

An inquiry on publishers' criteria for recruitment of translators

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Suggested Citation:

Moghadamizad, B., Mowlaie, B. & Rahimi, A. (2020). An inquiry on publishers' criteria for recruitment of translators. *International Journal of New Trends in Social Sciences*. 4(2), 77–93
<https://doi.org/10.18844/ijntss.v4i2.5127>

Received August 15, 2020; revised November 10, 2020; accepted December 28, 2020.

Selection and peer review under responsibility of Prof. Dr. Zehra Ozcinar, Near East University, Cyprus

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Abstract

This study aimed to investigate the criteria considered by Iranian publishers for admitting translators. In order to achieve this purpose, the qualifications developed by Samuelson-Brown were employed to design a 19-item Likert scale questionnaire on a continuum from 'strongly agree' to 'strongly disagree'. Some of the qualifications mentioned in the questionnaire were academic degree, translation competence, work experience, proficiency test, translators' sense of responsibility for their task and the direct relationship between the publishers and the translators. Next, it was handed out to 140 Iranian publishers who were randomly selected as the participants from different parts of Iran for data collection. The collected data were analysed both qualitatively and quantitatively using the chi-squared test to see whether there were any significant relationships between each item and the participants' attitudes. The qualitative results showed that almost all participants agreed with considering most qualifications as their own criteria to recruit translators, of course with some variations in their opinions on the significance of the variables of interest. However, the result of the chi-squared test showed a significant relationship only between four variables of inclusion of proficiency test, computer literacy, the translators' relationship with the publisher and gender. The results can have some practical implications on translation course developers, students and teachers.

Keywords: Criteria, publisher, recruitment, translation, translators.

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1. Introduction

In the current era, the exchange of information is one of the important requirements of any society which leads to communication. In other words, communication provides the opportunity for each society to know about the culture and language of other societies. One way to achieve this goal is translation. Different definitions and criteria for translation quality assessment have been put forward by the experts in the field (e.g., Catford, 1965; Gutt, 2014; House, 2008) covering different linguistic, cultural, political, social and ideological aspects of translation. The intertwined nature of these factors bear witness to the enormous complexity of translation and consequently lead to the question: What kind of translator can be responsible for this crucial task? Along with many studies which have been carried out on Translation Studies, there are some concentrated on translators which is called 'Translator Studies' (Chesterman, 2009, p. 13). According to Chesterman, the status of translators in different cultures, rates of pay, working conditions, role models, and the translators' status, professional organisations, accreditation systems, translators' networks, copyright and so on is directly related to the sociology of translators. Chesterman (2009, p. 16) further explained that 'evidence of the public image of the translators' profession, as seen e.g., in the press, or in literary works in which one of the central characters is a translator or interpreter' has also been covered by the 'sociology of the translator'.

Robinson (2003, p. 11) pointed to the reliability of the translator who must be 'accurate', and their work needs to be 'correct'. He then stated that 'professionalism' is the appropriate term for the translators' reliability, not 'correctness'. The term 'professionalism' refers to 'the reliable translator in every way comports himself or herself like a professional'.

Schaffner (2000) presents a complete and comprehensive definition of qualified translators. For Schaffner, translators and interpreters are individuals with expertise in interlingual and intercultural communication, and must have complete accountability for their work. They have acquired the necessary professional expertise, above all linguistic, cultural and subject area competence, and are equipped with suitable technological skills to meet the challenges of the market today and are willing to be continually updated for those expected over the coming years. According to Schaffner, on the basis of source materials presented in written, spoken or multimedia forms and using suitable translation strategies and the necessary work tools, translators are able to produce written, spoken or multimedial texts which fulfil their clearly defined objectives in another language and culture. Translators are engaged in fields ranging from scientific and literary translation over technical writing and pre- and post-editing to translation for stage and screen.

Gouadec (2007, p. 150) stated that anyone who wants to be a translator should be aware of: (i) the prerequisites and conditions, (ii) the recruitment profiles of translators, (iii) the recruitment levels and (iv) what the odds are that they will make it. According to Gouadec, good translators need to have the following characteristics: (a) absolutely perfect mastery of the languages involved, especially the target language; (b) multicultural competence, either by upbringing or by education – 'culture' being meant here to include culture in its widest sense, but also technical culture, business culture, corporate culture etc.; (c) perfect familiarity with the domains they specialise in (either through their initial education and training, or – more probably – through self-tuition); (d) an absolute knowledge of what *translation* means, what it requires and what it implies; and finally, (e) no interest in proving that they are *better translators* than the next person: they are simply interested in doing their job as professionally as possible. Other qualifications required for a good translator are proposed by Samuelsson-Brown (2010, p. 8): (1) education to university level by attaining your basic degree in modern languages or linguistics; (2) spending a period of time in the country where the language of your choice is spoken; (3) completing a postgraduate course in translation studies; (4) gaining some knowledge or experience of the subjects you intend translating; (5) getting a job as a trainee or junior translator with a company; (6) learning to touch type; and (7) the willingness to commit to lifelong learning.

