

# 1<sup>2016</sup> TRANSLATIO

## FIT Newsletter

### PRESIDENT'S MESSAGE

Thanks to the magic of technology, I have kept up-to-date with FIT Council work and the @FIT\_President Twitter account, I have read all the articles in this bumper festive issue of *Translatio*, and am now writing to you at 37,000 feet, somewhere between Luxembourg and Sydney, while returning from speaking on your behalf at the MT@Work Conference, where I also attended a series of advocacy and visibility events in Belgium and Luxembourg. My sincere thanks to Daniel Klivanec of the European Commission for making this happen, including the splendid sunshine. More of these events in the next issue.

Since the last issue of *Translatio*, your vice-president, Reiner Heard, represented you at the ASLing Conference earlier, and your treasurer, Reina de Bettendorf, represented you at the APTI 2<sup>nd</sup> International Congress. Both are also devoted to the important topic of translation and technology. It is imperative that translators, interpreters and terminologists lead the discussion on the appropriate use –and ideally the development– of technology for us, and FIT is committed to making sure that this happens worldwide.

But T & I technology is not the only area we considered as far as the future is concerned. The future of our profession rests on young, bright people wanting to be translators, interpreters and terminologists, and being trained for the future. This is the very topic of Translating Europe, where the FIT Europe Team represented you, flying the FIT flag, and garnering strong interest amongst the dynamic delegates.

This year, we have seen a huge variety of activities across the FIT family celebrating the Changing Face of Translation and Interpreting on International Translation Day. Next year's theme will be Connecting Worlds, a topical theme proposed by our American colleagues in ATA. The poster competition is outlined and I hope to see many entries highlighting this theme.

Thanks to the meticulous organisation and unparalleled enthusiasm of our Peruvian colleagues, the FIT EC was proud to lend its support to a most successful XXII International Forum on Legal Translation and Interpreting (ForoFIT). At the FIT LatAm General Assembly, held in conjunction with ForoFIT, the solidarity of all the FIT Members in Latin American shone brightly, culminating in the Lima Declaration.

Planning and organisation are already in full swing across a number of upcoming FIT flagship events. You will read the latest from the APTIF8 team thanks to Council Member Gangyi Wang; from the Cuban Symposium in December 2016; and from Council Member Alison Rodriguez, who leads the AUSIT Team in shaping the XXI Congress in 2017.

In the last few months, two associations dedicated to serving our colleagues specialising in the legal field celebrated landmark anniversaries. Our Polish colleagues in TEPIS celebrated 25 years, whilst our Austrian colleagues in ÖVGD celebrated 95 years of service. Many happy returns!

On celebration of a different kind, I would like the Federation to pay homage to the achievements of one of the great educators, advocates and all-round personalities of FIT – Prof Dr Benny Hoed, of HPI. He had a most active life, especially in the professionalisation of translation and interpreting in Indonesia. We thank you, Benny, for all you have done for us. *Requiem aeternam*.

Finally, after a year of hard work and achievements, for those celebrating Christmas and the New Year, I wish you a most enjoyable time sharing it with those closest to you. And for those of you travelling, safe journey! See you in 2016!

Henry Liu, [president@fit-ift.org](mailto:president@fit-ift.org)



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Translating Europe Forum, Brussels

## FIT World Congress, Brisbane Australia, August 2017

### From the Organisers' Desk...

The end of the year is always organised chaos, but this year seems more disrupted than most. Disruption is not just about the technology of change, it's about the rate of change. Not just changes in what we do, but changes in the way we think. November 13 tragically shaped the way we see the world, yet again, through acts of terrorism and violence so senseless that the shift in our collective consciousness is hard to assimilate. Thoughts of Australian colleagues, and the whole nation, are with France and those who have suffered or lost loved ones in the attacks.

Australian Prime Minister Malcolm Turnbull (still Prime Minister at time of going to press) said that the nation of the future has to be "a nation that is agile, that is innovative, that is creative. We can't be defensive, we can't future-proof



ourselves." Perhaps not, but we can get ahead by looking forward to see what is further down the track.

And what do we have for you further down the track? Well, now that you ask, we have been working on that...

We are busy working on the Congress website, ready for it to go live in late January 2016. Innovative, international

academics and prominent practitioners have been generous in joining the Academic Panel that will vet abstracts for the Congress. The Call for Papers will go out around April 2016, so keep an eye out for that on social media.

Creative plans are afoot for satellite events to involve the world's indigenous and endangered languages, with a focus on our own indigenous linguistic heritage.

So while you wind down over the Christmas break, rest assured we will be winding up, getting ready to bring new announcements very soon.

Happy 2016 from the Brisbane 2017 Organising Committee. In around twelve months from now, Registrations should go live.

So remember AUGUST 3–5 2017. I trust you have it in your diary already.

*Alison Rodriguez,*  
[alisonrodriguez@optusnet.com.au](mailto:alisonrodriguez@optusnet.com.au)

## FIT Executive Committee in Lima

FIT Executive Committee (EC) shared the buzzing metropolis of Lima with the world's central bankers this month, as FIT EC, the IMF and the World Bank met for their respective meetings.

Graciously hosted by joint invitation of the FIT Legal Interpreting and Translation Committee, Colegio de Traductores del Peru in conjunction with Universidad Femenina del Sagrado Corazón, Universidad Ricardo Palma, Universidad César Vallejo and Universidad Peruana de Ciencias Aplicadas, the FIT Executive Committee Meeting addressed issues regarding the running of the Federation as prescribed in the By-laws, reviewed all the governing documents of the Federation, and proposed considered changes to further reinforce sound governance. These changes will be further discussed in Council and drafted in ample time for wider consultation.

Following completion of the Executive Committee Meeting, the President along with EC members and Alison Ro-



driguez, Council Member in charge of XXI FIT Congress in Brisbane, attended the 6<sup>th</sup> General Assembly of FIT LatAm and supported the successful XII International Forum on Legal Translation and Interpreting, to celebrate the first time this specialised Forum is held outside of Europe.

The FIT delegation also met with local stakeholders to increase visibility. These included:

- Colegio de Traductores del Peru (CTP), one of the two local member associations.

- The Deputy Rector of UNIFE, host of the XII International Forum to discuss areas of common interest and identify future collaboration.

- The Head of Translation and Interpreting Department of César Vallejo University, identifying training trends and priorities within the local industry as well as avenues for future cooperation.

- Students of both universities, outlining the work of FIT, the future of the profession and the importance of multidisciplinary training.

- Senior officials of Peruvian Ministries for Foreign Affairs and for Culture

A virtual meeting of full Council followed this Executive Committee Meeting in late November 2015.

