

Tender EACEA 2009-4464/3

**Feasibility Study for Actions to Support  
the Mobility of Literary Translators**

**Final Report**

This study was requested by the European Commission, Directorate General Education and Culture

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The views expressed in this report are those of the authors and do not necessarily reflect the position of the European Commission

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*“MERCURIO” is the name proposed for the system of mobility grants for literary translators. According to the Greek mythology he is the messenger of gods, the defender of travellers and travels and the facilitator of communications.*

## Foreword

*The Universal Declaration of Human Rights*

*‘Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he is the author’  
(Article 27.2)*

Before presenting the feasibility study and its results in view of laying out the mobility system and the funding framework, it’s necessary to present the main features and characteristics of literary translators just to describe and point out the difficulties in carrying out an adequate system that could comply with the expectations and requirements of the whole literary translators world, and the necessity to draw out several mobility actions with different characteristics and features.

### What is a “literary translator”?

"Literary translators" are defined as translators of any work published in book form and protected by copyright, including translators of non-fiction, essays, scientific books, text books, travel guides, indeed any work of literature in the broad sense."

Austria, Belgium, Denmark, Finland, France, Germany, Italy, Slovakia, Spain, Sweden, United Kingdom

"Literary Translators are translators of literature in the narrow sense of the word (fiction, poetry, drama, juvenile literature, screen translation and stage translation)".

Croatia, Czech Republic, Greece, Lithuania, Netherlands, Norway, Slovenia, Switzerland

In 2 countries the two opinions co-exist:

Ireland, Portugal

In general the notion of "professional literary translator" applies to all literary translators who work full time on literary translation and who earn their living mainly from literary translation and occasionally from translation-related literary activities (lectures and talks, readings, book publishing, literary criticism, etc.), but rarely having literary translation as their only task.

## 1. The rationale for the feasibility study: overview of the literary translation context

The European Union gives literary translation a key role in the intercultural and multilingual process, considering it as the main mediation instrument to facilitate dialogue and make circulate cultures and knowledge in the countries inside and outside Europe, however literary translators suffer for a particularly weak market position. This is due mainly to the ‘invisibility’, which is almost inherent in the act of translation: in a translated work, not only it is hard, but actually appreciable not to identify the translator’s personal artistic contribution. In fact translators are generally known as the ‘Ghost Writers’.

This problem is made even more serious for a series of facts, such as the generalised idea and prejudice that literary translation is a sort of hobby for cultured people with a plenty of time at disposal; the quality of works produced is never controlled – but for very severe critics - and remuneration has not been relevant for professionals until recent times, when the publishing market started to request professional literary translators. Moreover, even if, under the terms of copyright law translators are considered as creators of original works of literature and, as such, enjoy the same status as authors, actually in the everyday practice of publishing they are still regarded as more or less interchangeable and don’t have a strong contractual power.

Most of them work on their own, don't belong to any national/international organisations, have very few possibilities to get in touch with other translators for exchanging opinions, for a mutual support or for evaluating their work and their translating techniques or methodologies; and their possibilities to control or influence the publishing choices and decisions are quite limited. Publishers are the ones who decide which authors to translate, from which language and they generally pay attention only to the demands of the market, forced by the culture of best-seller to release translated texts ever more quickly; sometimes the work is published in different countries at the same time too, thus the professional lives of translators depend on many factors, that they can't control whatsoever.

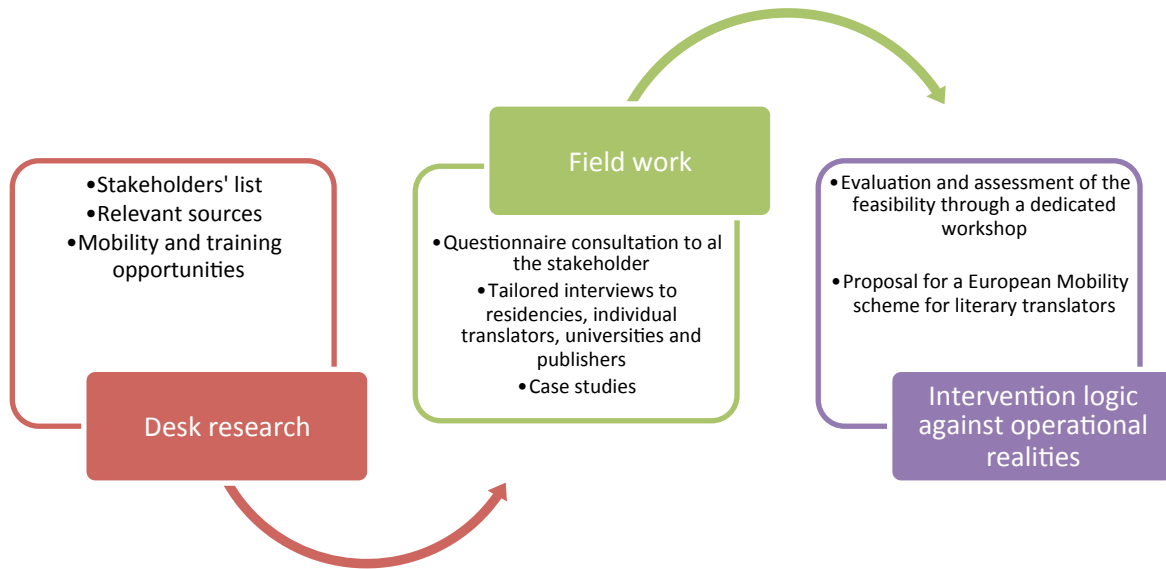
The translators' average annual output is much higher in countries where the fees are lower and where there is no system of grants to literary translators, just because there's necessity to overwork and to release works in haste to gain a good income to make one's own living. Also the market situation varies a lot according to the different countries, there are markets that translate much more than others, and this affects translators' revenues, but also the source languages play a decisive role in this situation; in fact the highest percentage of translated works are written in western languages, in spite of the relevance to mainstream also cultures and languages not so widely used and known. But literary translators have a very important social role and duty, as through their work they can help to diffuse languages, cultures as well as ideas, preventing their disappearance and helping people to develop knowledge. Big disparity exists also between the countries in relation with the percentage of translations published per year, in general, it appears that the proportion of translations is greater in the smaller countries. According to the desk and fieldwork undertaken; there is evidence that the market (and the public) is taking a growing interest in Anglophone culture and literature, conducing to important imbalances in source and target languages translations. Many European countries have literary foundations that support publishers and thereby indirectly help translators as well, but the majority of these foundations are mainly concerned with exporting their own national literatures by awarding translation grants to foreign publishers and often mobility of translators is linked to this typology of activity. The European Commission Culture programme is providing publishers with translation grants (which are not directly targeted to literary translators), nevertheless these grants mean, they are strictly market-led, that the foreign publishers decide what books to translate, loosing the possibility of being trendsetters and promoters of linguistic and cultural diversity.

Translation is a complex and multilevel process requesting a continuous updating as far as concerns the instruments and tools to be used as well as the cultural knowledge and the evolution in the use of source languages too, thus it should need a deep and constant training and, most of all, the possibility to exchange ideas, methods, opinions with other professionals, whereas translators work - most of all - on their own, isolated, with very few opportunities to evaluate and compare their working methods with others. The paradox is that the professional who has the duty to diffuse ideas and knowledge is the one who has fewer opportunities to get acquainted with the ideas and opinions of his/her colleagues. In addition the desk research outlined a difficult scenario concerning availability of statistics on mobility flows of literary translators and more in general on cultural professionals, as well as reliable data in the countries studied.

In short the literary translation world is quite fragmented and strongly affected by components operating outside the translation process, such as, the publishing market, the source/target languages, (the predominance of English language impairs the possibility to work on less used languages) the copyright law, the fares, the working conditions. But all these factors can't cancel the relevance of literary translation in current society, a role peculiarly important in Europe that has made of the difference of languages and cultures the focus and the basis of its own history.