All qualities mentioned for a good translator can be considered useful or essential for translation agencies, publishing companies, organisations, and other places associated with translators to varying degrees in recruiting prospective translators, depending on their stated or tacit policies. It is true that each company or organisation may have its own rules to recruit translators, but as a general rule, and keeping the element of variability in each of these qualities, these qualities are a need for a good translator. Iranian translation agencies and publishing companies probably have their own rules to recruit translators, but it is important to know if these qualities have been taken into account in their rules. For this reason, the aim of this study is to investigate the criteria considered by publishing companies for admitting translators based on the model presented by Samuelsson-Brown (2010).

Some of the reasons addressing this issue in the present study, which is one of the first ones in the field, are presented. The first one is that many people are looking for a job in the translation profession with the aim of finding the right job and satisfying their needs. However, most of the time the image they create of the translation profession for themselves is different from what it really is.

Another reason is that part of the confusion for prospective translators stems from the recruitment rules set arbitrarily by translation agencies, publishing companies and organisations due to the fact that each publishing company may have its own rules to recruit a translator. A translator may not have all the characteristics set by the publishing company. Furthermore, some characteristics, such as academic degree, may be more important for one publisher, but not for the other. Therefore, few translators can be expected to have all qualities set by the publishing companies.

The third reason for carrying out the current study is to address the problem that most translators, especially those with academic degrees in translation, encounter – that some publishing companies recruit those who have not graduated from universities where the translation courses are held in either undergraduate or postgraduate degrees or both. For them, holding a certification relating to English proficiency is enough and superior to an academic degree or even to accreditation in order to be a member of that company.

Gender is the other issue that poses a problem for male than female translators. According to Gouadec (2007, p. 88), because of economic and social reasons 'the translating profession has long been dominated by women'. He believes that the main reason is because of the low price of the translation which can be acceptable as a second income and might not be enough for males who are responsible for the cost of living. However, the good news is that today, the number of males, as Gouadec stated, is increasing in the field because of reasons such as the increasingly technical–complex nature of the source materials available and the tendency for translation to be seen as a possible answer to unemployment.

Most of the recruitment obstacles mentioned above may be due to reducing costs. That is, recruiting an uneducated translator who has some living experience in the country of the language of choice rather than educated translators or preferring a translator who graduated in other fields of English than translation to those who hold academic degrees in translation, and giving most job opportunities to female translators rather than males might be due to the low salary expectations on the part of these candidates. Adding to these are some golden opportunities which are offered to inexperienced, uneducated and unqualified translators mainly because of favouritism.

The significance of this study is due to the fact that hundreds of graduate translation students are the output of Iranian universities that happens every year (Yazdanparast, 2012). Having an appropriate job, as Yazdanparast stated, is the most important thing which they need after graduating. Publishing companies, as well as translation agencies, are the places where these translators are able to meet their needs. But most of the time translators encounter challenges. Hence, they need to know what qualifications they should have in order to be employed by publishing companies or translation agencies. The purpose of this study is to help address the gap in the research by presenting a study on the issues surrounding the admission to translator(s) by publishing

companies in Iran. This study is significant because it is the first study that has been carried out in the field to this date. Based on the afore-mentioned points, the following research question is addressed:

Q: What criteria are taken into consideration by publishers for admission to the translator(s) in Iran?

2. Methodology

2.1. Participants

The number of participants in this study was 140 publishers selected randomly from the official website of publishers (www.nashreiran.ir/publishers). The details of demographic information about the participants are provided in Table 1.

Table 1. The number of publishing companies from different parts of Iran

	Frequency	Percent
Tehran	95	67.8
Shiraz	9	6.4
Isfahan	7	5.0
Tabriz	6	4.2
Mashhad	5	3.6
Qazvin	4	2.8
Karaj	4	2.8
Yazd	3	2.1
Qom	3	2.1
Hamedan	2	1.4
Ahvaz	2	1.4
Total	140	100.0

As it is clear from Table 2, more than half of the participants (68%) were from Tehran and the rest were from other cities, including Shiraz (6%), Isfahan (5%), Tabriz (4%), Mashhad (4%), Qazvin (3%), Karaj (3%), Yazd (2%), Qom (2%), Hamedan (1%) and Ahvaz (1%). Thus, this study is limited to only 140 publishing companies selected from the official website of publishers (www.nashreiran.ir/publishers/). There are additional publishing companies in the present time and there may be more in the future. In addition, this study limits itself to only Iranian publishing companies.