The Executive Council will next meet in Xi'an in June 2016, while attending the 8<sup>th</sup> AsiaPacific Translators and Interpreters' Forum (APTIF) and appreciates the kind invitation from XISU and TAC.

*Henry Liu,* [president@fit-ift.org](mailto:president@fit-ift.org)

# Twelfth FIT International Forum in Lima, Peru

The Twelfth FIT International Forum “Challenges, New Roles and Ethics in Legal Translation and Interpreting” was organised jointly by the FIT Legal Translation and Interpreting Committee and Colegio de Traductores del Perú, in Lima, October 7–9, 2015. Four Peruvian universities – Universidad Femenina del Sagrado Corazón (Unifé), Universidad Ricardo Palma, Universidad César Vallejo and Universidad Peruana de Ciencias Aplicadas – drove the efforts to host this major gathering of translators, interpreters and terminologists on the Unifé Campus. The outcome? A carefully organised academic and professional event with a prominent line-up of speakers and a diverse audience of more than 500 participants from all over the world.

Birds of a feather flock together, they say. And so it was in friendly Lima last October, one of the South American capitals that stands out for its rich historical legacy and a thriving city life –except that two large flocks gathered there to make the city look and sound even more bustling than ever.

While the eyes of the financial world turned to the World Bank meetings being held in the land of ancient Inca traditions, the TT&I community came together to take part in the FIT Forum and reflect on the present and future of the profession.

The Forum started on October 7<sup>th</sup> with the welcoming remarks of organisers to a packed auditorium and the keynote speech of Henry Liu, FIT President, on *The Changing Face of Legal Translation and Court Interpreting*, addressing key challenges faced by legal systems in a globalised world and the leading role of professional associations in advocat-



The opening ceremony. From left to right, FIT Council VP and FIT LatAm President Silvana Marchetti, FIT President Henry Liu, FIT Secretary Sabine Colombe and CTP President Gladys Martell



Typical dance performances by university ensembles



Marita Propato, Alejandra Jorge, Henry Liu, Silvana Marchetti and Luis Alberto González at the gala dinner

ing professional standards. The opening ceremony continued with a colourful display of typical dance and music performances by university ensembles, and a welcome cocktail. On the two days that followed, there was an interesting schedule of conferences on two tracks, including Q&A sessions with a highly engaged audience, delivered with impeccable organisation, and with simultaneous interpreting into Spanish, English and French. Some of the areas of professional interest were: translation and interpreting ethics; training and development of legal translators and court interpreters; challenges of legal translation and interpreting; professional, academic and legal status of the profession in various countries; legal neologisms and terminology; environmental law and translation; CAT Tools and their use in specialised translation;

and emerging topics and perspectives. There were also roundtables to discuss best practices on the following topics: regulation of legal translation and court interpreting; the situation of community interpreters of indigenous languages, and the teaching of legal translation and interpreting in university and continued education settings.

Held for the first time outside Europe, this specialised event designed to encourage exchange among experts and for experts surpassed all expectations. Not only was the event successful in delivering on its main promise to set development prospects for legal translation and interpreting based on initiatives from local and international specialists; it also offered remarkable opportunities for sharing, learning and inspiring actionable ideas.

Academic and professional networking was another hallmark of the Forum, as a vibrant audience, including university students, had the opportunity to listen to experts, visit the stands of sponsoring organizations.

Attending the FIT Forum was a true celebration of the profession. All things considered, the event proved to be much more than a conference: it was both an experience in institutional learning and an opportunity to meet and discuss with peers and engage in open conversation with FIT Council members. Last but not least, it served as a mirror for professional associations to agree on common issues, bring home key take-aways, and build a level playing field to address the changing face of translation and interpreting.

Marita Propato,  
[maritapropato@gmail.com](mailto:maritapropato@gmail.com)

# Task Forces and Standing Committees

## What's new?

All FIT Task Forces and Standing Committees created last summer are working now. All of them have their own webpage on the FIT website where mandate and members are displayed, and for some of them, even the first results. Largely autonomous, they operate in the mode they find the most useful: generally by e-mail via their specific e-groups and some, but not all, by more or less regular virtual meetings depending on the geographical region of their members.

## Defining the mandate

FIT is not a military top-down organisation. Its activities are defined and followed up on by the elected Council members, as well as by the great number of Task Force and Standing Committee participants. The latter is an entirely new concept, with former Committee members engaged in given tasks defined by the Council. In the new structure, they come with their own ideas and proposals, and each Task Force defines its own tasks and the time frames for their completion, although the plans are all submitted to Council for approval.

Among the very active ones is the ISO Standing Committee, working among others on the ISO 17100 standard. Currently, the FIT ISO Committee is develop-

ing a position on the proposed change to the criteria for whether a translator is allowed to work on 17100-compliant translation projects. As you know, FIT is a member of the ISO working groups in relation to translation and interpretation.

The aim of the Development TF is to help new associations become organised, and to provide them with a comprehensive practical guide that includes principles for a code of ethics and admission criteria that take the level of training of members into account.

The Educational TF, one of the biggest task forces with wide geographical representation (Russia, the USA, Argentina, Switzerland, Panama, Venezuela, Slovakia), is working actively to identify problems in T&I education according to language combinations and market needs; to create a collection of methods and practices of training translators/interpreters in different countries and parts of the globe; to study and to promote blended learning as a way to provide equitable professional expertise; and to work out possibilities for a FIT online training platform.

The next *Translatio* will discuss the work of other Task Forces, but don't hesitate to ask the chairpersons or write to [translatio@fit-ift.org](mailto:translatio@fit-ift.org) for more information.

Sabine Colombe  
[secretarygeneral@fit-ift.org](mailto:secretarygeneral@fit-ift.org)

## Passing of Benny Hoed



It is with profound sadness that we learnt of the passing of the most eminent Prof Dr Benny Hoed, Chair of the Advisory Board of the Indonesian Translators Association (HPI) and former FIT Council Member.

Prof Hoed was elected to the FIT Council in 2005 at Tampere and served two very fruitful mandates. He continued working on many Committees; in particular, in the most recent mandate, he was an integral member of the Awards Committee.

Prof Hoed lived a full and rewarding life and was a champion of our profession.

With profound sadness, Henry Liu and the Council

## FIT at AsLing conference



The 37<sup>th</sup> Translating and the Computer conference, organised by AsLing (International Association for Advancement in Language Technology), took place in London on 26 and 27 November 2015. FIT was represented by Vice-President Reiner Heard, who addressed the attendees during the opening session and also took part in a panel debate on quality in translation. In particular, he drew attention to the EU-funded QT21 project, in which FIT is participating. One of the QT21 goals is to involve professional translators directly in the process of evaluating the quality of raw machine-translation output.