## 2. The methodological approach used towards the feasibility study

The project team developed a dedicated methodology to implement this feasibility study and to propose the funding framework for the mobility scheme for literary translators. This methodology is based on a mixed approach, putting together desk research - literature review and data collection - with field research – surveys, interviews and case studies and assessing the achieved results – the intervention logic - against the operational realities of the literary translation field – primary stakeholders through a dedicated workshop.



The three steps have been integrated one to the other in their synergetic interconnections towards the achievement of the two specific final objectives:

- Assess the potential benefits of a residential period abroad for literary translators;
- Propose a mechanism for establishing a coherent and effective system of mobility grants for literary translation.

### 3. Feasibility of a European funding framework for the literary translators mobility

Key features of the main needs addressed to assess the benefits of mobility for literary translators

Two different categories of needs are addressed and affected by mobility actions:

The sectoral one:	The individual one:
the working environment and context	the professional development

#### Concerning the working environment and context:

- **The organisation of work** - governs all aspects of working time such as rest periods, maximum working time and record keeping. Actually for translators the only severe rule is the deadline according to the contract terms. EU established some rules and regulations in view of a better work organization for translators, such as the number of pages to be translated a day (only five), but actually the haste to work to increase the income makes difficult to comply with them. Most literary translators have more than one occupation and work under pressure: when in residence, they take a distance from everyday life and constraints, and can concentrate only on their work, with a consequent by far better quality of the work.
- **Working time and work-life balance** - A 'decent' work-life balance is nearly impossible for literary translators pressed by the delivery deadline and the necessity to over-work. Of course things change in those countries, which have a bursary system, whether it is a matter of state funding through ministries of culture (the Netherlands) or a matter of shared rights associations (as in Denmark) or a combination of the two (as in Norway). Literary translators make a living under the conditions imposed on them by the 'market'; in many countries their situation is quite difficult. This is a serious social problem mostly on a continent based on development, multiculturalism and multilingualism, interchange of opinions and cultures, but it is also, and above all, a major cultural problem.

#### Concerning the professional development:

- **Training, skills and competencies** – Individual translators feel very strongly the necessity to have a deeper training, even thanks to the possibility to exchange experiences with other colleagues. They feel the lack of information and suffer the isolation they are used to work, as well as the need to have at disposal more and better translation aids and tools (dictionaries, databases, electronic libraries, terminology instruments, glossaries, programs to compare different translations of the same work, synopsis of works to be presented to publishers, etc.).
- **Stay in the source language country** – that's another relevant problem, due to low incomes respect to the time necessary to produce a high quality work. It's difficult for a literary translator to spend a period of time in the source language aimed to experience daily life, to get in touch with the socio-cultural aspects of the country, with writers and the publishing market of the place, as well as to achieve the real comprehension of the language, and what changes in the communication codes of two different cultures. But, actually, all this lies at the basis of the translation work and in a specific way of literary translation and represents the fundamental informal training a good translator needs. Translation is a complex, multilevel process for which the knowledge of the source/target languages is not sufficient.  
What else is necessary? Ability to use translation strategies, ability to use all the necessary tools, to have research and analytical skills, cultural awareness, creative thinking, flexibility, technology management capacity, motivation, innovation, and to have the possibility to undergo a continuous development.  
A **Mobility system** can cope with all these difficulties and requirements by inserting translators in a socio-cultural context, where he/she can confront work techniques, theories, problem solving solutions through an ever-greater development and growth of competencies and skills - in short of his/her professionalization. Besides that, improvement of literary translators skills and competencies will contribute to the competitiveness of the European cultural sectors through higher quality works, and also by promoting mobility to encourage more translation of under-represented languages into more dominant ones. In the long-term, this will help addressing market limit of transnational activities, helping to address geographical imbalances, while promoting cultural and linguistic diversity.

## Which are the benefits of mobility and to whom they are addressed - Impact of mobility on the literary translation sector

- For **translators** contact with the source language and culture and with colleagues translating from the same language is crucial. A relatively modest but highly effective way of achieving this is the translation centre system. Many European countries now have one or two such centres, a number of which are united in the RECIT network. During their stay, translators can work on their translations (sometimes in consultation with 'their' authors), do research in libraries, exchange knowledge and experience with colleagues from other countries, and immerse themselves in the language and culture from which they translate – a model of effectiveness in a sphere that is rightly designated a pillar of European cultural policy: intercultural dialogue. This implies the possibility to reach a full awareness of the literary translator profession respect to the market and thus a bigger and stronger economic power, enhancement of visibility and the possibility to manage at the best the relations with publishers and /or writers, even fostering a participation of translators in the publishing decisions. The work quality would improve both directly due to the attainment of deeper competencies or their refining and updating; and indirectly as literary translation could become the only work and sustenance source for the translator, who will have the possibility to devote his/her time also to translate more difficult works, taking profit from more and better research tools and a longer time to work.
- For the **literary translation residencies** and **other key actors**, the mobility programme would promote the capacity building of the sector in order to improve the knowledge, information and competence needed to enhance arts mobility and the circulation of works across Europe. Such programmes should aim at integrating current local, national and international practice into policy programmes (on local, national and European levels) and at better equipping cultural professionals for a transnational working environment, that may be tested and modeled within the experimental action of the proposed programme. The target groups that should be addressed are: policy makers (government level), institutions and organisations active in the field, individual translators.
- For the **lifelong learning**, mobility may be a great tool to provide translators with an outstanding knowledge of the source language and the culture, an excellent active command of the target language and culture, to be integrated to the theoretical skills and knowledge. Furthermore mobility allows for a systematic study of translation, which is crucial factor in achieving high quality, being research the essence of education. According to the desk-research results the rapidly growing demand for translators makes action necessary especially in the case of language areas where the "cultural mediators" is small (Eastern Europe, Asia, the Arab world, and Brazil, Asia, Russia and China). In such a way mobility may be considered a complement to the existing bachelor's and master's degree that may not be sufficient to deliver generally qualified translators, therefore complementary initiatives leading to professionalization and lifelong learning are necessary, and most of the times these could be provided (as they are new in some cases) by professional organisations, residential centres or translators' houses.
- As an integrated result mobility will facilitate to raise the level of translations, ensuring the continuity of a wide range of high quality translated literature that will act as a transfer of knowledge. Translators play an important role in this process, not just as creators of the texts, but as experts in another culture: as cultural mediators.



## Which is the European added value of mobility for literary translators?

European support to mobility of literary translators:

- has a direct impact in the circulation of works addressing problems of imbalances between countries, source languages and target languages, thus providing a clear transnational dimension and facilitation to fully benefit from the cultural and social value that European cultural works convey, especially with regard to building social cohesion and inter-cultural understanding.
- will foster circulation in a more balanced way than national funding schemes, which tend to have national cultural diplomacy agendas. Improving the transnational circulation of literary works, literary translators and operators will help to reach new audiences in Europe and beyond, thus contributing to people's greater access to Europe's cultural and linguistic diversity.
- will provide literary translation key actors and operators with professional pathways by giving them the opportunity to enhance their skills, know-how in terms of mobility management and to operate transnationally.
- will help to address geographical imbalances in Europe by creating opportunities for literary translators and organisations in countries with weaker capacity to take part in projects led by organisations in other countries. In this way the programme also has an important solidarity impact.
- another key impact coming from the mobility programme, particularly from those actions facilitating the capacity building of the literary translation organisation is to address the lack of data of the sector opportunities and realities. This will happen thanks to the monitoring activity that those organisations, such as residencies, shall start up for a better management of the mobility system.
- will integrate the existing national and local funding by adding a share of approximately 30 or 40%, thus increasing the accessibility opportunities for literary translators. It will also guarantee a quality enhancement to the literary translation field and its key actors.
- will provide the framework for the systematization of the mobility, training for experts and beginners interventions.
- will provide capacity building to existing organisations that will learn how to establish projects and manage them, how to address the need of the literary translation sector to make itself heard. Capacity building is therefore intended as every initiative that helps the sector to strengthen itself. Only few existing networks like RECIT and his members, HALMA, Traduki, Next Page LAF, among the others are experienced in EU programmes.