This research dealt only with the problems that resulted from the criteria taken into consideration by publishers in order to admit translators. This study focused only on Iranian translators, including both freelance translators and in-house translators. Furthermore, the model presented by Samuelsson-Brown (2010) was used as the theoretical framework of the present study.

2.2. Instrumentation

A Likert scale questionnaire of 19 items on a continuum from 'strongly agree' to 'strongly disagree' was used in the present study for data collection from Iranian publishers. The questionnaire was designed based on the qualifications determined by Samuelsson-Brown (2010). The first five items were about academic degree and its importance. The next two items addressed the exam which needed to be taken by translators before being recruited and also what the content of the exam should be. Item 8 was about the translators' experience which included a sub-item (item 17). Items 9 and 10 encompassed the familiarity of the translators with computer and ICT. The next two items which were added by the researchers in order to achieve better results were about the importance of gender and age of the translators, which in turn consisted of sub-items (items 18 and 19, respectively).

Items 11 and 12 were designed to find out about what the relationship between the publisher and translators needs to possibly be and how they should contact each other. Item 13 was about the translators' fidelity about and accountability for keeping their promises about their tasks. And the last item comprised the superiority of the translators who could manage the translation in a shorter time even if it had some negative effects on the quality of the translation over others. To ascertain the participants' comprehension, the questionnaire was translated into the participants' mother tongue, Persian. The content and wording of the questionnaire were validated by three experts in the field of Translation Studies with more than 8 years of experience in the Faculty of Foreign Languages in Islamic Azad University, Science and Research Branch of Tehran.

2.3. Procedures

Two methods were used to send the questionnaire to the participants. In the first method, the questionnaire was sent via email to those who were not easy to reach and located in other cities in Iran. The second method was to deliver the questionnaire in person to those who were available and located in city of Tehran where the researchers lived in. The same methods were used to receive the questionnaire.

2.4. Design

This study adopted a descriptive method of research. According to Creswell (1994), the descriptive method is to gather information about an existing condition. The researchers utilised quantitative procedures of data collection, including a questionnaire which was designed based on the qualifications determined by Samuelsson-Brown (2010) for the translator.

2.5. Data analysis

To investigate the participants' views about the items of the questionnaire, each individual item was analysed separately. That is, the frequencies and the percentages for each scale (strongly agree, agree, no opinion, disagree and strongly disagree) were measured. Furthermore, the summary of the findings was illustrated in the forms of tables and chi-squared test was used to evaluate the significant relationship between each of the qualifications/items and publishers' attitudes on the points of interest.

3. Data analysis and discussion

3.1. Publishers' opinions about academic degree, competence, etc

Table 2. Frequencies of the publishers' responses to academic degree, competence, mastery over SL and TL and living experience in the target country

Items	Strongly agree		Agree		No opinion		Disagree		Strongly disagree	
	<i>F</i>	<i>P</i>	<i>F</i>	<i>P</i>	<i>F</i>	<i>P</i>	<i>F</i>	<i>P</i>	<i>F</i>	<i>P</i>
1. Having an academic degree in Translation Studies is one of the basic requirements for recruiting a translator	62	44.2%	63	45%	2	1.4%	11	7.8%	2	1.4%
2. Translation competence is more important than the academic degree in	31	22.1%	98	70%	4	2.8%	6	4.2%	1	0.7%

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3. Translators of other subjects relating to English language can be recruited if they can prove their translation competences	24	17.1%	96	68.5%	13	9.2%	6	4.2%	1	0.7%
4. The mastery of the translators over both the SL and the TL is more important than academic degree relating to translation	27	19.2%	27	19.2%	64	45.7%	20	14.2%	2	1.4%
5. Living experience in the country where people speak English is more important than having academic degree relating to translation	15	10.7%	17	12.1%	47	33.5%	50	35.7%	11	7.8%

(N) refers to frequency and (P) refers to percentage. It should be noted that the total number of participants was 140.

As Table 2 indicates, the majority of the publishers (89%) agreed with the opinion about having an academic degree in Translation Studies as the basic requirements for recruiting the translator, while the minority of them (9%) disagreed with that opinion. In addition, 92% of the publishers expressed the same opinion about translation competence and considered it more important than academic degree in Translation Studies. On the contrary, only 5% of them disagreed with this fact and 3% had no opinion. The participants' responses to the first two questions need an explanation. In the first question, 89% agreed that an academic degree was necessary; however, when they were asked to compare the significance between the academic degree and competence, 92% put more emphasis on the competence, a point that seems reasonable from professional efficiency and meritocracy point of view. Almost 86% of the publishers agreed with the fact that it would be possible to recruit translators of other subjects relating to English language if they could prove their translation competences to them, whereas 5% of the publishers stated their disagreements. Time and again, their responses are indicative of the significance of efficiency of the candidate as the requirement for recruitment. Furthermore, 38% of the publishers gave their agreements about item 4 which referred to the mastery of the translator over both the SL and the TL and its more importance than an academic degree relating to translation, while 16% of them disagreed with this item and 46% had no opinion. Once again this might indicate the supremacy of translation competence over translation degree. Twenty three percent of the publishers shared the opinion that living experience in the country where people spoke English was more important than having an academic degree relating to translation, while one-third of them (33%) had no opinion and the rest (44%) disagreed with this fact. Contrary to the previous section, academic degree gained more importance than merely living in the country of the source language, indicating partial awareness of publishers about the nature of translation and the fact that it goes more to the ability of translation than a mere living experience in the country of the source language.

