by the Association (such as the implementation of the new community interpreter category). Although there were few students who attended the presentation, they had many questions and there was a lively

discussion on what ATIO can offer students. Some of the students' concerns included the steps to take to become certified and how being a member of ATIO can enhance a translation student's job opportunities and resumé. Students were encouraged to register as student members, since it is free and enables them to participate in the Association's activities.

The organizing committee was quite pleased with ATIO's presentation, and they asked ATIO to attend in upcoming years as well.

Additional information on the University of Ottawa's Translation Weeks, as well as information on the other guest speakers, can be found at <http://aettsa.binhoster.com/english/translation-weeks/>.

This presentation was an excellent opportunity to reach out to students, and encourage younger members of the profession to join the Association and discover the advantages of being a certified member.

## Did You Know...

By Nancy McInnis, C. Tran.

That copying and pasting photos, seals, signatures and/or logos from an original document into a translation may violate copyright infringement laws? That "special touch" you think you are adding may not work out quite the way you anticipated!

Check with your client to see what the specific requirements for the job are. Some companies and organizations have style guides and lexicons that must be followed.

Also bear in mind that when you email a document with a logo, etc., it can be "appropriated" for other purposes. PDFs are your friend!

The Board of Directors of the Association  
of Translators and Interpreters of Ontario  
regretfully announces the death of

**Thomas Parker**

*ATIO certified member (translation) since 1970*

## InformATIO

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# A Short Introduction to the 2012 Salaried Translators' Survey Results

*By the ATIO's Salaried Translators' Committee*

**A**TIO's Salaried Translators' Committee is proud to announce the results of the 2012 survey of salaried translators. You can access information about the results in a number of ways, both through the ATIO website and in *InformATIO*. You can view the charts for each question in the survey. You can also view the charts that compare the 2012 survey results with the 2007 survey results. In addition, you can read

an overview of the survey results in the short article entitled "Maria Has Moved." The committee has also created five sub-questions to the survey results for a more in-depth analysis of certain questions. We hope you will find the information in the survey results as interesting and informative as we have. Thank you for reading, and we look forward to any comments or suggestions you may have!

## Maria Has Moved

*By the ATIO's Salaried Translators' Committee*

**W**ho is Maria you ask? Those of you who were members in 2007 might remember that she is a certified translator working in government in official languages. In fact, she represents the "average" salaried translator at ATIO, "average" being determined by a survey of members. She has resurfaced in 2013 as the result of a new survey of salaried translators at ATIO.

In 2012, the Salaried Translators' Committee surveyed ATIO's 357 salaried translators. We received 130 answers, for a response rate of 36%, an increase from the 27% response rate in 2007 (119 answers out of 443 surveys sent).

The majority (72%) of salaried translators continue to be women, as was the case in 2007. Men are increasing in numbers, however, and now represent 28% of salaried translators, up from 19% in 2007.

Our salaried translator colleagues are mostly certified, accounting for 75% of all salaried members, up from 64% in 2007. Candidates for

certification make up the remaining 25%, down from 36% in 2007. It would appear that many candidates for certification were successful and became certified in the past five years. Congratulations!

More and more, salaried translators are deciding to be members of only one association. In fact, 92% are members of ATIO only, up from 87% in 2007. Perhaps this is because a significant number of us (76%) feel that ATIO meets our expectations. As for the remaining 24% who are not fully satisfied with ATIO, we obviously have more work to do!

Like Maria, salaried translators are getting older. Just over half (55%) indicated that they are between 45 and 60 years old. Only 4 out of the 130 respondents (3%) said they were under 30. This compares unfavourably with the 2007 survey results, where 14% of respondents were below the age of 30. What can we do to attract the next generation of translators?

You may be one of Maria's colleagues since 83% of respondents reported working as a member of a team of language professionals, as opposed to being the only translator in their workplace (17%).

Teams of five or fewer translators are the most common, representing 39% of salaried members. Most (84%) work in official languages (59% toward French and 25% toward English), down slightly from 2007 (88%).

Quality remains an important aspect of the job, with 81% of respondents indicating that they have a quality control system in place. Having a program in place to recruit and train new translators appears to be less important, since only 33% of respondents indicated that they have such a program in their workplace. An even lower percentage of salaried members (26%, down from 29% in 2007) said that their employer has a hiring policy that favours ATIO translators. Hats off to those companies! As for the 74% who don't, here's a New Year's resolution for you: talk to your boss about advertising through ATIO the next time your unit is planning to hire a translator.

A whopping 93% of salaried translators graduated from university, 55% with a degree (BA or MA) in translation. This is down, however, from 2007, when 76% reported having a translation degree. The most common other degrees continue to be English or English literature and French or French literature.

Maria has gained experience since the 2007 survey. She now considers herself a senior translator or reviser, as do 43% of respondents. No doubt she revises one of the 37% who self-identified as a translator. She translates between 1,500 and 2,000 words a day, as do the greatest number of her

colleagues (30%). Some 24% translate between 1,000 and 1,500 words a day, while 22% translate more than 2,000 words a day. Those under the 1,000 words a day mark make up only 11% of us. These numbers are all quite close to the 2007 survey results.

One change from the 2007 survey is that more translators are now using computer assisted translation tools: 64% now, compared with 44% in 2007.

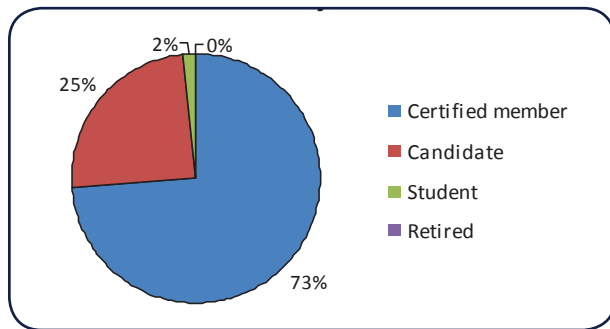
Maria works in government, as do 29% of respondents, down from 35% in 2007. Other significant employers in 2012 include translation companies (16%; 12% in 2007) and companies in the fields of banking, insurance and accounting (11%; 23% in 2007).

Commensurate with Maria's added years of experience since the 2007 survey is her increased salary: \$80,000-\$100,000, which is what 38% of respondents indicated earning. The \$60,000-\$80,000 bracket accounted for 28% of members; the \$40,000-\$60,000 bracket, 25%.

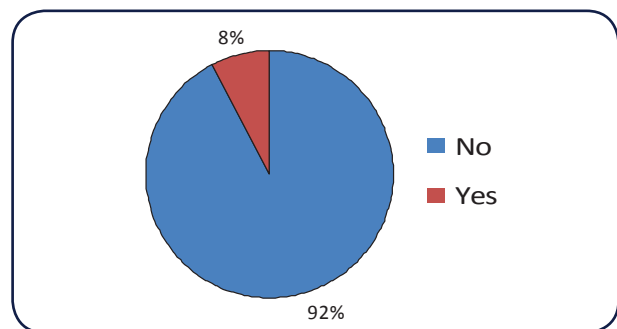
If you're looking for Maria, she has moved from the Greater Toronto Area, now home to 38% of salaried translators (45% in 2007), to the National Capital Region, home to 52% of her colleagues (41% in 2007). Given that she works in Ottawa and in government, maybe her stress level is on the rise due to the federal government job cuts, but we didn't test for that in this survey!

# 2012 SURVEY RESULTS

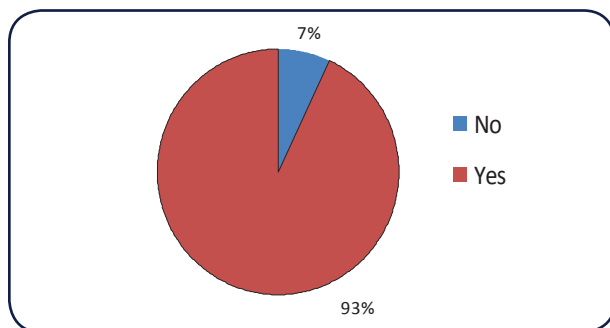
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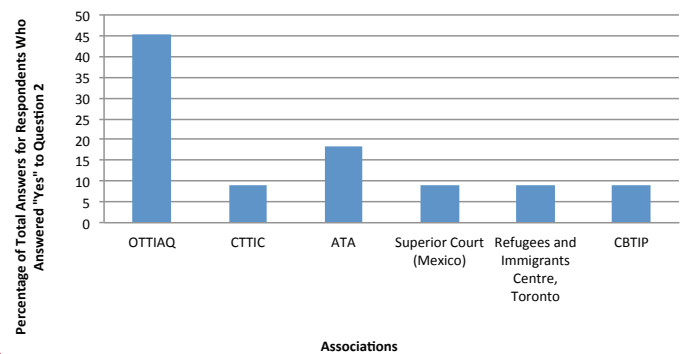
## 2. Are You Certified With Another Translation Association?