## How to avoid overlapping with current funding at EU level – such as the Culture programme - and with the existing mobility schemes locally or nationally funded

- 1) The current Culture programme 2007-2013 is a “non-sectoral” programme that doesn’t provide any longer for a fixed literature budget, and all art forms have to compete for EU grants, changing the panorama from the previous programme 2000 – 2006 where 9% of the total EU culture budget was earmarked for translating literature. In this respect the mobility programme will be complementary to the Culture one.
- 3) Looking at projects funded by the Culture programme or other European funds there wouldn’t be much overlap so far, except in some implementation modalities (e.g. our workshops) and even in those cases, workshops are targeting authors/translators whose primary occupation is not translation but who contribute to the overall volume of translations, especially with translations of poetry, while benefitting also in terms of developing their own writing – which is a very different objective from the purpose of the proposed mobility programme.
- 4) As for the local and national initiatives, integration and subsidiarity should lead their relation to the European scheme, providing a further access to the mobility system to literary translators with fewer opportunities to travel, since often the residencies covers only the costs of stay, while the translators have to cover the costs of travel and subsistence. Although there are about 15 translators’ centres in Europe, not all of them are able to pay for grants and reimburse travel costs for translators in residence. In view of the financial position of European literary translators (cf. the survey made by CEATL in 2008) these are badly needed. The mobility could help the centres to fill this gap. Besides the good practices, which have been identified during the desk research will inspire the mobility programme and find a sustainability approach.

## A synthesis view

The different elements analysed can be expressed in terms of strengths, weaknesses, opportunities and threats, and depicted in a SWOT diagram (see below). This is meant to provide an overview of key factors that are helpful or harmful to achieving the programme’s objectives, and thus help to formulate appropriate responses or strategies. It is important to emphasise that the SWOTs shown below only reflect an initial assessment of *potential* rather than *real* strengths and weaknesses. It is meant to contribute to the analysis and definition of the attributes, nature and scope of the proposed mobility programme, and will need to be updated after the assessment of the first 2 experimental years of the programme implementation.

	STRENGTHS	WEAKNESSES
INTERNAL CONDITIONS (of the programme)	<ul style="list-style-type: none"> <li>- Programme objectives are achievable and mutually reinforcing</li> <li>- Differentiated actions supporting mobility for training and for capacity building purposes address clear needs of translators</li> <li>- Possibility to liaise with other existing mobility schemes</li> <li>- Current mobility often based on voluntary decision of the literary translator, showing a clear need and the capacity to look for funds to support it</li> <li>- Steadily growing number of relevant stakeholders</li> <li>- Increasing need for qualified literary translators</li> </ul>	<ul style="list-style-type: none"> <li>- Absence of statistics and data on number of literary translators</li> <li>- Achieving critical mass may be a challenge that needs at least 2 piloting years before being reached</li> <li>- Key stakeholders need of capacity-building to develop the proposal</li> <li>- Lack of dissemination tool to reach the target of the mobility programme</li> <li>- Diverse length of literary translation mobility may be difficult to assess the number of mobility compared to the critical mass</li> </ul>
	OPPORTUNITIES	THREATS
EXTERNAL CONDITIONS (of the context)	<ul style="list-style-type: none"> <li>- Current gap in EU frameworks: no tailored schemes for literary translators</li> <li>- Similar local and national programmes show the potential of EU mobility to make an impact</li> <li>- Potential synergies with key stakeholders towards the set up of a monitoring system and collection of data currently unavailable</li> <li>- Potential to systematise lifelong training for translators</li> <li>- Potential to improve current relation management with publishers and/or writers</li> <li>- Potential to improve the current invisibility and low market position of literary translators</li> <li>- Potential to address the current gap of promoting public awareness concerning literary translation as cultural mediation</li> </ul>	<ul style="list-style-type: none"> <li>- Risk of discouraging funders of existing initiatives through the provisional EU funding</li> <li>- Economic difficulties and weak working conditions of translators may initially limit the time they spend in mobility</li> <li>- Economic difficulties of some key stakeholders (residencies) may initially be a deterrent to provide a co-funding</li> <li>- Lack of skills and competences of key actors operators in managing EU funded projects</li> <li>- Excessive formalities in developing an application may deter promoters</li> </ul>

## 4. State of play about literary translation mobility actions



### Relevant organisations, associations and networks related to the various fields of literary translation

This section describes the results of the mapping of the relevant stakeholders in the field of literary translation and their activities within the scope of the study, basing on two variables:

- Impact on the literary translation field,
  - Level of interest in the literary translation field;
- and thus indicating how the role of governmental or non governmental bodies providing mobility incentives may differ across broad regions of Europe.

Experts and stakeholders participating to the project field-work were asked to report on the most important schemes in their countries from a variety of

sources: government (national, regional, local levels), quasi government bodies (e.g. arts councils), cultural institutions, foundations and other private sector actors. To start with, the desk research underlined that it is not possible to define accurate boundaries for the sector: there is no common definition of “literary translation” — an activity which pertains to a number of sectors (publishing, cultural heritage, training, media and multimedia, dubbing, subtitling, screen translation, opera, drama etc.) and presents wide differences in legislation and professional rules, depending on the country.

Due to the context fragmentation, a very inductive, gradual and communicative approach has been used to identify the main

stakeholders and to deal with the specificity of the study to develop, to gain deeper insight into the sector and to build a degree of confidence within target groups. The identified categories have been brought to two main groups: primary and secondary stakeholders (see annex 8 for more details).

■ The “**primary stakeholders**” in the translation scenario are:

All the actors directly and strictly involved in the whole chain of literary translation in terms of professional practice, training, communication, protection of translators rights and of the profession quality and development; those who are involved in implementing the policy, or bodies that have stated objectives giving them a direct interest in the policy (COM (2002) 704); cultural institutes, NGO (e.g. artist led initiatives, professional associations), independent and private foundations as providers and promoters so of grants in the cultural and translation field; translators working in the so-called ‘non-print translation’ – dubbing, subtitling and other forms of screen translation, that represent a large commercial potential, and help promote the learning of foreign languages; networks and platforms already working for organising mobility projects and offering grants, as their experiences make them the most appealing ones for carrying out mobility projects all over the countries involved in the study.

■ The “**secondary stakeholders**” are:

The ones who can be involved mostly in education, thanks to the cultural activities they can plan and the governmental actions aimed to promote culture and literature abroad, all the actors regularly involved in literary translation activities indirectly or directly but to a minor extent.

FOCUS ON	
Publishers:	Universities:
although they are key stakeholders of the literary translation field, they can't be considered as primary stakeholders of the mobility programme, since they are mediators in the process of literary translation; moreover many of them can take profit from the grants offered as aids for the translation	they are key stakeholders of the education process of translators and not of the professionalization of experienced literary translators; unless there are professors teaching translation who are professional literary translators too, but in that case they can participate to mobility projects as translators and not as member of the academic staff.

## Existing support instruments for literary translators – national and European level

The mobility instruments are highly fragmented and most of the times on a volunteer basis. A preliminary consideration to be made concerning instruments for literary translators, and in particular those involving mobility, is that:

- Schemes and fellowships can address writers, translators, scholars, researchers in humanities and social sciences, music composers and many others, without distinction,
- Mobility is often embedded in fairly comprehensive schemes, featuring a highly diversified range of elements (translation prizes, grants to publishers, mobility fellowships for individual translators, writers-in- residence programmes, etc.)