3.2. The publishers' opinions about taking a language proficiency test

Table 3. Frequencies of the publishers' responses to translators' language proficiency

Items	Strongly agree		Agree		No opinion		Disagree		Strongly disagree	
	F	P	F	P	F	P	F	P	F	P
6. A proficiency test should be taken before recruiting translators	43	30.7%	70	50%	24	17.1%	2	1.4%	1	0.7%
7. The proficiency test should include a text or a combination of texts to be translated by the translators	31	22.1%	83	59.2%	22	15.7%	4	2.8%	0	0%

(N) refers to frequency and (P) refers to percentage. It should be noted that the total number of participants was 140.

According to Table 3, 81% of the participants had a positive opinion about taking a proficiency test, whereas a small number of them (2%) stated a negative opinion and 17% had no idea about this. Moreover, 81% of the participants agreed with the fact that the proficiency test should include a text or a combination of texts that the prospective translators were expected to translate. Only 3% disagreed with the content of the proficiency test and the rest (16%) expressed no opinion. The importance of a proficiency test or translation of texts can be other indicators of the importance of translation competence over just holding a degree in translation from a university, which in practicality seems justifiable. The content of the texts to be translated indicates that the publishers have a fair, although informal, idea about the content, construct and consequential validity of the test (Messick, 1987a).

3.3. The publishers' opinion about the translator's experience

Table 4. Frequencies of the publishers' responses to work experience

Items	Strongly agree		Agree		No opinion		Disagree		Strongly disagree	
	F	P	F	P	F	P	F	P	F	P
8. In recruiting a translator, work experience in translation is an essential component even if he/she does not have any employment history. (if you agree with this item, please answer item 17)	29	20.7%	89	63.5%	15	10.7%	6	4.2%	1	0.7%

(N) refers to frequency and (P) refers to percentage. It should be noted that the total number of participants was 140.

The great majority of the publishers (84%) agreed with the idea that translators with work experience are eligible to be recruited even if they do not have an employment history. On the contrary, the minority of the publishers (5%) did not agree and the rest (11%) expressed no opinion about this fact. This response is a useful positive attitude about the usefulness of the experience itself and the uselessness of bureaucracy.

3.4. The publishers' opinion about the translator's length of work experience

Table 5. Frequencies of the publishers' responses to the length of work experience

Items	1–4 years		5–9 years		10–14		15–19		More than 20	
	F	P	F	P	F	P	F	P	F	P
17. In your opinion, how many years of work experience should the translator have	51	43.2%	47	39.8%	15	12.7%	1	0.8%	4	3.3%

(N) refers to frequency and (P) refers to percentage. It should be noted that the total number of participants was 118.

Item 17 is a sub-item of item 8 which asked those participants ($n = 118$) who agreed with the importance of the translators' work experience to express how many years of work experience translators need to have to increase their chance of employment. As Table 5 shows, 43% of the participants preferred to recruit translators with the work experience between 1 and 4 years, 40% between 5 and 9 years, 13% between 10 and 14 years, 1% between 15 and 19 years and 3% more than 20 years. As it can be seen, about 80% of the respondents believed that up to 9 years of work experience is enough which, taking into account the complexity of translation, seems logical.

3.5. The publishers' opinions about ICT and computer knowledge

Table 6. Frequencies of the publishers' responses to translators' computer literacy

Items	Strongly agree		Agree		No opinion		Disagree		Strongly disagree	
	F	P	F	P	F	P	F	P	F	P
9. The ability to work with computers is one of the basic requirements for the translator	12	8.5%	55	39.2%	63	45%	10	7.1%	0	0%
10. Familiarity with ICT is a matter of great importance for the translator	22	15.7%	50	35.7%	63	45%	5	3.5%	0	0%

(N) refers to frequency and (P) refers to percentage. It should be noted that the total number of participants was 140.