FIT's presence at the AsLing conference, which was held under FIT auspices, can be seen not least as a further step in the diverse efforts currently being made to increase our Federation's visibility.

Reiner Heard  
[Reiner.Heard\\_VP@fit-ift.org](mailto:Reiner.Heard_VP@fit-ift.org)

As a fringe event to the XII International Forum on Legal Translation and Interpreting and the General Assembly of the Latin American Regional Centre, the FIT committee met on 5 October. We needed to work on the changes to our By-laws and Rules of Procedure which have become necessary since the decisions made at the Congress of Berlin, as well as considering two membership requests. Alison Rodriguez also gave us a presentation on the progress being made with organising the FIT Congress in Brisbane in 2017.

During our online meeting on 18 November, the Council then discussed and approved the committee's propositions. You can read the minutes of all these meetings in the members' section.

The next Council meeting will take place in Paris on 12 and 13 March 2016, as we have been invited by the Société française des traducteurs. We would be delighted to welcome observers from our member associations, and will be sending a detailed invitation out soon.

Sabine Colombe  
[secretarygeneral@fit-ift.org](mailto:secretarygeneral@fit-ift.org)

## INTERNATIONAL TRANSLATION DAY

### ITD Poster Competition

**DON'T FORGET THE POSTER COMPETITION – WE ARE LOOKING FORWARD TO YOUR CONTRIBUTION**

There is still time for your association to submit a poster for the International Translation Day Poster Competition.

Closing date for submitting a poster for ITD 2016 is **29 February 2016**.

The theme for ITD 2016 is **Translation and Interpreting: Connecting Worlds**.

Since 2012, the International Federation of Translators has encouraged member associations and other interested persons around the world to submit posters that promoted International Translation Day (ITD).

FIT's mission is to promote and be the voice of interpreters, translators and terminologists. This competition is one means of accomplishing our mission. The winning poster will be made freely available via the website. Member associations and others can then print it out and use it for their ITD events. The copyright will belong to FIT.

Any individual or organisation – whether they are related to a FIT member or not – may participate in the competition.

Individual members of any FIT member association or institution may submit a poster through their association or directly, and member associations or institutions may also commission an artist or an individual member with other special talents to produce an entry on their behalf.

Submissions must be received by 29 February 2016. The submissions will relate to ITD in the current year (in this case, 2016). Entries must be submitted to the FIT Secretariat ([secretariat@fit-ift.org](mailto:secretariat@fit-ift.org)).

The FIT Council will vote on the best submission. The winners will be notified directly and the result published no later than 1 May 2016.

The design must be related to the ITD theme for the year in question – (2016)

Specifications for the design and other details can be found online at [www.fit-ift.org](http://www.fit-ift.org) or in *Translatio* from October 2015. You will always find the designs from preceding years on the website.

We are looking forward to your contributions. Always feel free to contact [secretariat@fit-ift.org](mailto:secretariat@fit-ift.org) if you have any questions about the details.

Jeannette Ørsted, [secretariat@fit-ift.org](mailto:secretariat@fit-ift.org)

## TRANSLATIO

*Translatio* has met with marked success over the past year. The number of downloads in the three months following publication has increased by 48%. There are more and more associations sending us articles on their events and the articles are becoming longer and longer. This goes to show the interest it generates, but the *Translatio* newsletter has a duty to keep you informed through concise articles. From now on, articles will be limited to 500 words and no article will be published without a photo.

In order to better manage our content, the *Translatio* team are inviting you to fill in an online questionnaire on your reading habits. It is very short, and will not take more than three minutes. Thank you for helping us meet your expectations. To access this questionnaire, click on the link on the *Translatio* page of the FIT website.

Your *Translatio* team  
[translatio@fit-ift.org](mailto:translatio@fit-ift.org)

### ITD Theme 2016

#### Connecting worlds:

The world of the translator and the world of the interpreter are two professions dedicated to one goal: facilitating communication between people. As the world becomes more integrated, fostering understanding between the multitude of speakers is more critical than ever. Whether it is in writing or in speech, interpreters and translators are at the junction point that impacts the development of business, science, medicine, technology, international law, politics and a host of other areas. We provide the ability for each of these worlds to learn from each other to the benefit of society as a whole. The role of translators and interpreters in connecting worlds is to open up the whole world to all of us.

# South African translators honoured on ITD

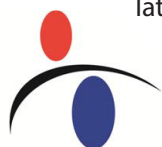
After many months of planning and behind-the-scenes work, the South African Translators' Institute (SATI) held its second triennial conference in Gauteng on 30 September and 1 October 2015. The event was a fitting celebration of International Translation Day, with the conference theme matching that for ITD 2015: *The Changing Face of Translation and Interpreting*. The conference culminated in the presentation of the 2015 SATI Prizes for Outstanding Translation and Dictionaries.

The theme allowed for a wide range of topics and while it would have been pleasing to have more practice-based presentations, it was satisfying to see the programme covering both translation and interpreting as well as education. The 19 presentations were all interesting in their own right, and it was almost a pity delegates were forced to make a choice between two streams. A conference like this offers a wonderful opportunity to expose yourself to elements of the profession you are not familiar with, and this one was no exception, including topics as diverse as monitoring the standard of educational interpreting, the difference between self-translation of literature and translation by an outsider, fansubbing and localisation in gaming. The proceedings included two plenary sessions with international guest Chris Durban, who provided much food for thought and really useful tips. All benefited from her message of 'act like a professional' and 'offer top-quality service'.

## 2015 SATI Prizes for Outstanding Translation and Dictionaries

Since 2000, SATI has awarded Prizes for Outstanding Translation and Dictionaries every three years, aimed at encouraging the publication of translations in the official languages of South Africa. This year saw a host of excellent works entered in the four categories – 17 literary works, three in the non-fiction category, five works for children or young people and three dictionaries.