The scenario is therefore with culture-based networking and exchanges – rather than formal training or apprenticeship — as prevailing dimensions. Aids to translation and literary translators, strictly speaking, are marginal respect to the needs and small compared with projects enhancing the status of linguistic diversity in literature that's pointed out in meetings, networks and festivals. Moreover aids only aimed to promote literary translation run the risk to leave out a central aspect of literary translation in nowadays society: mainstreaming of knowledge and exchanging ideas and cultures, in a word promoting diversity. The existing situation of mobility and grants availability bears on the instruments for mobility of literary translators in a broad sense, including actions, which address the literary translation sector (e.g. grants for publishers, insofar as they are an important driver for translators' mobility, and until nowadays the most relevant beneficiaries of grants from the EU programme). According to the results of the research, there are many initiatives, projects, types of subsidies and/or grants, but actually **most of them don't concern a mobility action, but aim to help the translation or the promotion of culture in foreign countries**. Many grants are allotted for other forms of art and /or publishers, and once more this highlights the rooted idea that translators are not considered authors, in spite of the fact that literary translations are in a double copyright situation: on the one hand there is the copyright of the original author, and on the other the copyright of the translator, who is the author of this particular translation, as distinct from all other possible translations of the same text; the consequence is that the translator should enjoy the same legal rights as a writer. Moreover from a geographical viewpoint, most of the existing schemes are located in Northern-Western countries and only a few starts operating in the Eastern countries, such as Romania, Hungary, in the Balkans or in Bulgaria as well as in the Southern countries such as Greece. Thus there's the necessity to extend the opportunities that these instruments offer and a European mobility program can represent the fundamental means to make competencies, skills, languages and cultures circulate in Europe and outside.

The most typical instruments to support literary translation are designed:

1. **to promote a country's literature abroad** – they are **grants made available by the national/regional authorities to foreign publishers** to cover (in part or in full) translation costs. (such as the Collège Européen de Traduction Littéraire de Seneffe (BE)

and the The Centre National du Livre français (FR)

2. With a **thematic focus or specific priorities**, and tend to give **special attention to translators of the hosting country/region's literature, with a focus varying according to the financial year too.**

**The Gut Siggen Seminar Centre of the Alfred Toepfer Stiftung F.V.S.** - It cooperates with the Goethe Institute's scholarship programme and is committed to promoting European unification and ensuring cultural diversity. The Goethe-Institut's translation grant programme "Translations of German books into other languages" focuses on civil society, current regional and global issues, the cultural dimension of European integration and recent German history.

3. **As Genre-specific.** Subsidies normally target both prose/poetry, as well as drama, non-fiction is rarely eligible, but boundaries between literary translation and quality non-fiction residency grants are quite uncertain. In other cases they support translations of scholarly literature in the humanities, social sciences and cultural studies, to help overcome deficits and asymmetries, which resulted from the division of Europe in the 20th century. For instance in the English-speaking countries very little is translated, thus the translation of the literature of other countries into English is promoted and thanks to the promotion of translations readings, it's possible to persuade publishers to contract for more translations.

**The Baltic Centre for writers and translators in Visby** - It organises exchanges, seminars, encounters and conferences for experienced translators, guided tours, national and international conferences on different themes related to translation and literature in the countries of the area, festivals. Each year, the center also produces a small number of publications, including activities reports (available on the website), acts of seminars and conferences.

**The Flemish Literary Fund, Louvain** - The Flemish Literature Fund is an autonomous governmental institution that promotes Dutch-language literature in Belgium and abroad. The emphasis is on literary production by Flemish authors, mainly on translation. The principal instruments are information, documentation and grants. The FLF works closely with the Dutch Foundation for Literature in the Netherlands.

4. **Fusing translations and publishing through** co-financing scheme, and a translators' house can be active as a publishing house.

**The German-French "Georges-Arthur-Goldschmidt-Program"**, which gives to participants the possibility of visiting or making a stage in publishing houses. Experiences made in this program has been very positive but it is a program without any costs for publishers

5. **As Residencies**, typical mobility instruments for literary translators, and seem to respond to a variety of needs, which are often specific to both writers, and translators alike. The **combined structure of many mobility schemes** naturally reflects on residential centres.
6. **With mixed typologies**, thus there exists, event forums, guesthouses for both writers and translators, a networking partner, and venue of literary summer festivals with thousands of visitors.
7. **As a Partnership**, a key element of the existing schemes for literary translators, often based on a joint effort of ministries, foundations, and associations. Institutional stakeholders can be numerous. The nature of **institutional cooperation between partners** can be fairly complex, and governance can be highly articulated.
8. **As Networking**, a fundamental dimension in programmes for literary translators, and transnational exchanges are an integral part. They foster a sustainable connection between literature and culture, and can enable translators to move between partner institutions.

**Euro-mediterranean Translation Programme** It establishes sustainable networks of professional working in the field of literary translation, its activities are linked to Literature Across Frontiers Project.

9. **Through Contacts between writers and translators**, an integral part of many programmes, sometimes even involving local schools and publishers. Sometimes, they are offered collaborative residencies to work on the same research or work project. At peer learning level, bilingual workshops where translators from two different countries analyse a common topic or work are common.
10. **As Professional exchanges** including contacts with the publishing world, which are especially important for translators at an early stage of their career. Thanks to the opportunity to come together along with their editors and specialists from the European literature industry, to talk about writing and publishing, and to open up the route to translation.
11. **As Associated, transnational "incoming" mobility fellowships** typically involving residencies for foreign translators, i.e. professionals translating the country/region's literature into other languages, but they can also involve the promotion of a translation project or a contribution to outgoing mobility, to co-finance travel and residential costs abroad.

**The Centre Européen de Traduction littéraire** It organizes training courses in literary translation addressed to graduated people. It is a training centre whose activities are enriched by workshops and seminars relative to the literary translation run by quite experienced translators. It is a meeting place for exchanges inside the professional world both in the literary translation and the publishing world. It is a place where publishers can find out the best translators at the end of the course.

In this context **Initial training programmes or internship schemes** are less common, and do not follow established vocational training patterns **Residencies**, too, can provide specific training for students and professionals; under the supervision of experienced translators, and include, sometimes, market-oriented training.

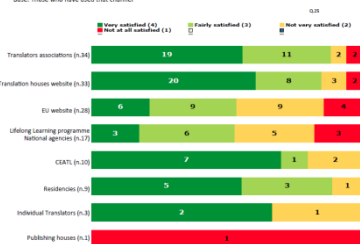
## Effectiveness, visibility and public awareness of existing support instruments

The lack of data, of systematized information and the fragmentation of the sector don't easily allow for an easy assessment of the effectiveness of the existing programmes supporting mobility, which are mainly driven to support the translation and promotion of culture in foreign countries. As for the European programmes their effectiveness was higher between 2000 and 2006 with the Culture programme, because there was a percentage of budget earmarked for literary translation. With the new non-sectoral Culture programme, the scenario changed completely.

From the fieldwork – questionnaire (→ Annex 4), interviews (→ Annex 5) – it has been pointed out that the existing mobility projects and opportunities enjoy a very limited and restricted diffusion and dissemination, in short they lack nearly completely of visibility. This impairs the possibility for literary translators and all the ones interested to get acquainted with them in the right time to apply to.

Moreover there's no common communication, but the information is based on word of mouth or on the professional organisations, and, as a consequence, only the single individual can apply and must organise his/her movements and activities to exploit the mobility opportunities on his/her own account without any systematised and standardised action or help.

Satisfaction with the channels through which they receive information about mobility opportunities  
Base: Those who have used that channel



Source: Interviews (→ Annex 5)

The research of information is based on the self-entrepreneurship of the individual translator, looking for grant and mobility opportunities through a wide range of different channels, rather than through only one source collecting all the relative data.

It's necessary to detect new dissemination strategies and concrete measures to optimize their visibility and update any necessary information.