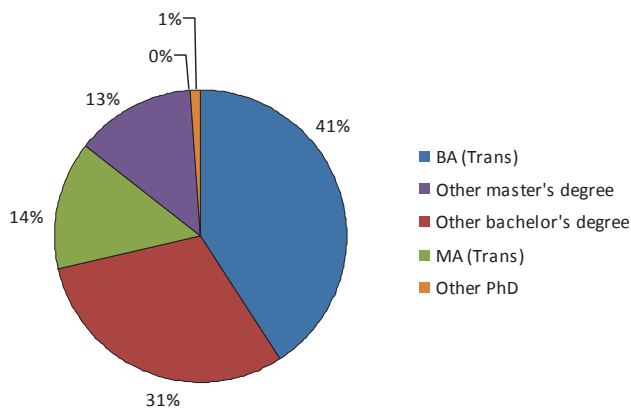
## 3. Do You Have a University Degree?



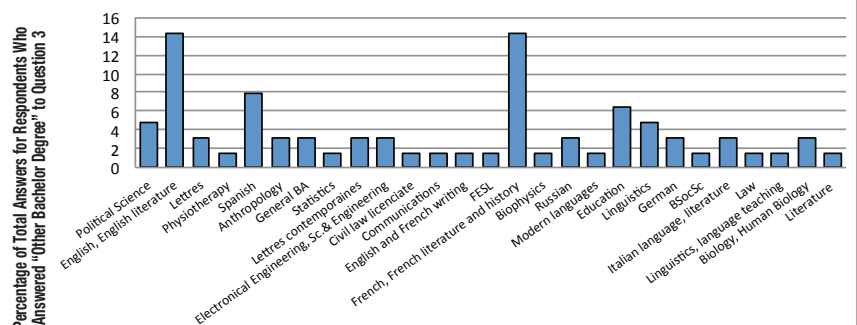
### Other Translation Associations



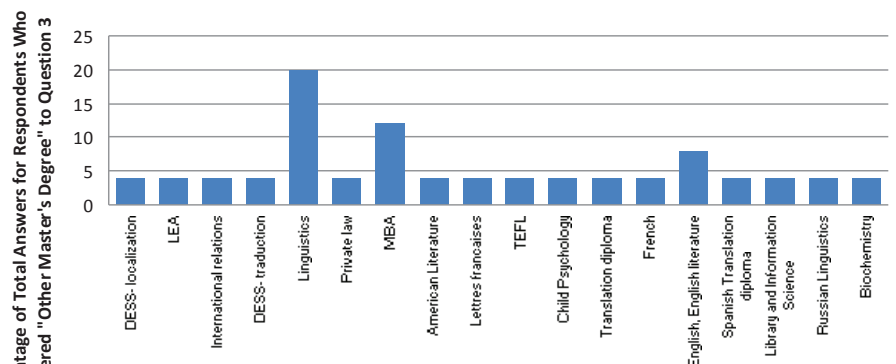
### University Degrees



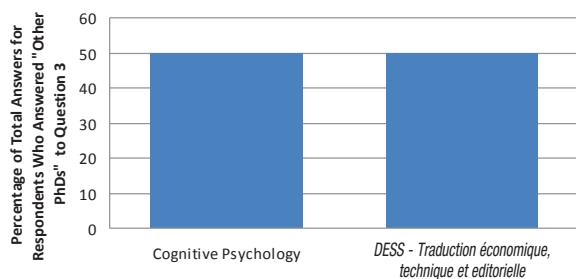
### Other Bachelor's Degrees



### Other Master's Degrees

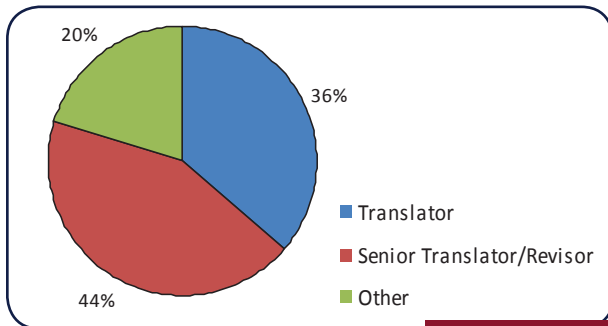


### Other PhDs

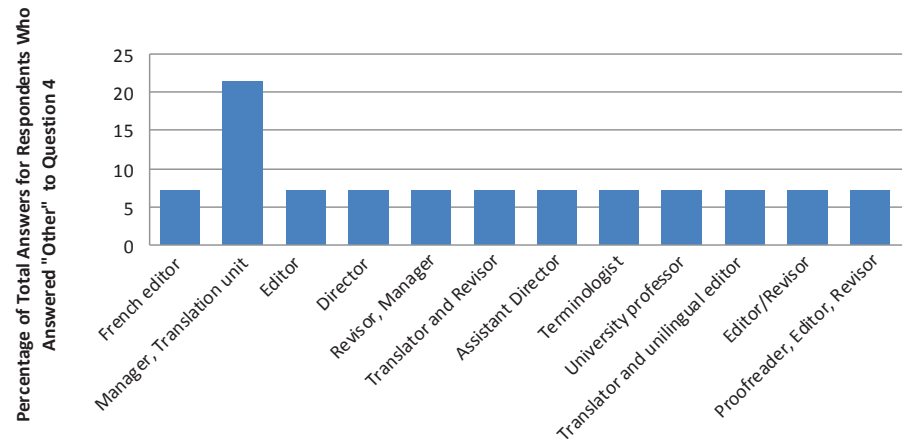




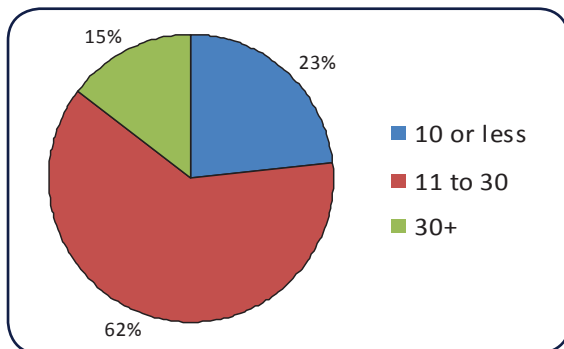
#### 4. Check the Box That Best Corresponds to Your Job Description:



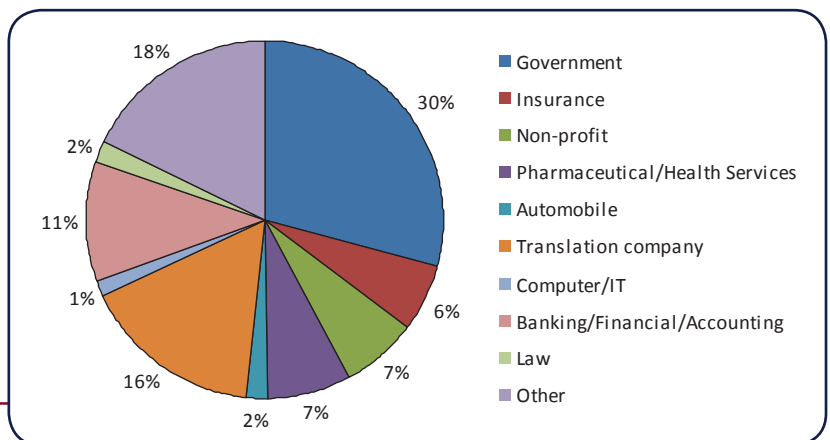
#### Other Job Descriptions



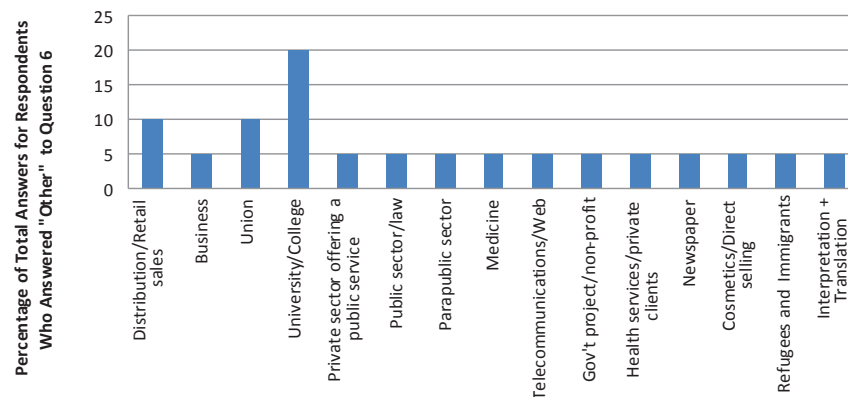
#### 5. How Many Years of Experience Do You Have in the Profession?