South African Translators' Institute  
SATI — Bridging Language Barriers



The winners of the 2015 SATI Prizes for Outstanding Translation and Dictionaries with the SATI chair and vice-chair – from left SATI chair Johan Blaauw, Prof. Michael Prinsloo, Prof. Nina Mollema, Dr Mariëtta Alberts, SATI vice-chair Dr Eleanor Cornelius, Elsa Silke, Lindie Koorts, Prof. Naòmi Morgan

The 2015 winners were:

- *SATI Prize for Outstanding Literary Translation*: Elsa Silke for *Skaduself*, the translation into Afrikaans of Paula Marais' *Shadow Self*
- *SATI Prize for Outstanding Non-Fiction Translation*: Lindie Koorts for her Afrikaans translation of her own book *DF Malan and the Rise of Afrikaner Nationalism*
- *SATI Prize for Outstanding Translation of Children's Literature*: Naòmi Morgan for translations from French into Afrikaans of two books by Eric-Emmanuel Schmitt, *Oskar en die pienk tannie* and *Monsieur Ibrahim en die blomme van die Koran*
- *SATI Prize for Outstanding Translation Dictionaries*: The editorial team (Michael Prinsloo, Mariëtta Alberts and Nina Mollema) for the English/Afrikaans dictionary *Legal Terminology: Criminal Law, Procedure and Evidence*

Naòmi Morgan hit the news early in 2015 when she was made a 'chevalier' – knight – of the Republic of France for her translation and other cultural promotion of the country, and she was a worthy winner in a language combination that

is most unusual in South Africa. Elsa Silke's win was also momentous – this was the fourth time she had received a SATI Prize and each of them had been in a different category or combination: in 2006 she won in the fiction category for translation from Afrikaans into English, in 2009 in the non-fiction category, in 2012 in the children's category and this year again for fiction, but from English into Afrikaans. A real all-rounder!

This year's non-fiction winner, Lindie Koorts, was also surprised at the award, as she is a historian rather than a professional translator and so appreciated the recognition all the more. The dictionary prize went to a team from the Centre for Legal Terminology in African Languages, a group that developed out of a working group formed under the auspices of SATI at its 1985 AGM – what a wonderful way to celebrate its 30<sup>th</sup> anniversary! It is hoped that the acknowledgement of this work will spur colleagues working in the African languages on to complete the versions of the dictionary in those languages, which would be potential winners in the future.

Marion Boers, SATI Executive Director  
[office@translators.org.za](mailto:office@translators.org.za)

# TAC launches Translation Forum to celebrate ITD 2015

On Sept. 25, 2015, Translators Association of China (TAC) launched the “TAC Translation Forum” programme in celebration of the coming International Translation Day. The programme aims to bring knowledge and expertise on translation, interpreting and the language industry to TAC members through lectures and workshops.

Mr Zhou Mingwei, the newly elected president of TAC and director (vice minister) of China Foreign Languages Publishing Administration, inaugurated the programme by delivering a lecture titled “Present a Real China to the World – the Challenge and Mission of Chinese Translators”. Mr Zhou pointed out that the rising demand from the international community for Chinese information, expertise and culture has provided a golden opportunity for translators, as well as great challenges. Translating into other languages is a daunting task for Chinese translators, and requires greater efforts in understanding cultural and linguistic differences. He calls for translators to excel in their work to meet the requirements of the time.

Mr Wang Gangyi, executive vice president and secretary gen-



From left TAC President Zhou Mingwei, Executive Vice Presidents Zhang Shibin, Lin Guofu and Wang Gangyi

eral of TAC, chaired the event. More than 300 TAC members from government departments, institutions and companies attended the event.

## FROM OUR MEMBERS

### ACTI's Fourth International Symposium in Bogota

#### Rights-Based Perspective on Translation

For the fourth consecutive year, the Colombian Association of Translators and Interpreters (ACTI) invited its members, as well as academics and professionals from the region, to Colombia's leading annual translation event, the “Fourth International Symposium on Translation and Rights. Rights in Translation: A Rights-Based Perspective on Translation.” The symposium, organised this year with generous support from the Universidad Nacional de Colombia, was held from September 30 to October 2 at the university's School of Humanities in Bogota.

The symposium's full, three-day programme helped participants reflect on the role of rights in the world of translation from an array of perspectives. Before and after the symposium, the ACTI also organised a series of complementary activities related to the field of translation. Our symposium brings together a diverse group of participants every year, including translators, academics, government officials, employees of private

companies, representatives of multilateral institutions, and above all, students. This year's event featured special guests from Mexico, Canada, and France.



Florabelle Rouyer, head of the Creation Department at the National Book Centre

The programme started off with a reflection on language offered by Florence Thomas, coordinator of the Women and Society Group of the Universidad Nacional, who argued that writing with a critical awareness of sexual marginalization is in itself a form of translating official discourse. We concluded our first day of reflection and analysis with a presentation on the French National Book Centre (CNL) and its role in promoting culture. The CNL vigorously supports literary

publications in France through grants sponsored by publishers, which benefit translators throughout the production chain of a book. Florabelle Rouyer, head of the Creation Department at the CNL, described how the National Book Centre treats translators as authors all along this production chain.

Issues involving rights and translation in Canada, France, and Mexico were highlighted on the second morning of the Symposium. This section featured specific contributions by the Regional Centre for the Promotion of Books in Latin America and the Caribbean (CERLALC) on copyright protection for translators, viewed as the creators of texts. The afternoon session featured the latest translation-related research findings from Colombian universities.

An overview of the situation in Canada showed us that Canadian society's bilingualism has prompted the creation of clear policies regarding translation. Nicole Sévigny, former Director of various translation services within the Canadian Translation Bureau, explained that the Translation Bureau, which currently has

approximately 2,000 employees, is a language services office in support of government agencies. In the following talk, literary translator Mateo Cardona, an active member of the ACTI, reaffirmed the crucial role of translation in enriching a country's culture. We also learned about translation policies in Mexico from a group of professors from the Universidad Veracruzana de Xalapa who participated in this year's symposium. Next, the Regional Centre for the Promotion of Books in Latin America and the Caribbean confirmed translators' rights as authors with economic and moral rights to their texts. The ACTI has always prioritized the dissemination of research findings at its symposiums, and this year featured research into Benedikta Zur Nieden de Echeverría and her crucial role in implementing the Waldorf education method in Colombia, presented by students from Medellín's Universidad de Antioquia. The second day of the symposium closed with a presentation of guidelines and standards being developed in the country through ICONTEC committee 218, the national mirror committee of ISO/TC 37. These guidelines place the practice of translation in Colombia in the context of standards in force at the international level.

On October 2, Arturo Vásquez Barrón argued that although from a legal point



Panel discussion: from left Yecid Ríos, Florabelle Rouyer, Nicole Sévigny, Celia Cristina Contreras, Jeannette Insignares, Mateo Cardona

of view translators share the same status as authors, in practice, these legal rights are essentially a dead letter because publishers are convinced that translators are not at the same level as the "real authors." Our discussions at the symposium examined approaches to literary translation that question why translators' social invisibility is so highly valued in the practice of translation, as well as approaches that cast doubt on efforts to eliminate all aspects of the foreign culture from the text. We also discussed the complex work of translators associations in establishing and strengthening ties between professional translators while at the same time raising translators' visibility throughout a country or a region of the world. We learned about the situation of sign language at the Universidad Veracruzana and the process of the

standardisation of sign language interpretation services in Colombia. This year's symposium served as a tool to liaise with government agencies like the Bogota Institute of the Arts (IDARTES), which will consider the ACTI its partner for translation-related issues. The ACTI is certain that these symposiums are essential in bringing greater attention to the association's activities, identifying the most effective ways of achieving visibility for translators, and strengthening ties between our members and various Colombian and international organisations and institutions.