Near half of the publishers (48%) agreed with the ability of the translators to work with computers, but 7% showed their disagreements. Surprisingly, 45% of the publishers stated no opinion about the ability of working with computers. This indifference might be an indication that nearly half of the publishers themselves lacked computer literacy. In the same context, almost half of the publishers (52%) expressed their agreements on the translator being familiarity with ICT as a matter of great importance, whereas a small number of them (3%) disagreed with this fact. Unexpectedly, 45% of the publishers had no opinion. The same pattern can be seen here as well, on the rate of indifference about the importance of working with the Internet, which as mentioned before might indicate the respondents' own lack of information in this regard.

3.6. The publishers' opinions about gender and age

Table 7. Frequencies of the publishers' responses about translators' age and gender

Items	Strongly agree		Agree		No opinion		Disagree		Strongly disagree	
	<i>F</i>	<i>P</i>	<i>F</i>	<i>P</i>	<i>F</i>	<i>P</i>	<i>F</i>	<i>P</i>	<i>F</i>	<i>P</i>
11. It is important to consider the gender of the translator (if you agree with this item, please answer item 18)	5	3.5%	4	2.8%	51	36.4%	48	34.2%	32	22.8%
12. It is important to consider the age of the translator (if you agree with this item, please answer item 19)	8	5.7%	46	32.8%	58	41.4%	25	17.8%	3	2.1%

(N) refers to frequency and (P) refers to percentage. It should be noted that the total number of the participants was 140.

According to Table 7, the gender of the translator was considered an important factor by a very small number of the participants (6%), while it was not taken into account by more than half of the participants (57%) as the matter of importance and 36% gave no opinion on this factor. With regard to age, 39% of the participants agreed with considering this factor in recruiting the translator, whereas 20% expressed a different opinion and disagreed with considering this factor and 41% had no opinion. This indifference might be an indication that as long as the translators can live up to the standards, their age does not pose a problem for their employment.

3.7. The publishers' opinions about gender type

Table 8. Frequencies of the publishers' responses about gender type

Item	Male		Female	
	<i>F</i>	<i>P</i>	<i>F</i>	<i>P</i>
18. Please indicate the type of gender and explain your reasons	5	55.5%	4	44.5%

(N) refers to frequency and (P) refers to percentage. It should be noted that the total number of participants was 9.

Item 18 is a sub-item of item 11. Among those who agreed with the gender of the translators as the significant factor ($n = 9$), 56% intended to recruit males and the rest (44%) females. The reasons explained by the former were that males were more reliable than females, a word that needed clarification; probably they meant 'reliable' about meeting the deadline. The latter believed that it was easy to work with females and they were more flexible than males. They further stated that females were more regulation-abiding and more responsible.

3.8. The publishers' opinions about translators' age range

Table 9. Frequencies of the publishers' responses about age range

Item	25 years old		30 years old		40 years old		Not mentioned	
	F	P	F	P	F	P	F	P
19. Please indicate the minimum age for recruiting the translator and explain your reason	12	22.2%	14	25.9%	5	9.2%	23	42.5%

(N) refers to frequency and (P) refers to percentage. It should be noted that the total number of participants was 54.

Item 19 is a sub-item of item 12. According to Table 9, 22% of those who agreed with considering the translators' age as an important criterion for recruitment, agreed with the minimum age of 25 because they believed translators at this age were highly motivated, 26% of them liked to recruit 30-year-olds because of their experience and 9% considered 40 years as the optimal age because not only were translators experienced but also they could easily analyse all text types. The rest (43%) did not mention any age. The important point about age was the trade-off between motivation as one factor which was expected to be at the highest point at the age of 25, on the one hand, and experience as the other factor which was supposed to ripen around the age of 40.

3.9. The publishers' opinions about the translator's sense of obedience

Table 10. Frequencies of the publishers' responses about translator's sense of obedience

Items	Strongly agree		Agree		No opinion		Disagree		Strongly disagree	
	F	P	F	P	F	P	F	P	F	P
13. The translators need to obey publisher's policies	39	27.5%	59	42.1%	25	17.8%	13	9.2%	4	2.8%

(N) refers to frequency and (P) refers to percentage. It should be noted that the total number of participants was 140.

As Table 10 indicates, near two-thirds of the publishers (69%) agreed with the fact that translators should be obedient to the publishers' commands. On the contrary, 12% of the publishers disagreed with this fact and the rest (18%) expressed no opinion. Regarding the point that most of the time publishers were more concerned with the economic side of the business and different political, social and religious issues makes publication of translated books a precarious business; one can infer that in this case publishers had to agree with taking these factors into account even at the cost of marginalisation of translation quality, including self-imposed censorship, because of the aforementioned factors.

3.10. The publishers' opinions about the business relationship between the translator and the publishers

Table 11. Frequencies of the publishers' responses about the business relationship between the translators and the publishers

Items	Strongly agree		Agree		No opinion		Disagree		Strongly disagree	
	F	P	F	P	F	P	F	P	F	P
14. The translators' business	66	47.1%	65	46.2%	6	4.2%	3	2.1%	0	0%

relationship with the publisher should be direct and without an intermediary

(N) refers to frequency and (P) refers to percentage. It should be noted that the total number of participants was 140.