## Learning from the ELV(Expertisecentrum Literair Vertalen) support system

### Further training and professionalisation to translators from Dutch

In the mid-nineties, Dutch and Flemish higher education institutions, the NLPVF (Nederland Literair Productie – en Vertaligenfonds), the Flemish Ministry of Culture and the Dutch Language Union worked together to provide further training and professionalisation to translators from Dutch and developed the project **Translation Workshop on Location**. With the establishment of the ELV by the Language Union in 2001 this policy was expanded to include translations into Dutch, at the initiative of the FvdL, the VFL and other parties. The ELV was also created to make better use of contacts with Dutch departments at foreign universities to promote the export of Dutch literature. The strength of this formula lies in the **unique collaboration between the literary funds and colleges/universities across the entire language area**. It enables established, **respected translators to work as instructors and mentors, and publishers and editors to give guest lectures on the day-to-day workings of the publishing world**. In this way a network of expertise is built up, which can be used by all parties. To meet its dual goal (training new translators and enhancing the quality of active translators), the ELV has various tools at its disposal: intensive courses, workshops on themes of interest to the working translator, and individual mentorships (whereby a novice translator working on an actual assignment receives guidance from an experienced colleague). All this is accomplished on the relatively modest budget of €200,000 a year. The ELV has been in operation for over six years, and the formula is beginning to bear fruit<sup>1</sup>. The Centre was therefore recently expanded, prompting a name change from Steunpunt (support centre) to Expertisecentrum (expertise centre).

## Effectiveness, management capacity and performance of residential centres

From the management point of view all the residential centres promoting and fostering mobility actions assume their management,

<sup>1</sup> Between 2001 and 2007 the ELV organised 58 courses with 405 selected participants.



even if with some difficulties, as the mobility grants don't foresee a contribution to the management. These structures are funded prevailing on a project base mainly through:

- Members Fees
- Public funds
- Funds from the Ministries of Culture
- Funds from cultural associations

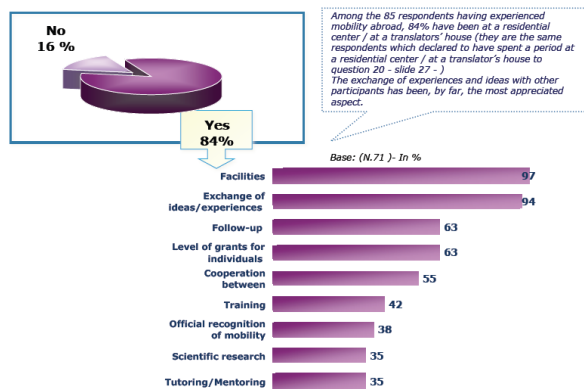
A best practice, which deserves to be mentioned is the one of the Norwegian Association of Literary Translators - Norsk Oversetterforening - (<http://www.oversetterforeningen.no>), which is funded by the Norwegian state, through a percentage on the book stocks sold in libraries.

Most of the times residential centres offer accommodation but also other services strictly linked with the profession and the work of literary translators, such as a library, ICT facilities, tools, but offer the opportunity of meetings, debates, seminars, as well as social events such as regional manifestations, at national or international levels, aiming to spread out the cultural heritage as represented by the literary translation and help the translators to get in touch with the life of the country where he/she is carrying out the mobility action. During their stay, translators can work on their translations, do research in libraries, exchange knowledge and experience with colleagues from other countries, and immerse themselves in the language and culture from which they translate. A period of time spent in residence centres could be a form of lifelong learning for literary translation professionals meeting on a peer-to-peer base.

But, actually, there's neither a clear harmonization nor a standardisation of the definition of all that a residential centre should offer and provide to translators in mobility, thus performances are various and complex, as it results from the fieldwork (questionnaire, interviews and workshop). In spite of the funding difficulties the beneficiaries of mobility are satisfied with the experiences lived as shown in the following slide (ref. Questionnaire key findings):

MOBILITY EXPERIENCE ASSESSMENT AT A RESIDENTIAL CENTRE  
Base: Respondents as individuals who experienced mobility (N.85) – Yes at Q. 5 and Yes at Q19 – % Values

Q.30-31



Source: Questionnaire (→ Annex 4)

This result confirms that translation centres:

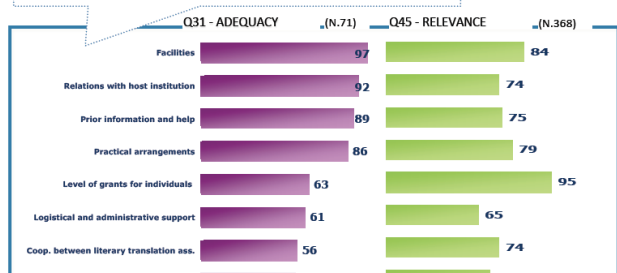
- 1) are the most important actors in the mobility process;
- 2) must be compulsorily involved as beneficiaries and co-beneficiaries of the mobility system;
- 3) must have the possibility to run and manage multi-mobility projects, towards the necessary systematization of mobility;
- 4) must benefit from funds in view of developing an efficient structure for the management of mobility and all the other activities they carry out.

ORGANISATIONAL ASPECTS COMPARISON: EXPERIENCES AND EXPECTATIONS

The organisational aspects which are considered as most satisfying are, on average, the ones considered as most relevant. The only exception is the grant level for individual participants, which is considered as not adequate, even if it is considered as the most important aspects (95% quotations)

Top two boxes – In %

Q.31/45



Source: Interviews report (→ Annex 5),

### Opportunities to broaden the scope of residential centre activities

The main activities of residential centres are to offer residencies for translators, to organise events, seminars, courses, workshops and debates, both for members, other translators and a general public, to monitor the state of art of mobility actions and literary translators activities. These activities exploit mostly project-based public funds released by ministries of culture and local entities, as well as fees from members and subscribers, which are not sufficient to establish a structure with a permanent base. Indeed, these centres often functions with volunteer staff.

**A mobility programme supporting organisational costs of mobility and not only the travel and subsistence costs of the translator has an important impact on the management capacity of the centres, enabling a suitable working environment. In short to meet the mobility demand and needs!**

Strengthening and extending residential centres activities

needs a strategic approach represented in the framework below, which is promoted by the proposed mobility system and funding framework. In particular the mobility Action BPartnership – projects encouraging innovation and quality – aims exactly to enhance capacity – building of literary translators associations and organisations and to exchange experiences among different organisations.

As a long term impact of such a wider range of activity is on:

- Qualifying the staff
- Enhancing organisation
- Acquiring capacity to create networks
- Harmonizing and standardizing procedures
- Improving skills for fund-raising

## 5. Funding framework: Implementation scheme for the MERCURIO mobility programme

### General, specific and operational objectives

The programme objectives have been inspired by three main sources: the background of the study, the terms of reference of the study and the research activity implemented by the study team.

The goals are

- To strengthen the role of literary translators as cultural mediators since they act as conduit between two cultures.
- To enable literary translators to acquire special skills and insights that enable them the conveyance of the aesthetic dimension into another culture.
- To facilitate the building of networks and increasing cooperation as pre-requisite for mobility in the cultural sector, as outlined in the “Mobility Matters” study of 2008.
- To explore new ways of funding mobility at EU level, with a view to promoting cultural diversity and fostering intercultural dialogue.
- To strengthen and develop of existing mobility and residency programmes by enabling more structured and sustainable cooperation, including increasing the number of translators taking part.

From this, two main goals of the programme have been drawn out:

#### ■ **Facilitate and enhance European cultural unity and integration;**

The promotion of cultural diversity and cultural exchanges are core elements of the European citizenship and of the promotion of multilingualism in Europe “our many mother tongues are a source of wealth and a bridge to greater solidarity and mutual understanding” (COM(2005) 596 final). Thus literary translation can guarantee the quality of this exchange. Translation strengthens a sense of common European identity founded on cultural diversity. Among the many modes of inter-cultural communication, translation helps preserve Europe’s cultural diversity better than most. Achieving a truly multilingual Europe also means bringing citizens in contact with ideas that circulate in cultures and languages they are not familiar with.