### The ACTI prioritises training by translators, for translators

On the eve of our 2015 annual symposium, the ACTI organised an event to fulfil its mission of allowing translation professionals to share experiences through professional exchanges and training. This year, the ACTI invited Mexican translator Arturo Vásquez Barrón to teach a two-day seminar entitled "Introduction to the Practice of Literary Translation" on September 28 and 29.

Finally, on October 3 the ACTI closed its annual translation symposium in Colombia with a series of practical translation workshops.

*Maritza García, ACTI*  
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 English translation by Eric Schwartz, ACTI

## American Translators Association holds 56<sup>th</sup> Annual Conference

The American Translators Association recently held its 56<sup>th</sup> Annual Conference in Miami, Florida. Over 1600 translators, interpreters, company owners, and other language service professionals attended the November 4–7 event. The conference featured nearly 200 education sessions spanning 25 tracks, including 11 language-specific tracks, and profession-wide ones such as language technology and independent contractors. In addition to the education sessions, the conference featured a sold-out exhibit hall with 76 booths. Exhibitors ranged from technology companies to universities to language service companies. Another key attraction of the conference

is the chance to network. Recognizing that not all are comfortable getting out there and meeting new people, ATA offered several opportunities for networking.

Buddies Welcome Newbies pairs up veteran conference goers with first-time attendees. This opportunity gives first-time folks a friendly face to see throughout the conference and give them tips on what to attend. Two other events also made networking easier: "Brainstorm networking" and Resume Exchange. For Brainstorm Networking, attendees gathered in small groups, quickly introduced themselves, then had just a few minutes to discuss common industry challenges.

This routine was repeated throughout the event, with attendees making new connections along the way. For the Resume Exchange, those hiring were able to meet those who were looking for work. In addition, ATA's 18 divisions (special interest groups) held meetings and social events.

For a look at the 2015 conference, please check out the photos and video recap: <http://www.atanet.org/conf/2015/>

ATA's 57<sup>th</sup> Annual Conference is set for San Francisco, California, November 2–5, 2016.

*Walter Bacak, ATA Executive Director*  
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## II INTERNATIONAL CONGRESS APTI-PANAMÁ AT THE TECHNOLOGICAL FOREFRONT OF THE PROFESSION

The event's inaugural address was delivered on September 25, 2015 by Dr Carlos Staff, Vice-Minister of Education for Academics. Dr Staff praised the Asociación Panameña de Traductores e Intérpretes (APTI) for its initiative and accomplishments in organising this second historic congress, presented exclusively by language professionals for the benefit of language professionals. Distinguished guests included Dr Mirna de Crespo, Chancellor-Universidad Latina de Panamá (ULAT), Professor Edith Espino, Language Center Director-Universidad Tecnológica de Panamá (UTP), Professor Margarita Vásquez-Quirós, Director-Academia Panameña de la Lengua, and Professor Rafael Cárdenas-Universidad de Panamá (UP). They conveyed the institutional progress achieved in teaching methodology and highlighted the professionalism exemplified by language professionals.

Nationally and internationally recognized speakers from Canada, Spain, Guatemala, China, Colombia, Peru, the United States, and Panama presented topics of interest and innovative practices which provide professional development opportunities:

- Technological advances in the industry, by translators, interpreters and educators Inés Barés, Jesús Armenteros, and Lourdes Andrade.
- Fundamental academic excellence elements that ensure inclusive and quality education, by Dr Mirna de Crespo (ULAT).
- The need to blend academic and professional aspects of the profession, by Professor and interpreter Alejandra Sarmiento (UP).
- Multilingual translation technologies, by Professor Ge Yajun, Tianjin University of Commerce.
- Integrating more technology in the teaching process, by Professor and translator Rafael Cárdenas (UP).
- Review of quality standards and ethical dilemmas, by Peruvian language coordinator-translator Fabio Salsi.
- Outlooks on interpreters bridging cultural gaps, by medical interpreter and linguistic consultant, Izabel E.T. V. Souza.
- Voice-over effects of visibility (and invisibility) in audiovisual translation, by translator Reina Bettendorf.
- The usefulness of translation tools, by interpreter and translator Stella Saied.
- Legal translation requirements for specialisation, by translator, lawyer, and APTI President Aurie Massiel Escobar Ramsey.
- Technological developments in virtual learning for interpreting training, by Michelle Hof (AIIC-Spain), conference interpreter and trainer.
- The importance of incorporating quality control processes into translation and revision parameters, by Jeannette Insignares, translator, interpreter and Vice-President of the Colombian Association of Translators and Interpreters (ACTI) and Lola Bendana, President of AILIA (Canada).



APTI-Panamá 2015 Congress Attendees

On-site interpreters Mariana Landaverde and Carolyn Minera organised a hands-on training workshop on simultaneous interpretation in collaboration with Hady González, Thelma Ferry, Inés Barés, Jesús Armenteros and Lourdes Andrade. The workshop focused on sharpening skills such as critical analysis. Translator and trainer in specialized translation and proofreading Xosé Castro (Spain) gave virtual sessions on relevant criteria for proofreading.

Michelle Hof had this to say – “Embrace technology and ask yourself how you can evolve skills and knowledge to keep pace with this change. Adopting new technologies in the interpreting classroom is a perfect example of this type of evolution.” Xosé Castro shared his view on the importance in different contexts of correcting specialized texts, saying “translation is not a mere translation of sentences from one language to another but a complete adaptation to the target audience.”

The event concluded with an interactive panel discussion with consensus on the importance of training and professional development, a global need for greater collaborative efforts and commitment to continue professionalizing the profession. Attendee feedback was positive. “This congress reinforces our knowledge, relationships, partnerships and it highlights the importance of our profession in an increasingly globalized world,” said Ana Ramona Castillo, translator and interpreter for more than 28 years and member of APTI since 1998.

Congress coordinators, María Ana Antoniadis, Thelma Gómez-Ferry and organising committee members reiterated that APTI has laid the foundation to continue facilitating networking and professional development opportunities for language professionals by hosting this biennial congress in PANAMÁ, historically located at the “Crossroads of the World”.