Table 11 shows that the vast majority of participants (93%) stated their agreements with the direct business relationship between the translators and the publishers, whereas a very small number (2%) disagreed with this type of relationship and the rest (4%) had no opinion. This might be an indication regarding bureaucracy as a hindrance to the efficiency of the business.

3.11. The publishers' opinions about the translator's responsibility

Table 12. Frequencies of the publishers' responses about translators' responsibility

Items	Strongly agree		Agree		No opinion		Disagree		Strongly disagree	
	F	P	F	P	F	P	F	P	F	P
15. The translators' responsibility for their task is a matter of great importance	112	80%	21	15%	6	4.2%	1	0.7%	0	0%

(N) refers to frequency and (P) refers to percentage. It should be noted that the total number of participants was 140.

Almost all publishers (95%) agreed with the translators' responsibility about their assigned duties, and only 1% of them showed their disagreement. The rest (4%) had no opinion. Considering the fact that this was in the favour of the publishers, their high rate of agreement seemed to be highly likely on the part of publishers.

3.12. The publishers' opinions about the quality of the translation

Table 13. Frequencies of the publishers' opinions about the quality of translation

Items	Strongly agree		Agree		No opinion		Disagree		Strongly disagree	
	F	P	F	P	F	P	F	P	F	P
16. Priority is for the translators who produce the translation in the shortest possible time, even if it does not produce positive effect on the quality of the work.	5	3.5%	1	0.7%	3	2.1%	57	40.7%	74	52.8%

(N) refers to frequency and (P) refers to percentage. It should be noted that the total number of participants was 140.

According to Table 13, only 4% of the participants agreed with producing translations in a short time but with poor quality, while a large number of the participants (94%) expressed their disagreements. 2% had no opinion. Although publishing is a business with its economical concern, one must not forget that the thriving of this business depends on the quality of the material published; therefore, this rate of disagreement about the speed of delivery of translation at the cost of quality is quite understandable.

3.13. The chi-squared test

Chi-square (χ^2) is a non-parametric test which is developed to see whether there is a significant difference between observed frequencies and expected frequencies based on theoretical assumptions (Frankfort-Nachmias & Nachmias, 1992). According to them, this statistical test is used to deal with problems relating to two nominal variables which are cross-classified in a bivariate table. In this regard, Best and Kahn (2006, p. 434) stated that chi-square (χ^2) 'is merely used to estimate the likelihood that some factors other than chance sampling error account for the apparent relationship'.

In this study, the chi-squared test was used to evaluate whether there was a significant difference between the frequencies of each of the qualifications/items expressed by the publishers and the theoretical estimates or expectations. Table 14 illustrates the results obtained for the types of qualifications translators need to have in order to be recruited by publishers.

Table 14. Chi-square test results of the frequencies of the Iranian publishers' responses about qualifications required for recruitment of translators

Items	χ^2	Significance
1. Having an academic degree in translation studies is one of the basic requirements for choosing the translator	1.512	0.219
2. Translation competence is more important than the academic degree in translation studies	1.059	0.303
3. Translators of other subjects relating to English language can be recruited if they can prove their translation competences to you	1.158	0.281
4. The mastery of the translator over both the SL and the TL is more important than academic degree relating to translation	0.0002	0.988
5. Living experience in the country where people speak English is more important than having academic degree relating to translation	0.0026	0.959
6. It should be taken a proficiency test before recruiting a translator	1.729	0.188
7. The proficiency test should include the text or a combination of texts to be translated by the translator	4.222	0.039
8. In recruiting a translator, work experience in translation is a priority component even if he does not have any employment history.	3.14	0.076
9. The ability to work with computers is one of the basic requirements for the translator	5.126	0.023
10. Familiarity with ICT is a matter of great importance for the translator	2.251	0.133
11. It is important to consider the gender of the translator	4.707	0.03
12. It is important to consider the age of the translator	0.004	0.95
13. The translator needs to obey publisher's commands	4.244	0.393
14. The translator's business relationship with the publisher should be directly and without an intermediary	6.292	0.0121
15. The translator's responsibility for his task is a matter of great importance	1.763	0.184
16. Priority is for the translator who produces the translation in the shortest possible time, even if it does not produce positive effect on the quality of the work.	1.269	0.026

The chi-square analysis of each item found that there was a significant difference in items 7, 9, 11, and 14 between the frequencies of the publishers' responses and the expected frequencies ($p < 0.05$).