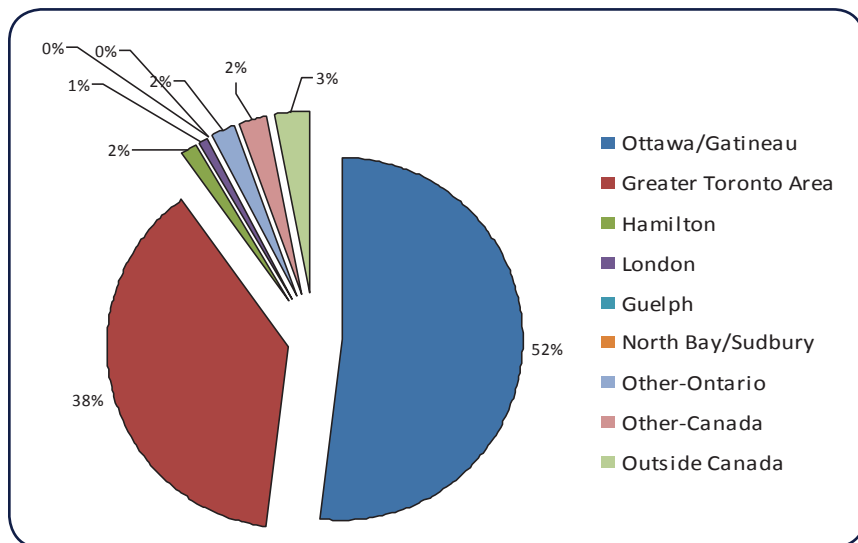
#### 6. In What Industry Is Your Employer?



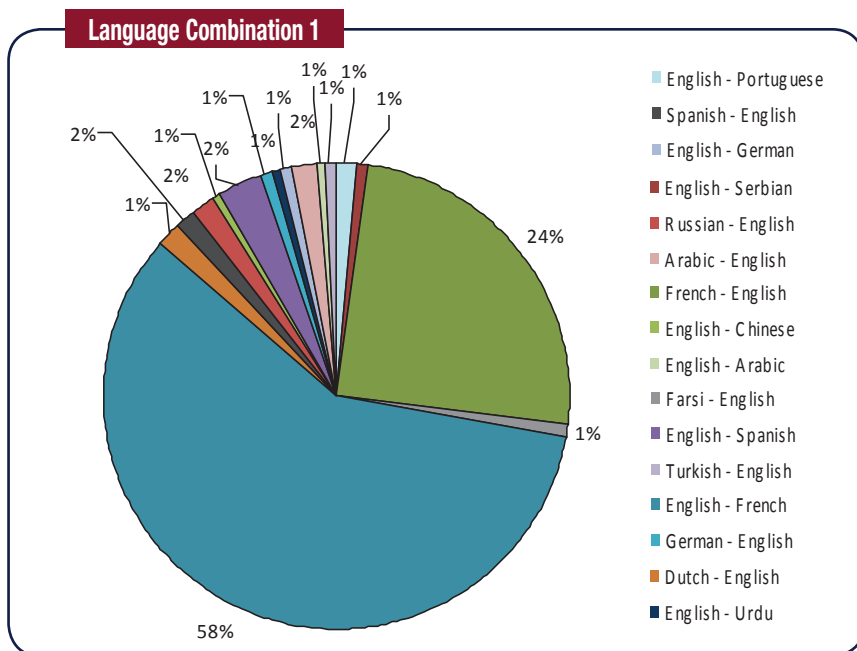
#### Other Industries



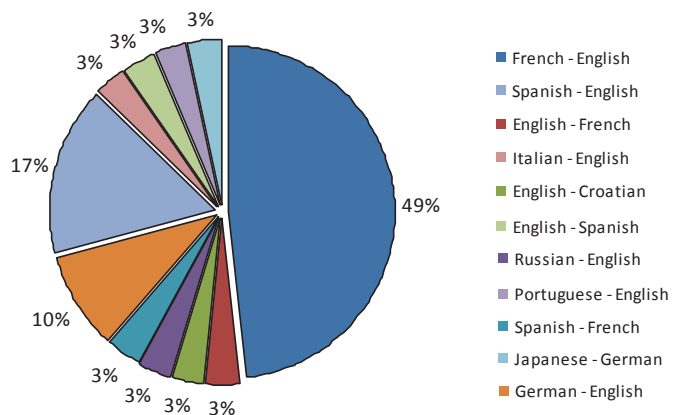
## 7. Where is Your Workplace?



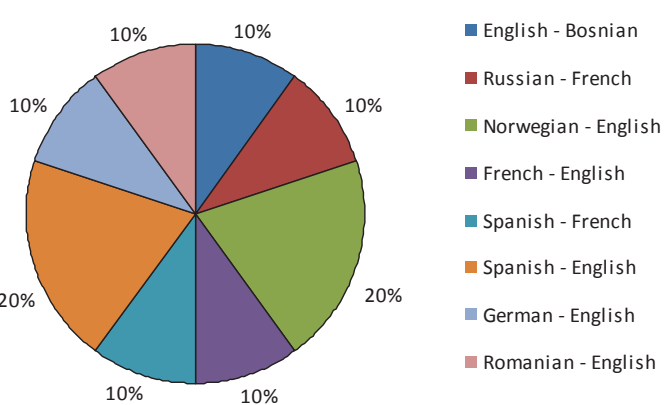
## 8. In What Language Combinations Do You Work?



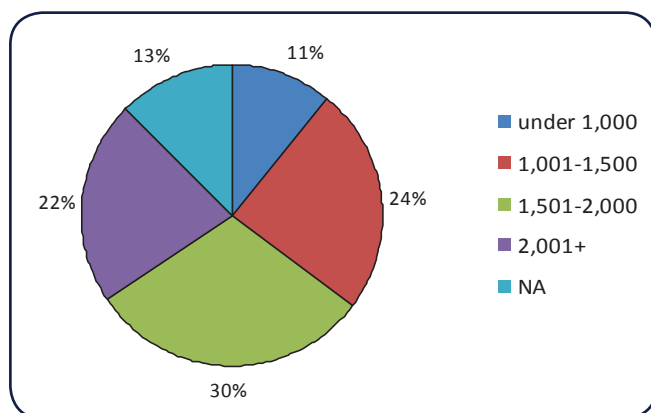
### Language Combination 2



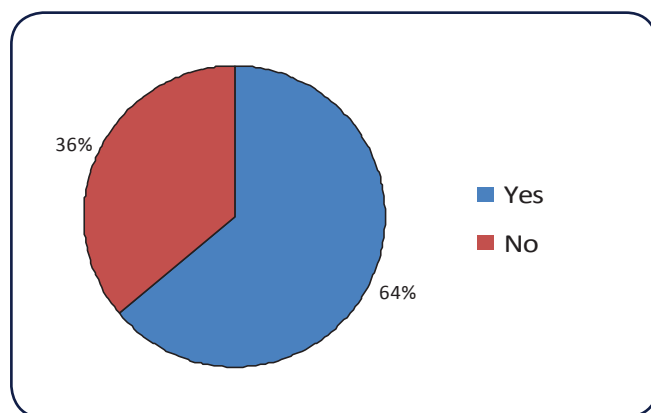
### Language Combination 3



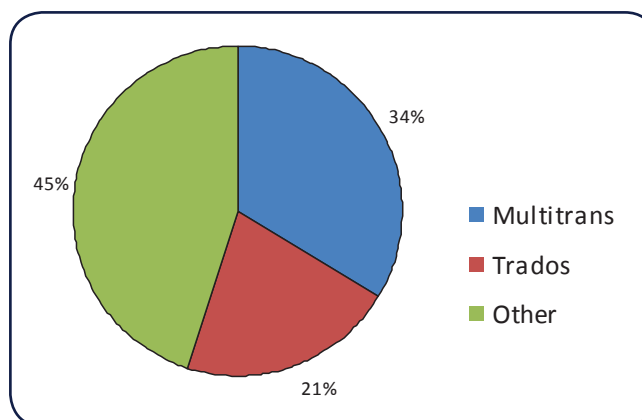
### 9. How Many Words Per Day Do You Translate?