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# XIII International Symposium of Literary Translation held in Cuba

On November 24–26, the XIII International Symposium of Literary Translation was held at the Union of Writers and Artists of Cuba (UNEAC). The event was organised by the Literary Translation Section of the Writers Association, under the auspices of the Cuban Translators and Interpreters Association (ACTI).

Specialists from Cuba, Puerto Rico, Italy, Mexico, Germany and Norway participated at the Symposium, submitting 16 papers on the subject and analysing different aspects of the profession, including the education and training of literary translators, and the relationship between translators and publishers. Participants included our three FIT award-winners: Rodolfo Alpízar Castillo, Lourdes Arencibia, and Julia Calzadilla Núñez.

The distinguished researcher and translator Desiderio Navarro presented a Spanish edition of the book entitled *Teorías*, an anthology of theories about translation by Anthony Pym, who kindly transferred the copyright for this publication. Likewise, acclaimed writer and literary researcher Enrique Sainz presented a new issue of *Revista Unión*.

During the closing session, the *José Rodríguez Feo Literary Translation Awards* were presented. UNEAC organised the call for proposals, with literary translators from all over the country competing in the “Special Award” and “Award for every Language” categories. At the ceremony, the Special Award went to Esther Muñiz de las Cuevas for her translation of *Karmelin*, by Damodar Menzo. In the Languages category, Josefina de Diego received an award for her translation of *The House at Pooh Corner*, by A. A. Milne, and Ana Elena de Arazoza Rodríguez was rewarded for her translation of journalistic articles



The Organising Committee with some participants and the winners of the José Rodríguez Feo Literary Translation Awards

published by José Martí between 1880 and 1881 in the New York newspapers, *The Hour* and *The Sun*.

Dominica Diez, Acting President of Literary Translators Section, and Dr. Jesús Írsula, President of the Organising Committee of the Symposium, highlighted the quality of papers submitted, and urged participants to continue working to promote the profession. Luis Alberto González Moreno, ACTI President, reaffirmed the association’s support for the Symposium, and offered organisers the possibility of publishing a selection of papers presented at the Symposium in an issue of the biannual *Anónimos* e-magazine and on the website [www.acti.cu](http://www.acti.cu).

*Alberto González Moreno, President, ACTI-Cuba*

## UNI 11591:2015 – Italy has its own national standard to certify translators and interpreters

Three years in the making, the new UNI standard has finally been given the green light by UNI (Italian Organization for Standardization) on September 10, 2015. It was proposed by AITI and written in collaboration with AIDAC, AIIIC, Assointerpreti, ANITI, AssilTIG and TradInFounder under the supervision of esteemed professors from the Università di Bologna, DIT Forlì, Trieste and Fondazione Universitaria San Pellegrino.

The new standard provides requirements for the knowledge, skills and competence expected from individual TSPs and ISPs in accordance with the CEN GUIDE 14:2010 (“Common policy guidance for addressing standardisation on qualification of professions and personnel”) and the European Qualification Framework (EQF). It outlines eight professional profiles: conference interpreter, legal inter-

preter, healthcare/medical interpreter, business interpreter, technical-scientific translator, audio-visual script translator and dialogue writer, legal translator, and language localisation professional.

The UNI 11591:2015 was recently presented during a road-show in Genoa, Rome, Venice, Florence, Turin, Trento, Trieste, Ancona, and Bologna with a large audience of professionals in attendance. Plans to be in Naples and Sicily in early 2016 are under way.

Third-party certification for translators and interpreters is likely to be available next year, once the certification schemes are drafted in compliance with ISO 17024. A



AITI President Sandra Bertolini

milestone in the global translation and interpretation industry, the UNI 11591:2015 provides guidance for the qualification of professional translators and interpreters on the market and their clients.

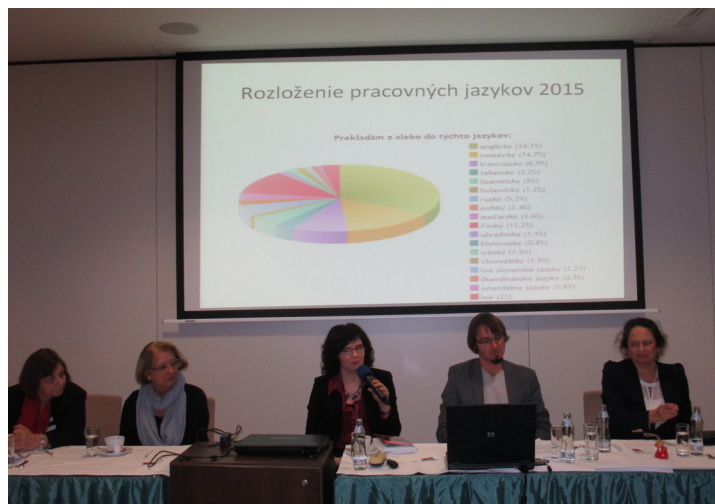
*Sandra Bertolini, Sandro Corradini, Orietta Olivetti, [presidenza@aiti.org](mailto:presidenza@aiti.org)*

# Third International Conference “Translation from/into Languages of Limited Diffusion”

The Slovak Society of Translators of Scientific and Technical Literature and Slovak Literary Translators' Society held their 3<sup>rd</sup> International Conference on November 27–28, 2015 in Bratislava, Slovakia. The conference commemorated the 200<sup>th</sup> anniversary of the birth of Ľudovít Štúr, the linguist and politician who contributed to the codification of standard Slovak language. The conference was also an opportunity to present the Slovak Republic as the presidency of the European Council for the 2<sup>nd</sup> half of 2016.

The conference topics focused on an analysis of the current communication situation, with emphasis on the need to maintain both communication in minor languages and the cultural values of the communities with languages of limited diffusion. The conference focused also on issues related to the labour market and the employment rate of translators working from or into languages of limited diffusion. Representatives from a university, an agency, a publishing house and Slovak translation societies participated in the discussion on this topic. A chaired discussion ended with all participants agreeing that in spite of unfavourable aspects (e.g. frequent legislation amendments and limited market), those active in the language service market are optimistic, and that there is market demand for good translators of less widespread languages, even if a combination with a major language is an advantage for the translator. The demand for individual languages reflects in particular the level of mutual cultural and economic relations. An experienced court interpreter noted that parties to a court dispute prefer their mother tongue even if they have a good command of some major language, especially when the dispute involves sensitive personal matters.

The conference was honoured by the presence of representatives from the institutions which, in various ways, provide support for translation from/into the Slovak language: the Slovak Republic Ministry of Culture, Comenius University in Bratislava,



In the middle Court Interpreter Marketa Štefková delivering her speech va, the Literary Fund, and The Centre for Information on Literature. Ms Natacha Dalügge-Momme, President of FIT Europe, was the conference's honoured guest.