These items were about the necessity of a proficiency test before recruitment, computer literacy, gender, the business relationship between the translators and the publishers, respectively. However, no significant difference was found in the other cases ($p > 0.05$)

4. Discussion

The present study investigated the criteria considered important in recruiting translators by the publishers. To this end, a questionnaire was developed for data collection from 140 publishers in Iran. The previous section reported the results of analyses of the questionnaire. In this section, the important findings of the study are discussed. It should be noted that as this study turns out to be the only study in this regard, an optimal, thorough, comparative and contrastive analysis between this one and the others proved less than ideal.

As the results of the first five items of the questionnaire revealed, academic degree in two cases was more important than other factors. That is, from most Iranian publishers' view (89%), having an academic degree in Translation Studies was one of the most important requirements that translators needed to have in order to be recruited in their companies. In addition, some (23%) considered it more important than translators' living experience in the country where the source language was the medium of communication. This may be due to the fact that universities where translation courses are held in both undergraduate and postgraduate degrees are places where the students are expected to be better equipped with translation theories. Thus, it is not possible to learn translation theories by living in a country where the first language is English, a point which was correctly recognised by Iranian publishers. Surprisingly, when you check the qualifications, which were considered important for translators by other important organisations or agencies in the world, there is no sign of academic degree among those qualifications. For example, experienced members of the Translators Association (cited in Samuelsson-Brown, 2010) were asked to list the most important qualifications that a translator needs to have in order to be a member of them. They did not take academic degree into account since they believed that qualifications are important not qualifications.

However, the results obtained in this study on the significance of translation competence are in line with the criteria of the Translation Association (Samuelsson-Brown, 2010). That is, a great majority of Iranian publishers (92%) considered it more important than academic degree. According to PACTE Group (2000, p. 100), translation competence is defined as 'the underlying system of knowledge and skills needed to be able to translate'. It implies the fact that if one wants to translate a text not only he/she needs to have linguistic knowledge but also skills of translating. That is why it was considered an important factor by the Iranian publishers. This indicates that it goes more to a successful translation than knowing the theories of translation.

The next item which was of great interest to the publishers was taking a proficiency test. 81% of the publishers agreed with this item, which might be because of their perception of the significance of this criterion. Alongside this item, work experience of the translators was important even if they did not have an employment history. It alludes to the fact that most of the Iranian publishers (84%) believed that an experienced translator was capable of analysing texts better than an inexperienced one and had mastery over translation theories and skills. This is in line with Quality Standard EN15038 (cited in Pym, Grin, Sfreddo & Chan, 2013) as one of the important requirements for translators.

The results of having computer and ICT literacy were two items which turned out as expected by the researchers. Almost half of the publishers (48% and 52%, respectively) intended to recruit translators who had the knowledge of computer and ICT, and considered it an important factor. This was not surprising regarding the fact that minimum literacy is required for almost everything nowadays. Mardani, Barati and Hesabi (2013) found even more agreement rates (92%) on the significance of computer or Internet literacy.

In the case of gender and age that were added by the researchers in order to achieve a better understanding, except for merely 6%, the rest of the publishers did not consider gender a determining

factor in translators recruitment, which can be a harbinger of movements towards gender equality in a male-dominated society like Iran, a step which regarding the high number of female graduates seems quite inevitable (Yousefi & Baratali, 2011). This is in contradiction with the explanation suggested by Gouadec (2007), stating that because of economic and social reasons, most agencies like to recruit women than men. On the contrary, the age of translators was taken into account as an important factor by 39% of the publishers. They expressed that they were like to recruit translators with the minimum age of 30 because at this age the translators were assumed to have gained considerable experience. On the topic of submissiveness, surprisingly, near two-thirds of the publishers agreed that the translators should obey them, a point that raises some questions about the reason why they should be obedient or why they should not act independently, in what cases they should be obedient and in what cases they can have their autonomy; these are some of the questions that need to be addressed.

The direct business relationship between the translators and the publisher was welcomed by almost all Iranian publishers (93%). One reason behind this may go back to the cost of translation. In a sense, the cost of translations will decrease in the absence of an intermediary or even a commissioner. Furthermore, it is easy for the publishers to be in contact with the translators directly rather than through commissioners. Apart from the financial considerations, it can boost both the speed and efficiency of the required communication, which in turn can increase the efficiency and profitability. The last important finding derived from the analysis was related to the significance of the quality of translation versus the prompt delivery of the assigned translation. In other words, almost all publishers (94%) agreed with this fact and rejected this assumption that priority is for the translators who produce translation in a shorta time but with poor quality, a result that flies in the face of mass translation with poor quality to fix the immediate need of the market.

Finally, the findings of the present study can have pedagogical implications for students of Translation Studies in that they can give them a sound orientation or approach to direct their efforts to increase their chances of employment after graduation, a point that given the present state of high employment rate among most of the graduates in nearly most of the fields, can be a worthy matter to be borne in mind.