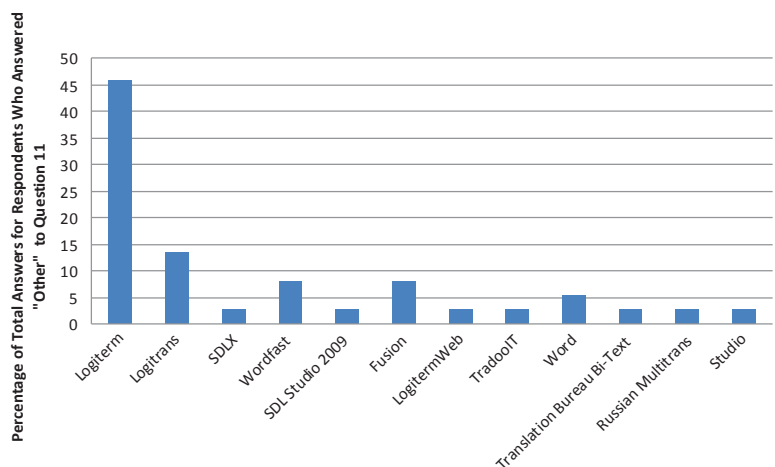
### 10. Do You Use Computer-Assisted Translation Software?



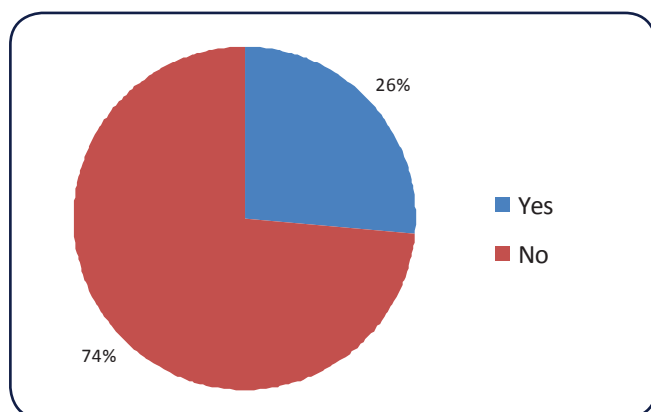
### 11. Which Software Do You Use?



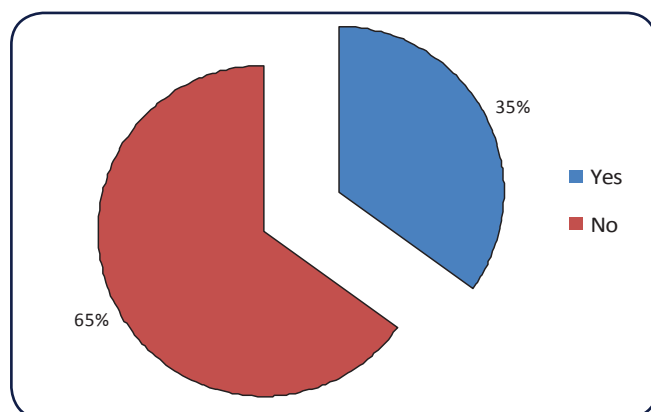
#### Other Software



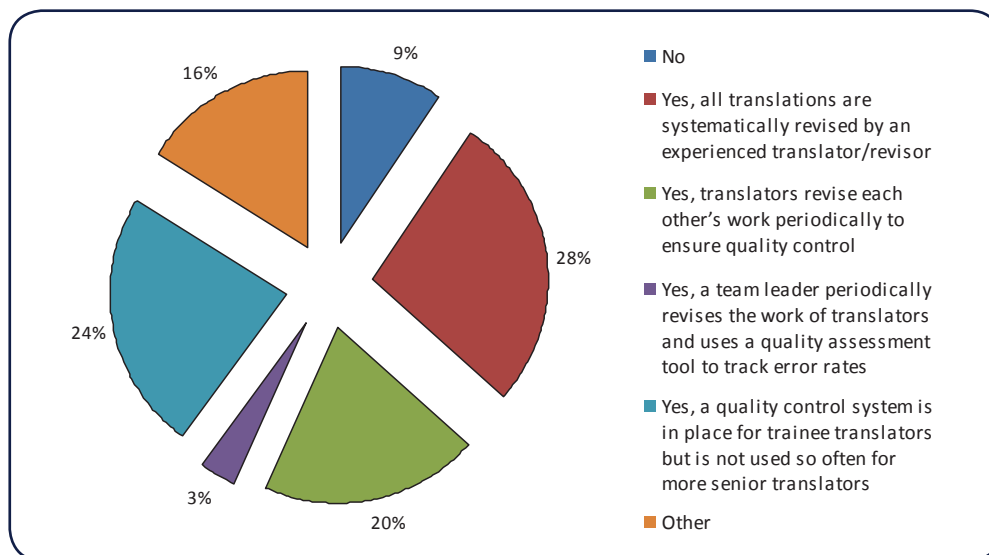
### 12. Does Your Employer Have a Hiring Policy That Favours Translators Who Are ATIO Members?



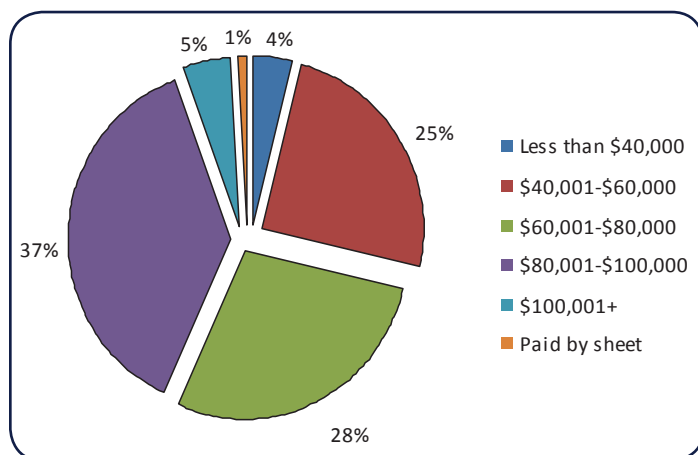
### 13. Does Your Employer Pay Your ATIO Dues?



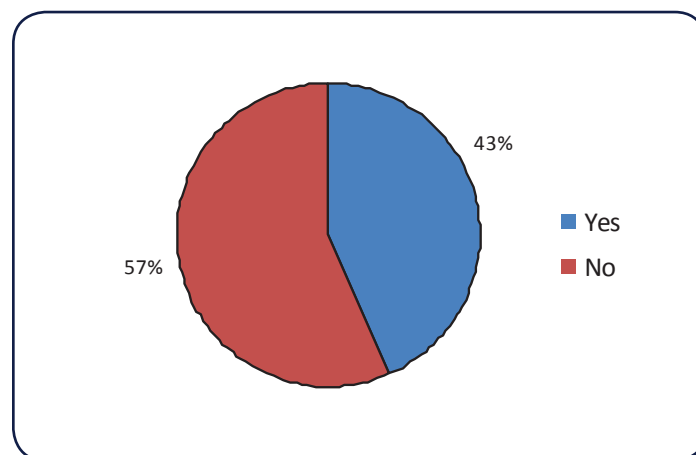
#### 14. Do You Have a System in Place in Your Workplace for Controlling the Quality of Translations?



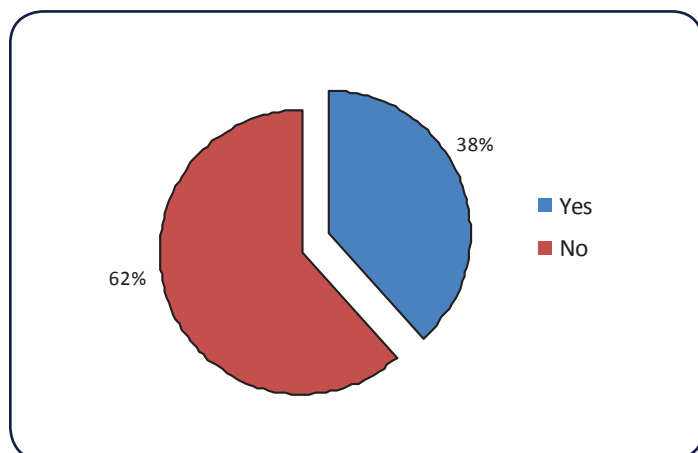
#### 15. What Is Your Annual Salary?



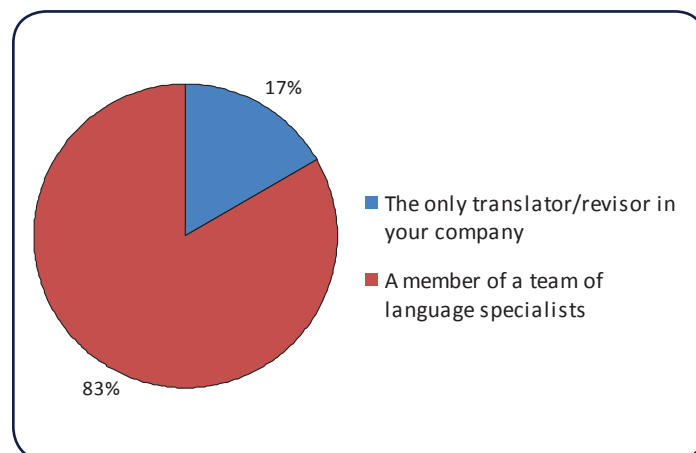
#### 16. Does Your Employer Offer Incentive Bonuses?