An informal meeting of the conference's foreign participants with members of the Slovak Society of Translators of Scientific and Technical Literature took place on the eve of the conference.

A gala evening on Friday was devoted to the 25<sup>th</sup> anniversary of the foundation of the Slovak Society of Translators of Scientific and Technical Literature and Slovak Literary Translators' Society. The conference provided an opportunity for the translators to make personal contacts. Foreign participants were from the Czech Republic, Austria, Finland, Germany, and Croatia.

The conference received financial support from the Ministry of Culture of the Slovak Republic, European Commission, DGT, and the Literary Fund. FIT and Austria Trend Hotel Bratislava were partners to the conference.

Lubica Medvecká, SSPOL President, [infospolsk@gmail.com](mailto:infospolsk@gmail.com)

## The Polish Society of Sworn and Specialized Translators (TEPIS) celebrates its twenty-fifth anniversary

In October 2015, TEPIS held a conference “The Profession of Sworn and Specialized Translators – the Future and New Challenges” in celebration of its twenty-fifth anniversary. The conference took place with the support and kind cooperation of the Institute of Applied Linguistics, University of Warsaw.

This “Jubilee” conference was an occasion to showcase the many TEPIS achievements in the public realm to protect the interests of our profession and nurture its development. Guest ce-

lebrities discussed various aspects of our profession. These included university, government and other high-profile representatives, such as the Dean of the Faculty of Applied Linguistics, the PT TEPIS Honorary President, the Director of the Department of Legal Professions and Access to Legal Assistance at Polish Ministry of Justice, the Chair of the Professional Responsibility Board, a court judge, and a police commissioner.

The second part of the conference consisted of practical translation workshops,

in which a broad range of translators and interpreters were invited to take part. Some 60 speakers were grouped into nine different language sections.

The TEPIS Jubilee has elicited a huge response, and the organisation was pleased to receive congratulations from both Poland and other parts of the world.

For more information about the TEPIS Jubilee and its day-to-day operations: [www.tepis.org.pl](http://www.tepis.org.pl)

# Austrian associations succeed in raising awareness on the difference between translators and interpreters

In a joint effort, the German-speaking professional associations loosely organised within the framework of what is called “Bremer Runde”, which meets several times a year to discuss issues of common interest, addressed the subject of the frequent though mistaken use of the terms “translator/translation” and “interpreter/interpretation” in the German language.

In Austria, five independent professional associations work together under the umbrella of the “Translationsplattform” ([www.translationsplattform.at](http://www.translationsplattform.at)), in parti-

cular to attract more attention and give more weight to their arguments when reaching out jointly to the public or to specific stakeholders.

Acting upon the discussions within “Bremer Runde”, the Austrian associations got together to draft and send out letters to the media and to the editors of “Österreichisches Wörterbuch” (a standard monolingual German-language dictionary that is widely used in Austrian schools). The letters clearly outlined the differences between the activities performed by translators and interpreters

and proposed definitions to be added to the dictionary. They were accompanied by a joint press release on the topic.

The Austrian associations were very pleased with the media echo their efforts received. The response of the dictionary editors is especially worth mentioning, as they welcomed the valuable input and easy-to-understand presentation of the terms in question and promised to take account of the suggestions in the next edition of the dictionary.

*Dagmar Sanjath, Secretary General of UNIVERSITAS Austria, Interpreters and Translators' Association,*  
[www.universitas.org](http://www.universitas.org)

## Abstract Review is under way

The APTIF8 call for papers has received favourable responses from scholars and specialists from a number of Asia-Pacific countries and beyond. By the end of October 2015, the Forum received a total of 483 abstracts from 19 countries and regions, including 343 abstracts written in Chinese and 140 in English.

The abstracts have been classified and sent for review by the Programme Committee members, a team of internationally renowned scholars and specialists in the translation profession. Review results will be ready by early December. The Organising Committee will then inform each author of the result via email ([aptif2016@yahoo.com](mailto:aptif2016@yahoo.com)).

We would like to remind you that online registration for the Forum has started, with early bird discounts available till March 30, 2015.

For more info, please visit our website at [www.aptif8.org](http://www.aptif8.org).

*Li Xu*  
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## NEWS FROM THE REGIONAL CENTRES

### FIT LATAM – Latin American Regional Centre

On October 6, 2015, the representatives of Latin American associations gathered for the sixth General Assembly of the Latin American Regional Centre (FIT LatAm) and the First LatAm Regional Meeting on Translation and Interpreting, within the framework of the Twelfth FIT Forum on Legal Translation and Interpreting, in Lima, Peru.

The representatives of the following associations were present: the Argentine Associations of Translators and Interpreters (AATI), the Colombian Association of Translators and Interpreters (ACTI-Colombia), the Cuban Association of Translators and Interpreters (ACTI-Cuba), the Panamanian Association of Translators and Interpreters (APTI), the



Representatives of FIT LatAm signed the Lima Declaration at the FIT Forum, Peru.

From left to right: Virginia Judith Puente, Mary Ann Monteagudo, Raquel Atencio, Emma García, Jeannette Insignares, Alejandra Jorge, Silvana Marchetti, Marita Propato, Luis Alberto González and Gladys Martell.

Photo: Colegio de Traductores Públicos del Perú

Venezuelan Association of Translators and Interpreters (CONALTI), the Sworn Translators Association of Buenos Aires (CTPCBA-Argentina), the Translators Association of Peru (CTP) and the Costa Rican Association of Translators and Interpreters (ACOTIP, by proxy).

The President of FIT LatAm and Vice-President of FIT Silvana Marchetti opened the First Regional Meeting, welcoming participants and members of FIT Council Henry Liu, Sabine Colombe, Reina Betendorf and Reiner Heard, who attended the opening session as observers. After the formal introductions, the members of the regional centre discussed the current situation, prospects and initiatives in the fields of continued education,

the consolidation of translator and interpreter training institutions, and the training of trainers. The associations had a full, dynamic day of debates on the objectives to foster ongoing education, promote sound professional standards, and develop institutional relationships with educational institutions.

A shared concern was the lack of formal study programmes on translation and interpreting in the universities of some countries of the region, coupled with the unequal development of existing curricula. To raise awareness of the profession with key stakeholders in every Latin American country, and to give institutional backing to those countries that need to further develop interpretation and translation programmes, the associations drafted the Lima Declaration, which was read and signed in a formal public ceremony on October 8<sup>th</sup>, during the Twelfth Forum.