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Appendix A. (Questionnaire in Persian)

پرسشنامه ناشران

با درود بر شما ناشر محترم

لطفا گزینه های زیر را با دقت بخوانید و سپس میزان موافقت یا مخالفت خود را نسبت به هرگزینه بیان نمایید. پیشاپیش از همکاری شما ناشر محترم سپاسگزارم.

گزینه ها	نا چه اندازه با موارد زیر موافق و یا مخالف هستید؟	به شدت موافقم	موافقم	نظری ندارم	مخالفم به شدت مخالفم
1	داشتن مدرک تحصیلی در مطالعات ترجمه یکی از الزامات اساسی برای انتخاب مترجم است				
2	توانش ترجمه مترجم مهم تر از داشتن مدرک تحصیلی است				
3	اگر مترجم دارای مدرک تحصیلی در سایر رشته های زبان انگلیسی باشد اما توانش زبانی آن برای شما اثبات شده باشد میتواند به عنوان مترجم برای شما کار کند				
4	تسلط مترجم به دو زبان (مبدأ و مقصد) مهمتر از مدرک تحصیلی مرتبط به ترجمه است				
5	سابقه زندگی در یک کشور انگلیسی زبان مهمتر از داشتن مدرک تحصیلی مرتبط به ترجمه است				
6	قبل از بکارگیری مترجم حتما باید از او آزمون کتبی گرفته شود				
7	آزمون کتبی باید شامل متن یا ترکیبی از متون باشد که توسط مترجم ترجمه شود				
8	در بکارگیری مترجم داشتن سابقه کاری در ترجمه جزء اولویتها می باشد حتی اگر سابقه استخدامی نداشته باشد				
	(اگر با این گزینه موافق هستید لطفا به گزینه 17 هم پاسخ دهید)				
9	توانش کار با کامپیوتر مترجم جزء واجبات است				
10	آشنایی مترجم با فناوری روز اطلاعات و ارتباطات در حیطه کاری خود جزء الزامات است				
11	جنسیت مترجم نیز باید در نظر گرفته شود (اگر جنسیت برای شما از اهمیت برخوردار است لطفا				

					نوع جنسیت را در گزینه 18 مشخص کنید)	
					سن مترجم باید در نظر گرفته شود (اگر با این گزینه موافق هستید لطفاً به گزینه 19 نیز پاسخ دهید)	12
					فرمانبری مترجم از ناشر بسیار مهم است	13
					ارتباط مترجم با ناشر باید بطور مستقیم و بدون واسطه باشد	14
					خوش قولی و مسوولیت پذیری مترجم بسیار مهم است	15
					مترجمی در اولویت قرار دارد که در کمترین زمان ممکن ترجمه را ارائه دهد حتی اگر در کیفیت کارش تاثیر خوبی نگذارد	16
20	بالای 15-19	10-14	5-9	1-4	از نظر شما مترجم باید دارای چند سال سابقه کاری باشد	17
	زن		مرد		لطفاً نوع جنسیت را مشخص کنید و دلیل خود را بیان نمایید	18
					دلیل:	
					لطفاً حداقل سن مورد تایید خود برای بکارگیری مترجم را با دلیل بیان نمایید؟	19

Appendix B. (Questionnaire in english)

Publisher's Questionnaire

Dear Sir/ Madam

Please read the following items carefully and then express your agreement or disagreement about each item. Thanks for your cooperation in advance.

Items	Strongly agree	Agree	No opinion	Disagree	Strongly disagree
1. Having an academic degree in Translation Studies is one of the basic requirements for choosing the translator					
2. Translation competence is more important than the academic degree in Translation Studies					
3. Translators of other subjects relating to English language can be recruited if they can prove their translation competences to you					
4. The mastery of the translator over both the SL and the TL is more important than academic degree relating to translation					
5. Living experience in the country where people speak English is more important than having academic degree relating to translation					
6. It should be taken a proficiency test before recruiting a translator					
7. The proficiency test should include the text or a combination of texts to be translated by the translator					

8. In recruiting a translator, work experience in translation is a priority component even if he does not have any employment history. (if you agree with this item, please answer item 17)
 9. The ability to work with computers is one of the basic requirements for the translator
 10. Familiarity with ICT is a matter of great importance for the translator
 11. It is important to consider the gender of the translator (if you agree with this item, please answer item 18)
 12. It is important to consider the age of the translator (if you agree with this item, please answer item 19)
 13. The translator needs to obey publisher's commands
 14. The translator's relationship with the publisher should be directly and without an intermediary
 15. The translator's responsibility for his task is a matter of great importance
 16. Priority is for the translator who produces the translation in the shortest possible time, even if it does not produce positive effect on the quality
 17. In your opinion, the translator should have how many years of work experience
 18. Please indicate the type of gender and explain your reasons
 19. Please indicate the minimum age for recruiting the translator and explain your reason
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