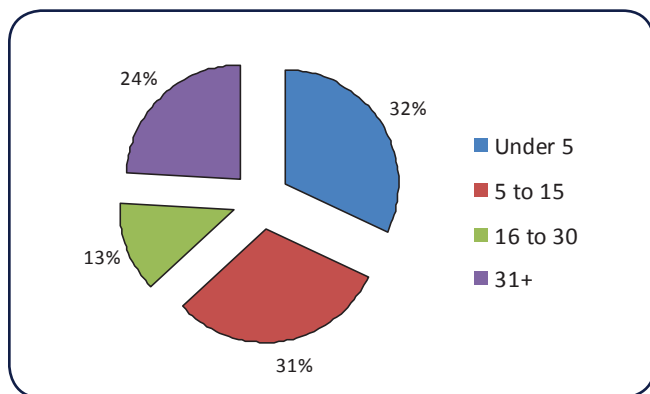
#### 17. Do You Also Freelance?



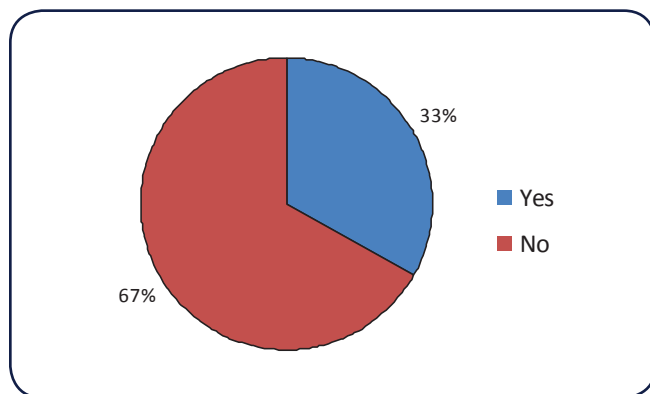
#### 18. Are You:



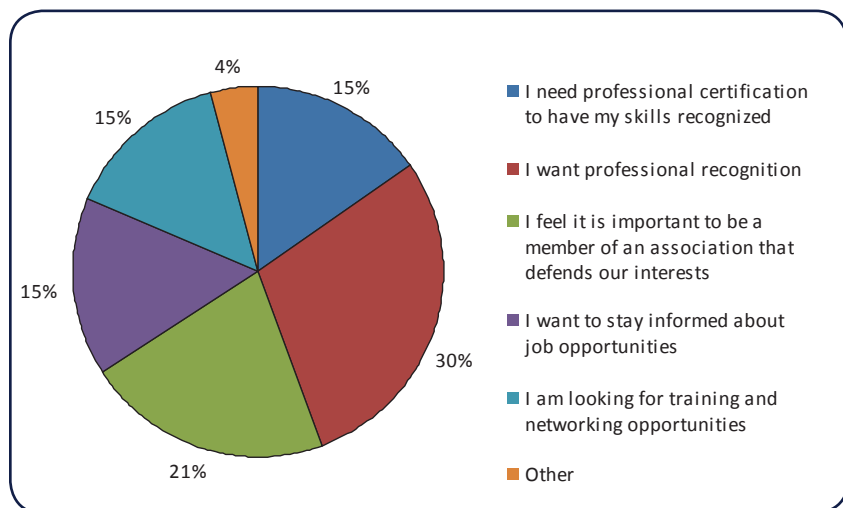
**19. If You Are a Member of a Team, Please Indicate Below the Number of Language Specialists in Your Team:**



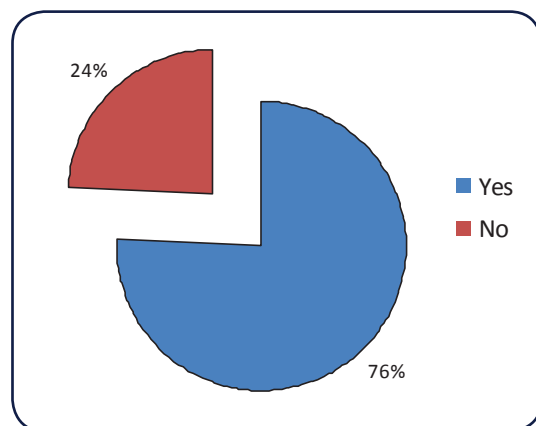
**20. Does Your Employer Have a Program to Recruit and Train New Translators?**



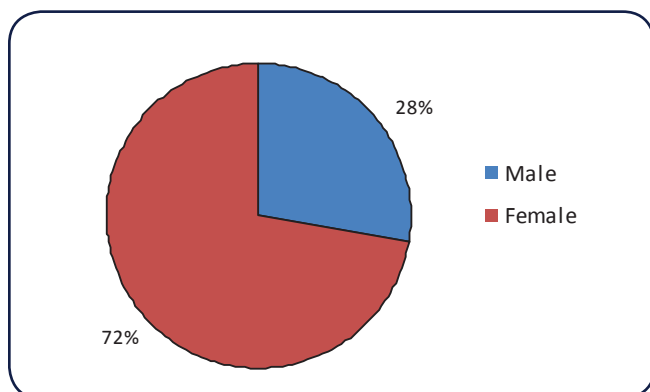
**21. Why Have You Chosen To Become a Member of ATIO?**



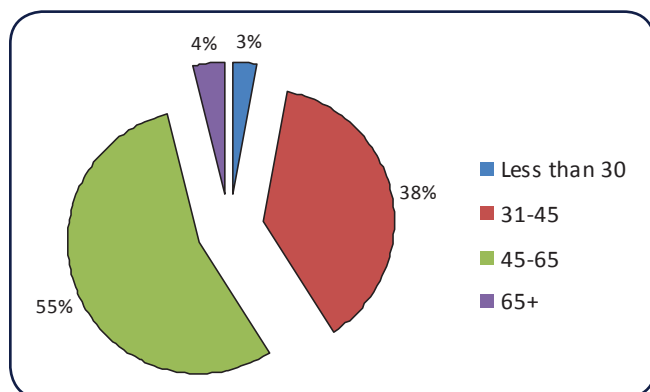
**22. Does ATIO Meet Your Expectations?**