#### ■ **Strengthen literary translators to act as cultural mediators within the multilingualism and integration policies’ framework.**

This objective as to be understood in a double way:

- It allows building an open community of literary translators, providing the framework for the development of team works, of opportunities to meet colleagues and to travel for their work, thus breaking their specific isolation. The creation of a community is a pre-requisite to enhance the organisation of a fragmented sector where the majority of translators work independently and do not belong to major organisations, as well as to promote a more equal exchange between countries and cultures.
- It guarantees the visibility and a way to strengthen economic and cultural position of professional literary translators, thus facilitating the recognition of literary translators a sort of bridge for ideas, visions, and interpretations between cultures, guiding the development of a common cultures and enriching them with new forms of dialogue.

The Terms of Reference for this study mention other elements, namely those of:

#### ■ **Enhancing participants’ know-how, linguistic/cultural proficiency and their familiarity with a relevant country or culture through mobility of translators in a context of intercultural exchange**

Besides cultural proficiency and a familiarity with two or more cultural environments, translators need to engage in and to facilitate intercultural communication. A period of time spent in residential centres is a form of lifelong learning for literary translation professionals, and a crucial experience in their careers.

#### ■ **Enhancing the capacity building of the literary translation main organisations to support mobility**

This objective is crosscutting all the other objectives and has the strategic aim of enhancing efficacy and effectiveness of mobility actions by developing knowledge and competence of management staff and operators of literary translators associations, organisations and residencies to manage mobility and to operate transnationally. Those organisations - acting as intermediaries between individual literary translators, local and national governments, and the European Commission - are best positioned to take on an indispensable role as promoters of new initiatives, networking and circulation of information, as well as facilitators for dealing with administrative/regulatory difficulties faced by literary translator (and artists in general), and for monitoring the state of play on mobility and initiatives of the field, targeting the shortage of data and towards an assessment of the sector current state.



According to the European Commission decision, the proposed mobility scheme should also facilitate:

■ **The diffusion of less widely spoken languages and promotion of European cultural diversity**

Recent research provides evidence on the consumption of popular culture in European countries, which shows that there is a limited circulation of non-national and non-British European works within Europe. There is further evidence concerning this phenomenon in relation to the publication of translated works in Europe, where the spread is uneven between countries, source languages and target languages. Translation is most of all a 'one way street' with translations mainly taking place from dominant languages, such as English, French and German into less dominant ones (CEATL). This trend is confirmed by the experience of the literary translation strand of the Culture programme, in which the majority of all translations are made from works originally published in English, French and German.

■ **The development and/or maintenance of a high standard of high quality literary translation in European literature, which is essential for a better understanding and dialogue between our cultures.**

In particular the unique role mobility plays in stimulating and promoting peer learning and the increasing quality of the sector and as a consequence increasing the access of European citizens to European works from other countries.

There is one additional objective that is not explicitly stated in any of the above, but emerged as an important objective of the proposed new programme during the study team's field-work with key actors of the literary translation.

■ **This is the objective of fostering the need of a "European literary translation space",** to be understood as a community, a space covering, reporting and exchanging issues and practices of different European countries, facilitating contacts with the source language and culture and with colleagues translating from the same language, promoting opportunities for training, working abroad, a system of lifelong learning and professional development as well as literary translation as a profession. This space shall be considered as an area where different organisations may jointly implement new initiatives, exchange experiences and practices, collect, update and disseminate all the data relative to literary translation panorama.

The hierarchical order of these objectives appears fairly obvious: while the first and the fifth objectives refer to desired long-term outcomes, the other three objectives are about intermediate results that should help to achieve these outcomes:

<b>General objectives</b> (long-term outcomes)	<b>Encourage European Cultural unity and integration</b>		<b>Develop the European literary translation space</b>
<b>Specific objectives</b> (Short and medium term results)	Enrich literary translators' know-how, linguistic/cultural proficiency and their familiarity with the source language country	Enhance the capacity building of the sector to support mobility and to operate transnationally	Promote literary translators as cultural mediators
<b>Operational objective</b> (Output)	Promote and facilitate mobility for literary translators from different countries and circulation of works and knowledge		

## **Mobility grants that are linked to specific projects and possibilities of linking existing national schemes for the mobility of translators and complementing them with measures managed at European level**

The majority of national mobility funding schemes are conceived as one-off grants to support single projects, episodes or experiences, rather than longer term projects as part of structural support or integrated programmes. Furthermore, many schemes have set restrictions that prevent artists and cultural professionals from receiving a grant more than once or prevent them reapplying within a set period of a year or more. Based on an input-output model, success is evaluated based on short-term results rather than investing in artists' mobility that may produce 'success' some years later.

The EU Culture programme (2007-2013) has started to address this with support for projects of up to five years duration. However, more opportunities for long-term international engagement are called for.

The proposed Mercurio programme should combine different types of schemes to create an integrated and developmental approach to mobility funding providing recipients with a longer-term perspective and opportunities for continued mobility funding and mobility management capacity building.

The mobility programme should provide the ground for the exploitation of the existing mobility schemes through the promotion of networks and partnerships of existing institutes and organisations in order to give them the tools and skills to improve mobility initiatives and to monitor mobility in their own country. It will also encourage sustainability of mobility processes by including in the

projects activities to transfer translators' knowledge and share their mobility experiences with peers.

Grants managed at the individual level of literary translators or at the level of associations / professional bodies

According to the desk research and field-work there is the need of strengthening the structural capacities of the literary translation key actors in order to ensure a long-term perspective to mobility opportunities, collection and monitoring of data on mobility and initiatives in the literary translation field. Those structures would act as "intermediary organisations" for the integration of current international practices of the literary translation field into policy programmes at local, national and European level, as well as in networking and creation of a European Space of Literary Translation.

Thus, it is proposed that:

- The management of the mobility programme to be committed to the European Commission own services or agencies,
- The management of mobility project to be committed to translators associations / professional bodies / centres and other key actors of the literary translation field. As a consequence there won't be the possibility for individual translators to apply for a mobility grant project directly to the Commission, but they will have to apply to the above said actors.

This approach is expected to:

- Allow the individual translators to be concerned with the quality of his/her work rather than with administrative issues concerning the mobility management.
- Facilitate the enhancement of the capacity building of the literary translation sectors without creating an additional management structure. Working with existing organisations that are in close contact with the local sector reduces the risks of creating administrative structures disconnected from the literary translators for whom they are meant.
- Help the sector dealing with regulatory and administrative obstacles to mobility.
- Provide the sector with adequate funding towards a systematisation of literary translation mobility as an inner feature of the quality of the literary translator work.
- In the long-term, make key literary associations the reference structures of the European space of literary translation thanks to the possibility to apply for the programme grant and to coordinate the mobility actions in a multi-annual framework, they could.

## The activities that could be covered by the grants the content and the assessment of the proposals

Two broad types of action have been foreseen addressing the identified needs of optimising the support for literary translation through a more targeted approach:

- → Mobility: **Mobility for translation activities and training**, and
- → Partnerships: **Mobility for capacity building and networking activity**.

The paragraph below provides a brief description of each typology of mobility foreseen by this study, whose detailed features are identified in the fiches (annex 9):

### A. Mobility

Mobility foresees support for activities facilitating peer learning, systematizing literary translation approach to training, performing, creating, meeting, cooperating and improving literary translators' skills and intellectual capacity for professional purposes, thus innovating the sector by creating cooperation among organisations usually working individually and fostering knowledge transfer. Mobility is therefore an integral part of the literary translators' training and the regular work life of literary translators.