Originally written in Spanish and subsequently translated into English and French, the document signals the consensus that it is necessary to engage governmental authorities in the promotion of stronger academic education throughout the region, with the aim of bringing more visibility to the work of translators, interpreters and terminologists. The Lima Declaration is expected to serve as a tool to foster sound academic programmes designed to train professionals with the skills they need to meet the demands of the 21<sup>st</sup> century in key areas of practice for the community.

The day closed with the General Assembly of FIT LatAm, which made a review of present accomplishments, most notably, the introduction of a dedicated page for



Participants of the FIT LatAm Meeting and FIT Council Members meet on the stairs leading to the Unifé auditorium, on the eve of the FIT Forum (photo: CTP)

## LIMA DECLARATION

We, the representatives of the Professional Associations members of the Regional Centre Latin America of the International Federation of Translators (FIT), within the framework of the 1<sup>st</sup> LatAm Regional Meeting on Translation and Interpreting,

Pursuant to the principles of the Nairobi Recommendation,

And

Considering the unequal level of formal study programs to train translators, interpreters and terminologists in the countries in the region,

Recommend that the relevant authorities work together with the professional associations in each country in order to take concrete steps to correct existing deficiencies and train professionals with an academic level of excellence that meets the needs of the users, providing more visibility to translators, interpreters and terminologists and achieving better standards for the profession.

Lima, October 6, 2015

the region hosted on the FIT website, the By-laws of the regional centre, and a survey of associations to provide a bigger picture of the profession and chart a roadmap for development in the region. Furthermore, the General Assembly elected the members that will lead the Regional Centre during the 2015–2018 period.

The following representatives were elected to the FIT LatAm Council:

- Silvana Marchetti (ACTI-Cuba, FIT LatAm President),
- Jeannette Insignares (ACTI-Colombia, FIT LatAm Vice-President),
- Alejandra Jorge (AATI-Argentina, FIT LatAm Vice-President),
- Dagmar Ford (CONALTI-Venezuela, FIT LatAm Secretary) and
- Mary Ann Monteagudo (CTP-Peru, FIT LatAm Council Member).

The Council elect then invited Gladys Martell (CTP-Peru) and Marita Propato (AATI-Argentina) to join as FIT LatAm Council Members to complete all Council positions. The members of the FIT LatAm Council will be tasked with continuing to advocate for the profession, enhance the academic and professional standards in the region, and bring the Lima Declaration to life in their respective countries.

*Marita Propato,*  
[maritapropato@gmail.com](mailto:maritapropato@gmail.com)

Dear Colleagues

FIT Europe was present at this year's Translating Europe Forum in Brussels with a stand. Bearing in mind the target audience of this Forum, an English brochure was created aimed at raising awareness among students and young professionals regarding the role professional associations could play in their future development. Around 600 flyers were distributed during this 2-day event. Members of the Board were also present to talk to students and give advice.

A French version of this brochure is also under way. Do not hesitate to ask us for the source files should you wish to print and distribute the material locally, e.g. at Universities and professional events.

Please do promote this initiative. Here is an example how our local Greek association PEEMPIP used the materials:

<https://www.facebook.com/peempip/>  
and <http://blog.peempip.gr/are-you-a-new-translator-or-interpreter-keen-on-developing-your-career/>

On behalf of the FIT Europe Board

*Dimitra Stafilia, Treasurer,*  
[glox@otenet.gr](mailto:glox@otenet.gr)

# Translating Europe Forum, Brussels

On 29–30 October, a new session of the Translating Europe Forum took place in Brussels. The focus this year was on young people, the (alleged) skills gap, and how to increase employability through self-promotion and branding. The stated aim was to “enable young people to share ideas, projects, experiences and innovative approaches in translation-related fields,” and “to provide networking opportunities for students, emerging translators, mentors and professionals”. There was also a CV clinic, where young professionals could ask for the opinion of industry representatives. The whole event was recorded, and you may find the videos and relevant materials here: [http://ec.europa.eu/dgs/translation/programmes/translating-europe/forum/index\\_en.htm](http://ec.europa.eu/dgs/translation/programmes/translating-europe/forum/index_en.htm).

Two presentations that stood out in my opinion are worth mentioning, because it is rare to address those issues in such an event and before such a vast translation crowd.

The first one was a presentation by Caroline Lehr from the University of Geneva, who talked about emotional intelligence skills as a key to enhancing employability and performance, an issue barely addressed by the translation community. Emotional intelligence defines skills such as self-motivation, stress regulation, adaptation to changing work environments, and the management of relations with clients, colleagues and others. It is about regulating negative emotions and adapting in a constructive way. This is something that many experienced translators have to learn and deal with gradually in their professional lives,

mostly the hard way, and it is promising that there is research on how to build a stronger and psychologically healthier professional life.

The second presentation was by Miguel Sevenser Canals, a translator himself, who challenged an idea that is put forward and ardently promoted, namely, that students should be tailor-made to industry specifications, working models or needs. Such gross external interference in a profession takes control from away from practitioners and actually leads to a forced dilution of character and, inevitably, to deprofessionalisation. Only professionals are entitled to determine the characteristics of their profession, and currently the industry is indeed failing to respond to the standards that professionals have set for themselves. In particular, “the more control practitioners of an occupation are able to exert over the substance of their work and the conditions of the market in which they operate, the more professionalised the occupation” (Theory of control, Tseng, Joseph. *Interpreting as an Emerging Profession in Taiwan – A Sociological Model*. Unpublished Master's Thesis, Fu Jen Catholic University, Taiwan, 1992).

Yet again this year, the presence of professional associations continued to weaken, with no representatives sitting on any of the panels or being asked to impart their valuable experience and wisdom. In any case, FIT Europe, as the umbrella organisation for associations in the European region, ensured that interested students could be informed, by arranging for a stand and the distribution of an informative brochure encouraging



them to join a professional association. Members of the FIT Europe Council were there to address any questions and discuss any concerns.

On the second day, it was mentioned that it is worth investigating further (!) the role of professional associations in terms of bridging the (alleged) skills gap, as if their role in shaping and helping young professionals was only secondary and not worth mentioning or considering for the main event. However, it is these associations that try to boost, guide, defend and professionalise, and more often than not, they have to do it in an unfriendly labour and institutional environment.

Young professionals need to understand that only their peers can guide them through the rough seas of professional development, and that their colleagues will be their rock of strength, who will help them emerge from hardships and open the door to new opportunities. Strength comes through unity.

*Dimitra Stafilia, FIT Europe Treasurer, President of PEEMPPIP, [info@peempip.gr](mailto:info@peempip.gr)*

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