**23. Are You:**



**24. What Is Your Age?**





# HOW DOES THE RESPONDENTS' EXPERIENCE COMPARE TO REPORTED SALARIES?

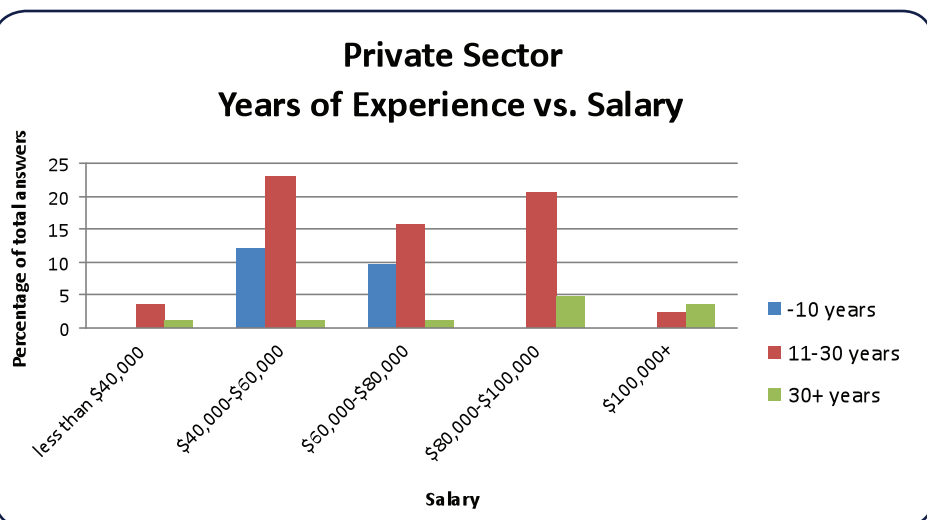
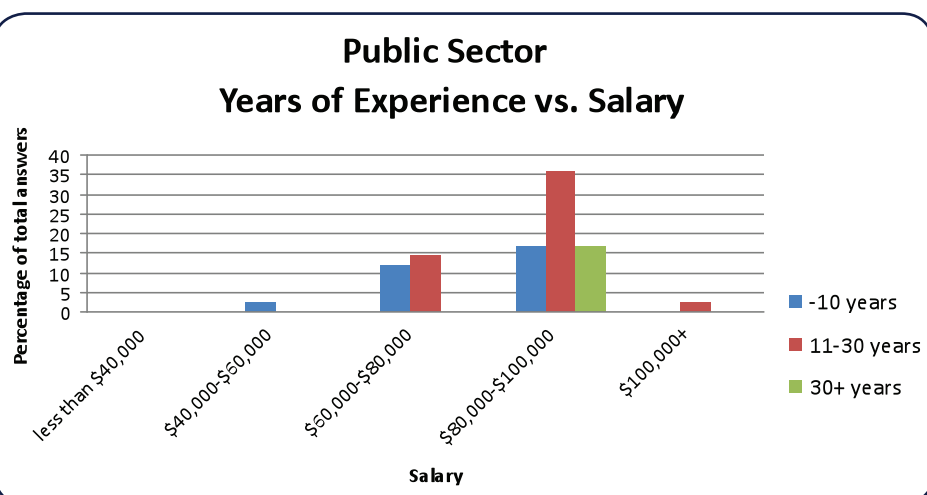
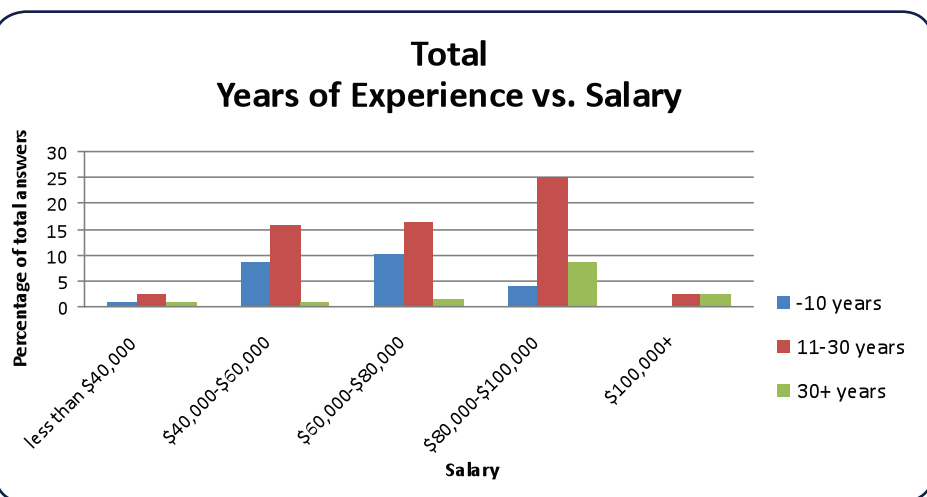
The chart to the right shows the years of experience and the salaries for all salaried translators who replied to the 2012 survey.

The 11-to-30-year age group is well represented across the three middle salary ranges, but has the highest representation in the \$80,000–\$100,000 range, possibly due to the longer time span. Younger translators seem to start out in the \$40,000 range, and salaries increase with years of experience. Less than 1% of respondents with fewer than 10 years of experience were making less than \$40,000. Interestingly, less than 1% of respondents with the most experience (30+) were represented at the lowest salary range.

The charts to the right show the years of experience and the salaries of salaried translators working in the public and private sectors who replied to the 2012 survey.

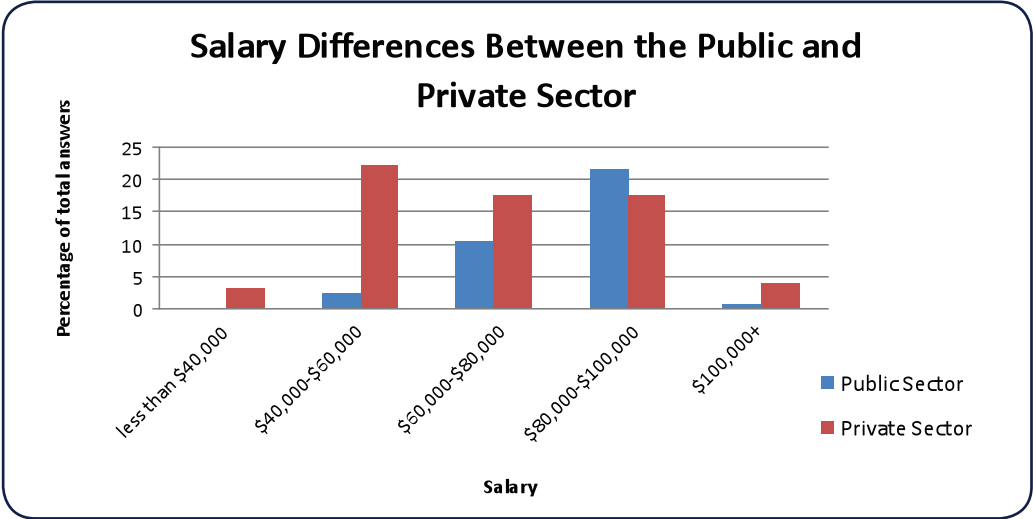
In the public sector, most respondents seem concentrated in one salary range (\$80,000–\$100,000), with little representation in the highest and lowest salary ranges. There is more equal distribution of salary in the private sector, with the 30+ group represented in all salary ranges.

At first blush, it would appear that the public sector has higher salaries, but the private sector has a greater range of salaries in relation to experience. In addition, more variables may be at play in the private sector (discipline, word count, language combination) that can affect salary.



# WHAT ARE THE DIFFERENCES BETWEEN TRANSLATORS WORKING IN GOVERNMENT AND THOSE WORKING IN THE PRIVATE SECTOR?

The chart below shows the salaries of the public-and private-sector salaried translators who replied to the 2012 survey.



The survey results show a greater distribution of salaries in the private sector. In this sector, there is an almost equal number of translators in the three middle categories in the chart, with the greatest number being in the lower of the three categories, the \$40,000-\$60,000 range. In the public sector, the majority

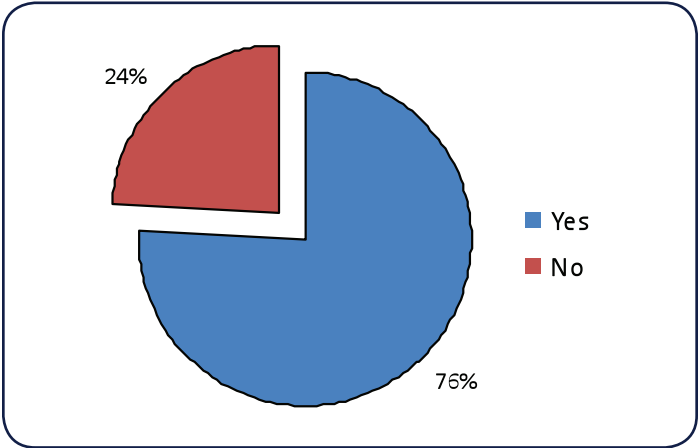
of salaried translators fall into the three middle categories also but the difference is that they are not as well represented in all three groups: they tend to be concentrated in the upper of the three middle categories: the \$80,000-\$100,000 range.

## DOES ATIO MEET YOUR EXPECTATIONS?

The pie chart to the right shows the responses to survey question number 22 on whether ATIO meets expectations.

According to the answers provided by translators who responded to the 2012 survey, 76% of respondents believe that ATIO is meeting expectations. The 24% who believe that ATIO could do more to meet their expectations indicated a number of areas for improvement. The salaried translators’ committee has grouped these into seven categories. Below are the suggested areas for improvement as indicated in the survey and our proposals on how ATIO could meet members’ expectations in the future.

22. Does ATIO Meet Your Expectations?



## **1 – Lack of training/networking opportunities**

We propose enhancing how ATIO currently promotes courses already being offered. Suggestions include advertising courses through various channels (such as *InformATIO*, email, the ATIO website, the LinkedIn group) and creating an overview of courses offered in the past year to be presented to members that include training statistics on the courses offered, topics and participants. To improve networking, ATIO has already created an ATIO LinkedIn Group, where ATIO members can chat with each other. To promote training and networking opportunities, we suggest enhancing awareness of information about upcoming international and national conferences relating to translation and the related language professions. Information on this is already available on the ATIO website and through *InformATIO*. Members could also be encouraged to notify ATIO of any specific courses or activities they would like ATIO to offer. In addition, the FAQs could be enhanced, and reminder emails could be sent on topics about which the Secretariat frequently receives questions (such as whether the AGM is free—yes, it is!).

## **2 – Lack of recognition across the country**

One suggestion to improve recognition of the language professions across the country is further discuss with members all the initiatives currently being planned or under way to ensure that ATIO is recognized in the community (for example, the current work being done with community interpretation). A list of Board activities for the year could also be created and made available to members. Another comment made was that ATIO should enhance its presence when translation is in the news. We suggest improving communications with members whenever ATIO responds to a media inquiry or sends news releases.