The action is composed of three sub-actions depending on the purpose of the mobility:

#### **A.1- Continuing Professional Development - Mobility for expertise training**

Mobility is intended for attending laboratories, seminars (deep on the field language and cultural training) for a limited period of time. The mobility is based on language reciprocity. It follows a bottom-up approach, e.g., the literary translator in collaboration with the host institution freely chooses the literary translation topic.

#### **A.2- Initial training with apprenticeship option - Mobility training for beginners**

Mobility is intended to improve career perspectives of young literary translators by a combination of training and apprenticeship in literary translation organisation and associations or other relevant stakeholders, as well as in publishing companies.

#### **A.3- Mobility for translators with a translation project or a concrete project about acquiring new literary experiences, skills and know-how**

It is a mobility scheme for individual translators with a contract with a publishing house to work on a translation project during the mobility by a hosting organisation. It covers a substantial number of individual translators working individually on their translations in a translation house during the project period.

### B. Partnerships: Mobility for capacity building and networking activity

Partnership mobility is a way to focus on themes of mutual interest to the participating organisations coming from different European countries, with a view to developing joint training projects for providing them the tools and the competence to improve the management of mobility initiatives and to monitor mobility in their own country, as well as to improve skills for fund raising. They are also targeted to develop actions for the improvement of LT working conditions and increasing the quality of work, as well as their circulation. Partnerships may develop specific tools for supporting the matching of individuals and residencies, facilitating the exchanges between the different actors and places, stimulating mobility through the creation of new mobility opportunities and thus in the long-term increasing the overall supply of mobility available and enabling more individual translators and sector operators to access mobility.

### **C. Mobility side activities**

Any single action of the proposed mobility programme may be complemented by specific side activities through and additional application form to the main one. The inclusion of side activities is an additional option and thus should clearly contribute to the added value of the project as a whole.

The primary purposes are:

- To underpin the process of improving the visibility of literary translation actors within Europe and outside.
- To create awareness and to “educate” audience: audience-building is a mean for raising curiosity of the public on the real situation of the sector (thus recognizing the visibility and role of literary translators), and building a long-term audience for European cultural works (thus increasing the circulation of works, creating a bottom-up approach towards market decisions, promoting intercultural integration).

Eligible activities will include organisation of workshops and conferences, participation to events, publications, contacts with press but also the development of tools finalised to increase the impact of the programme, of the projects and as well as tools for the capitalisation and spreading of good practices.

### **Assessment of the proposals: proposed Award criteria**

The proposed award criteria are described in the table below:

<b>Relevance to the objectives and priorities of the Programme</b>	<p>The relevance to:</p> <ul style="list-style-type: none"> <li>■ The general objectives and priorities of the Programme</li> <li>■ The specific aims of the Action</li> <li>■ The annual priorities identified at European level</li> </ul>
<b>Quality of the project and methods proposed</b>	<ul style="list-style-type: none"> <li>■ <b>The quality of project's design</b> Quality of the partnership/active involvement of all promoters in the project; nature and sustainability of partnerships in order to bring an added value in supporting mobility quality of the preparation phase; quality of the Activity programme; quality of the evaluation phase; geographical distribution of the participating organisations.</li> <li>■ <b>The quality of project's content and methodology</b> Theme of common interest and relevance to the group of participants; training methods applied; active involvement of participants in the project; promotion of social and personal development of participants involved; intercultural dimension; host expertise in the field; quality of the group in charge Number and origin of mobility Appropriateness of methodology and approach, relationship to the ‘state of art’ in the explored field The consistency between the activities proposed and the budget, as well as the detailed nature of the budget breakdown</li> <li>■ <b>The quality and visibility of the project reach</b> Impact, multiplying effect and follow-up; visibility of the project/ visibility of Mercurio Programme; dissemination and exploitation of results</li> </ul>
<b>Transfer and sharing of knowledge</b>	<ul style="list-style-type: none"> <li>■ Potential of transferring knowledge to European host and/or conveying knowledge to Europe</li> <li>■ Clarity and quality of the transfer of knowledge objectives</li> <li>■ The number of literary translators (and cultural professionals in case of Action B) who are expected to benefit from the activities proposed</li> <li>■ The number of different EU Member States that will benefit from the activities proposed (Action B)</li> </ul>

	<ul style="list-style-type: none"> <li>■ The number of “social activities” which will be held to encourage interaction between visiting literary translators and local communities</li> </ul>
Implementation	<ul style="list-style-type: none"> <li>■ Quality of infrastructure, facilities and international collaboration of hosts</li> <li>■ Practical arrangements for the implementation and management of the activity</li> <li>■ Feasibility and credibility including the activity of the work-plan</li> <li>■ Practical and administrative arrangements and support for the hosting of the translator</li> </ul>
Impact and added value EU	<ul style="list-style-type: none"> <li>■ Potential for creating long term collaborations and mutually beneficial cooperation among European countries or with third countries and to generate other future initiatives of cultural cooperation</li> <li>■ Contribution to European excellence and competitiveness</li> <li>■ Contribution to the capacity of literary translators associations to operate internationally</li> <li>■ Benefit of the mobility to the European Literary Translation Space in terms of perspectives which looks beyond local, regional or national interests and aims to develop synergies at a European level</li> <li>■ Impact of the proposed outreach activity</li> <li>■ Contribution to a greater access to mobility for translators of less widely used languages and / or from countries with less developed programmes and support schemes for mobility</li> </ul>

## The estimated number of potential beneficiaries and its critical mass

As described in the context analysis the lack of information and data and statistics and the fragmentation of the sector hardly allow a precise quantitative assessment of the potential beneficiaries of the potential mobility programme, which is one of the reason for the setting up of the programme. The emphasis on the systematic data collection by strengthening the capacity of translators' centres, will help in the long term to address this lack and eventually to adjust estimates concerning the number of mobility and the typology of actions. However, some estimation is possible making reference to the number of “professional translators”<sup>2</sup>:

- For all countries of CEATL members reference is made to the data of the CEATL 2008 survey
- For some other countries the best over-all reference is Wischenbart's Diversity Report 2008 (the number of translators can be deduced from the number of translations, see below).

Countries with about 5.000.000 inhabitants, which also often use less spread languages (LWULs) usually have about 200-300 translators in their associations and about half that number seriously active apart from the associations. University people often think that they do not need to become members, while free lancers always join in. Larger countries with “big” languages have from 500 to over 1000 translators in their associations, often in specialized departments. The Diversity Report uses the statistics of the UNESCO Index Translationem – but this data are not very reliable because they are based on the doubtful information of national libraries (doubtful because much of the libraries don't have a registry entry for translations). For the whole of Europe for instance, it mentions 73.791 book translations in 2005, but in reality this number is higher, because not all countries keep track of all published books. So a number of 20.000 active book translators in Europe would seem to be a good guess.

Based on the above-mentioned information and the field-work consultations, the number of literary translators for whom the grants are relevant (because they produce over 1.000 pages literary translation a year, because they are able and willing to travel, because they actively participate in processes related to literary translation)

- in Europe can be roughly estimated to 4.000/5.000 professional translators; and
- in the rest of the world can be roughly estimated in 6.000/7.000 professional translators.

As other forms of mobility and funding will not be abolished each one from this group should get a chance to participate in one of the possible forms once in ten years. There are of course specialized groups who will travel and meet more often. The average European output for a professional literary translator is about 1.500 pages a year, which means 300 working days at 5 pages, but this conditions make difficult to reach good quality, especially in case of complex texts.

**Estimation of the critical mass for the programme (2 years):** Based on the above findings, on the results of the desk research and of the field-work, it is estimated that the overall critical mass of the programme should be calculated as 7% of the European active literary translators and 1% of the literary translators from countries other than Europe. This is to say an average of 600 mobility per year at European level and 120 mobility worldwide. However, the extent to which this critical mass may be reached is likely to vary depending on the lengths of the mobility awarded and will need a testing period before being stabilised. Considering that in 2008 the RECIT centres received some 500 translators for short stays in residents 80% of which originating from EU member states.