## **3 – Shortcomings in services offered by ATIO**

The comments in this area dealt with how job offers are distributed and the quality of communications sent

to members. Although some members prefer to receive offers only in their language combination, receiving all offers provides a perspective of what's happening in the market, and it's a good way to stay abreast of what's going on in the profession. Suggestions in this respect include improving the quality of communications (such as making emails clearer, including more information, and further discussing upcoming events).

## **4 – ATIO does not do enough to represent the profession**

One suggestion in this respect is to discuss with members all the initiatives that are planned or under way to ensure that the language professions have greater visibility, either through the website, by email or through *InformATIO*.

## **5 – Lack of value added in being a member of ATIO**

A suggestion in this area is to improve information that is already available on ATIO's activities, such as ATIO's participation in conferences, the training/networking opportunities available, and the benefits of certification.

## **6 – Concerns with certification process/exam**

We suggest providing more information on the ATIO website or in *InformATIO* on how the exam is structured (such as discussing why a paper exam is used as opposed to a computer exam) and making members aware of any updates. Articles in *InformATIO* have previously been written in this regard. Suggestions include enhancing the FAQ section on the website and providing links to already existing information.

## **7 – ATIO does not engage members**

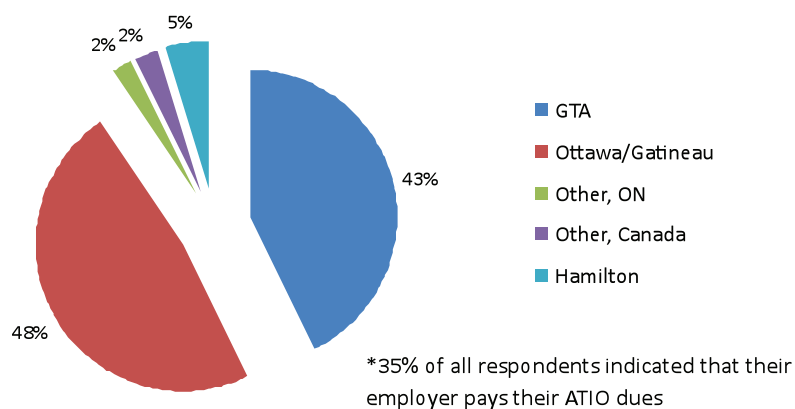
In this case, we suggest updating the membership on initiatives currently under way to get members more involved (such as the creation of a student committee), and how ATIO plans to better engage members.

# WHAT IS THE LOCATION OF RESPONDENTS WHOSE EMPLOYERS PAY THEIR ATIO DUES?

The chart to the right shows the location of respondents whose employers pay their ATIO dues for translators who replied to the 2012 survey.

Thirty-five percent of respondents stated that their employer pays their ATIO dues. Of this number, most respondents whose employer pays their dues are located in Ottawa-Gatineau, followed closely by the GTA. The remaining respondents who indicated that their employer pays their dues are located in Hamilton and elsewhere in Ontario and in Canada.

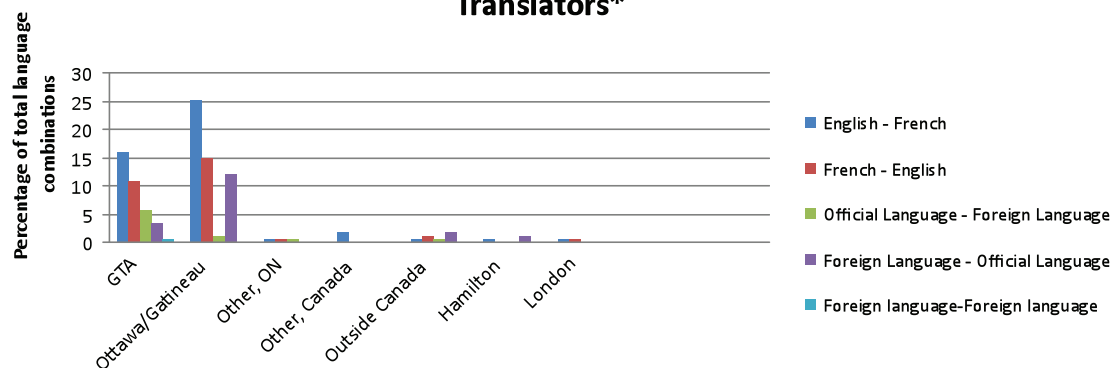
**Location of Respondents who Indicated their Employers Pay Dues\***



# WHAT IS THE LOCATION OF WORK FOR FOREIGN-LANGUAGE AND OFFICIAL-LANGUAGE TRANSLATORS?

The chart below shows the location of work for foreign-language and official-language translators who replied to the 2012 survey.

**Location of Work for Foreign-Language and Official-Language Translators\***



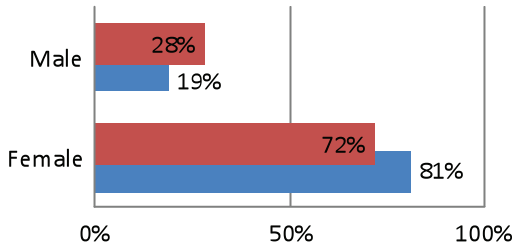
\*many translators work in more than one language combination

For the official language combinations, English - French was better represented in the Ottawa-Gatineau area. In addition, most of the French - English respondents live in the Ottawa-Gatineau area. These numbers were lower for French - English respondents and English - French respondents in the GTA.

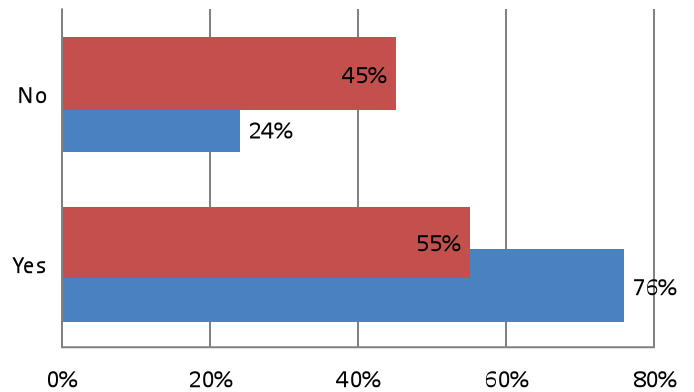
For foreign language combinations, more foreign-language translators in the GTA translate from an official language to a foreign language. This trend is reversed in Ottawa-Gatineau, with most foreign-language translators translating from a foreign language to an official language. Most respondents in other locations in Ontario and Canada work with official languages and foreign languages.

# COMPARISON 2007-2012 SURVEY RESULTS

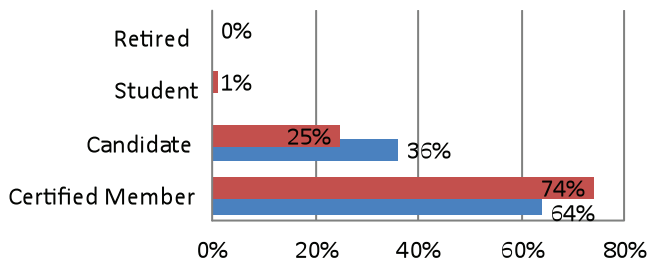
## What is Your Gender?



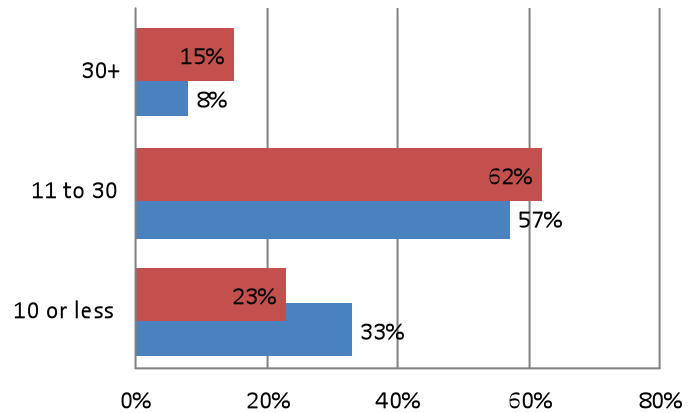
## Do You Have a University Degree in Translation?



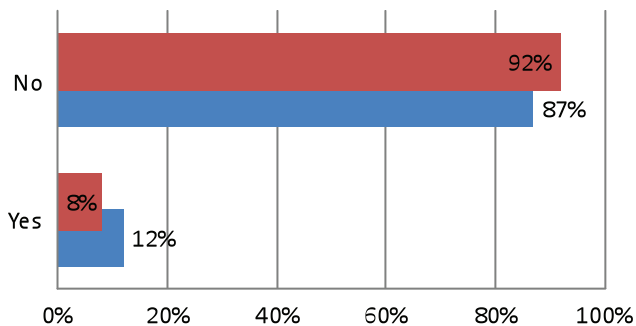
## Membership Category of Respondents



## How Many Years of Experience Do You Have?



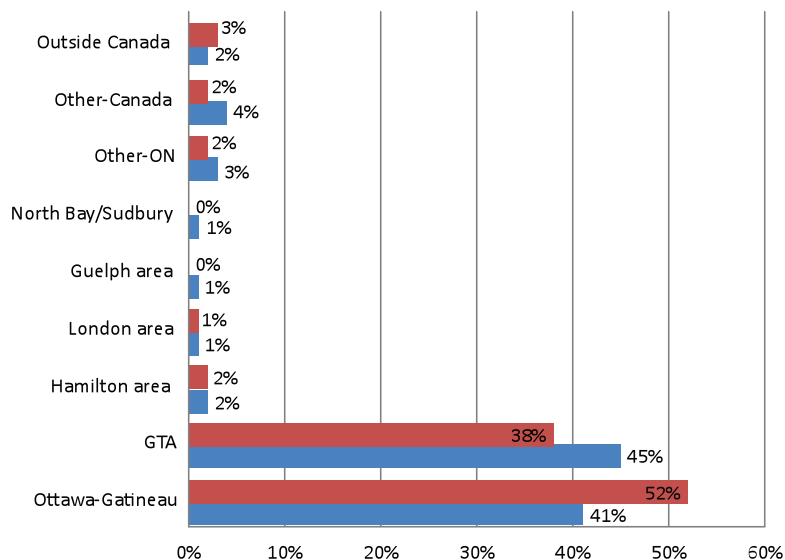
## Are You Certified with Another Translation Association?



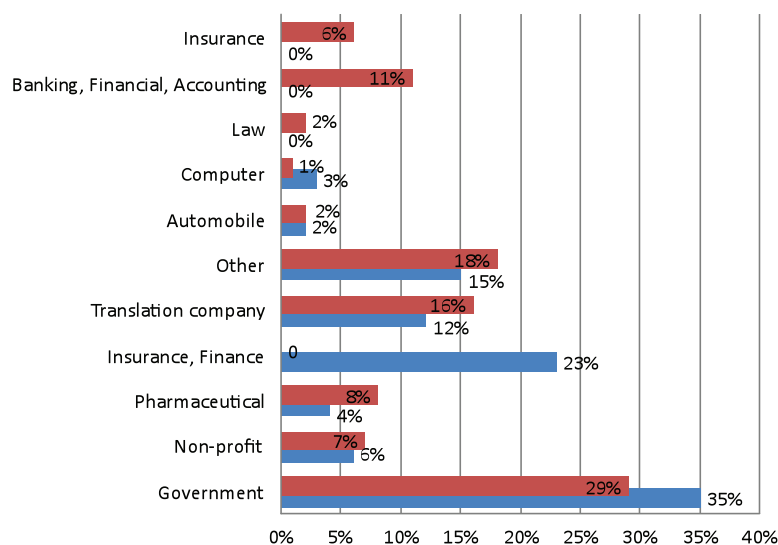
■ 2012 Survey ■ 2007 Survey



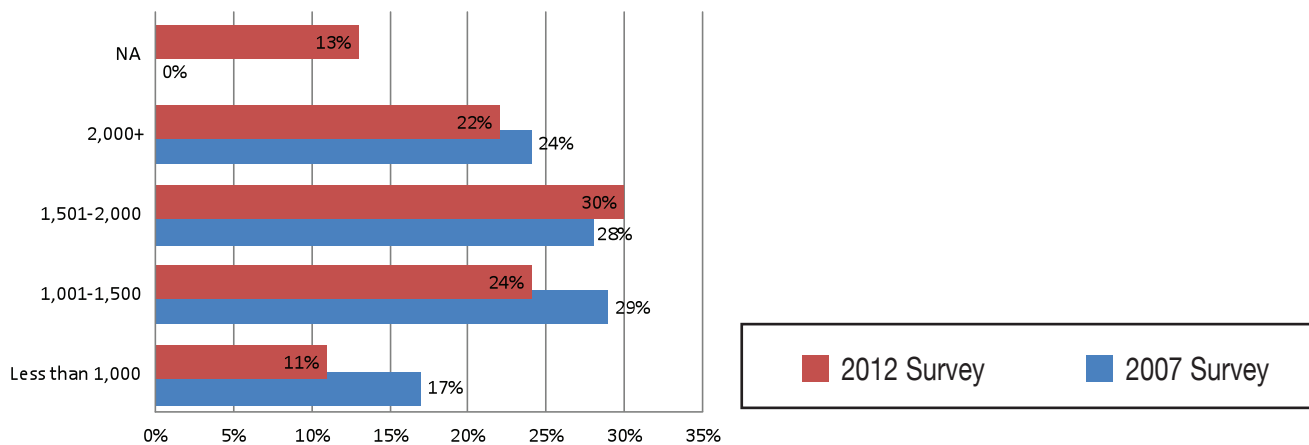
## Where is Your Workplace?



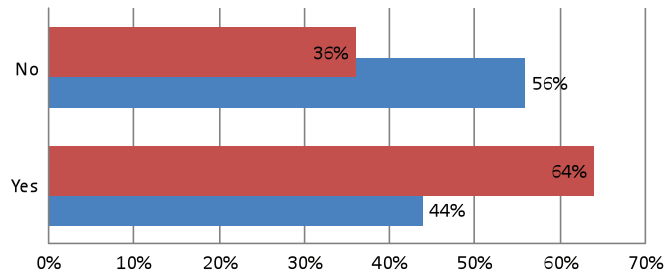
## In What Industry is Your Employer?



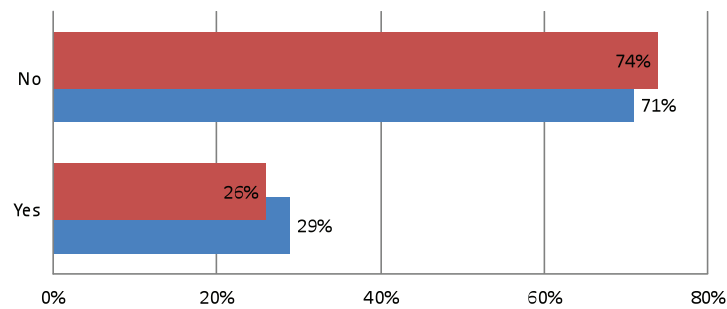
## How Many Words a Day Do You Translate?



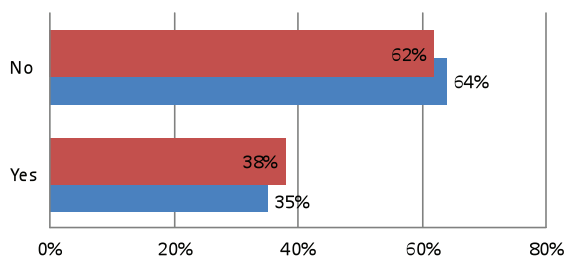
## Do You Use Computer-Assisted Translation Software?



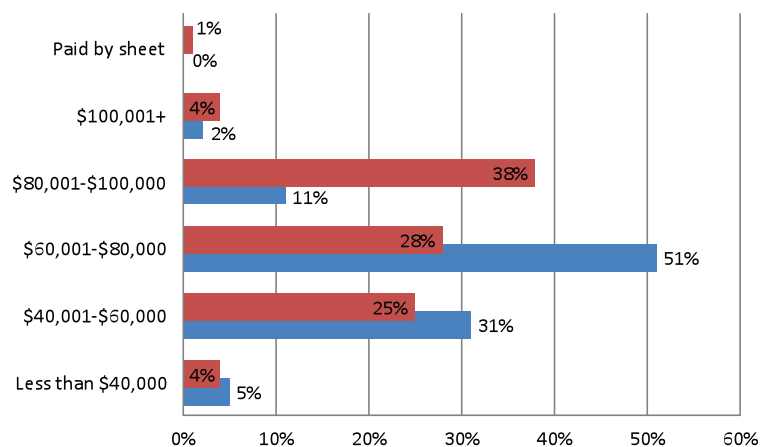
## Does Your Employer Have a Hiring Policy That Favours Translators Who Are ATIO Members?



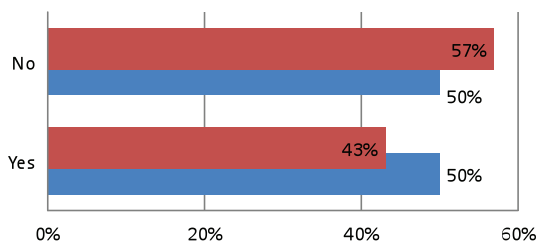
## Do You Also Freelance?



## What is Your Annual Salary?



## Does Your Employer Offer Incentive Bonuses?



2012 Survey

2007 Survey