<sup>2</sup> All literary translators who publish at least one literary translation every two to three years, but who earn their living mainly from professional activities other than literary translation (technical translation, teaching or other). CEATL

Considering also that the programme is an innovation and that needs some experimental action before being stabilised. Considering that through the setting up of the EU mobility scheme the other local and national grants would not be removed, the identified critical mass is the optimum one to integrate and complement the existing measures.

## The minimum, maximum and optimum duration of the mobility period

It is recommended that the duration of the mobility vary accordingly to the typology of mobility and in order to achieve an ideal balance between desirability (allowing for real learning and the potential to have direct and indirect impacts) and feasibility (in terms of compatibility with the available funds, personal and professional situation of most literary translators).

The proposed durations are similar to that of several existing mobility programmes for literary translator and to other EU funded mobility programmes, suggesting that it is in line with common practice.

- Grants for residencies from the Baltic Centre for writers and translators in Visby (SE) have a duration between 3 and 5 weeks.
- Grants offered by the Collège International des Traducteurs Littéraires, Arles have a duration up to 12 week of common work).
- A general rule for RECIT centres is a minimum stay of 2 weeks and a maximum stay of 2 months per year.
- Standard residencies at the Europäisches Übersetzer-Kollegium Nordrhein-Westfalen in Straelen are up to 12 weeks a year.

Before going into the details of individual mobility duration, it is important to emphasise that it is proposed to fund 1 to 2 years projects (Actions A and B), within which individual and group of mobility will be supported. Besides the nature and scope of the mobility, the duration will also linked to the **availability of funds**.

### A.1- Lifelong Training - Mobility for expertise training

Minimum duration	Maximum duration	Optimum duration
1 week	12 weeks	1 to 2 weeks for sharing experience seminars, meeting with authors, etc. 8 to 10 weeks for training

### A.2- Initial training with apprenticeship option - Mobility training for beginners

Minimum duration	Maximum duration	Optimum duration
1 week	12 weeks	1 to 2 weeks for sharing experience seminars, meeting with authors, etc. 8 to 12 weeks for beginners training and apprenticeship

### A.3- Mobility for translators with a translation project or a concrete project about acquiring new literary experiences, skills and know-how

Minimum duration	Maximum duration	Optimum duration
1 week	12 weeks	It depends on the typology of the work to be translated, no general optimum duration can thus be estimated

### B. Partnerships: Mobility for capacity building and networking activity

Minimum duration	Maximum duration	Optimum duration
1 week	12 weeks	It depends on the typology of the activities developed and implemented, no general optimum duration can thus be estimated

## The frequency with which a single translator may have access to the grants

The proposal is that for the first two years (the start-up of the programme) there mustn't be any restriction to the access, whereas since the third year it may be considered the possibility to limit the access to the individual translator to the same type of grant in two successive years for action A (mobility).

## 6. Key players of the mobility scheme

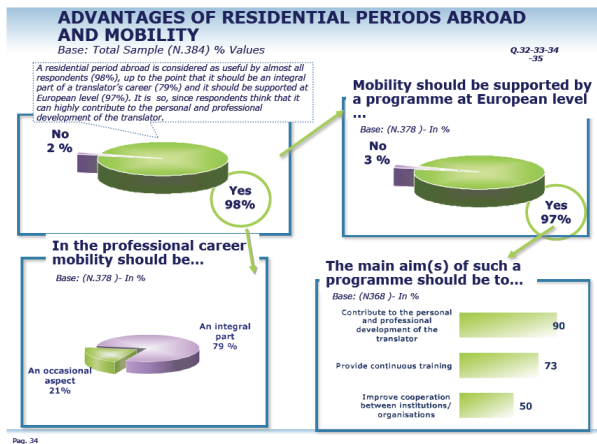
### The institutions /organisations in which the mobility period can be spent (the hosting institutions)

The fieldwork – questionnaire, interviews and workshop – confirmed that there is an considerable interest in a EU system for mobility



grants for literary translators from both literary translators and potential host organisations, such as residencies.

Source: questionnaire (→ Annex 4)



### Eligible promoters (applicant)

Depending on the typology of mobility different stakeholders will be involved as applicants:

- Réseau Européen des Centres de Traducteurs littéraires (RECIT)
- Residential centres for literary translators and translators' houses
- Conseil Européen des Associations de Traducteurs Littéraires (CEATL)
- Networks of centres and platforms strictly related to Literary Translation
- International organisations specifically dealing with literary translation (UNESCO Clearing House, DG EAC Culture Unit)
- Associations/organisations specifically dealing with literary translation (festivals, fairs, publishers, dubbing and subtitling agencies, theatres) as identified by the tender.

agencies, theatres) as identified by the tender.

- All the literary translators members of professional organisations either members of CEATL or member of other representative associations or anyway affiliated to literary.
  - Cultural institutes, NGO (e.g. artist led initiatives, professional associations), independent and private foundations
  - Educational, research, training or policy institutions specifically dealing with literary translation.
- As partners, when feasible, the following actors may be involved in addition to the ones above mentioned:

■ **Publishers** The participation of publishers in the mobility systems has been foreseen for providing an appropriate balance between authors' and publishers' rights as equal contracting partners. Indeed, translation quality strongly depends on the working conditions of translators. Besides that, many publishers, especially from countries with a restricted linguistic distribution, lack a professional training that would enable them to acquire a better understanding of the complexities of the business and to spread best practices in their respective countries.

■ **Universities** The participation of universities is foreseen to support training approaches or activities relative to the translation theory or "translation studies". Indeed, the mobility system is addressed to active and professional literary translators (whether beginners or experienced), who have already acquired the essential linguistic and literary training and qualifications at tertiary institutions.

The level of interest of publishers and universities emerged by the field-work results rather low, to the extent that they have been the most difficult target to be reached for the interviews. As they are players in literary translation field their participation as partners has been foreseen also in view of a tighter cooperation for a better development of the sector. The participation of **writers** as eligible participants of the mobility has not been foreseen, but the engagement of writers is feasible and always possible especially in the complementary activities and will be a task of the applicant or of the partnership to involve them in specific tasks that will be described in the projects application forms.

### What requirements for institutions hosting the translators in mobility

#### TECHNICAL and OPERATIONAL CAPACITY

Applicants and partners must have the professional competence and qualifications required to complete the proposed project. Hosting institutions must offer a working space, a library, residential rooms and other services. They must organize events about literary translation, such as translation workshops, conferences, meetings with authors and publishers, etc. The locations may vary: some centres are in the city offering possibilities to visit libraries and publishers and to do other forms of research, whereas others are located in the countryside, both locations have their advantages. Besides each hosting institution shall have at least a "delegated member of staff" for the management of the mobility and the provision of the required assistance also concerning residence permits and social insurance. Those institutions should meet all the requirements for the complete accessibility of the location.

Concerning facilities, the institution should offer internet connection, printing and photocopying machines, a collection of dictionaries and general national literature and/or other documentation to read/to consult.

#### FINANCIAL CAPACITY

Applicants and partners must have stable and sufficient sources of funding necessary to maintain their activity throughout the period when the action is being carried out. Most of the potential applicants are networks or institutions, especially the international

networks and associations, which have a lot of experience in the management of such projects, especially the European Literary Translations Centers. They have all the necessary professional or semi-professional management capacities at their disposal and their own budgets. The only exceptions are most of the national associations of literary translators, especially the ones with a great lack of financial capacities due to the weak income from very poor member contributions.

In most cases, the applicants will have support from their own national government too, which may be used for the necessary co-financing. Translators associations sometimes are supported by the government (mainly in the former communist countries), in two countries (the Netherlands and Norway) they get money from collecting societies to finance a bureau and to pay for work, but in most countries associations can only offer a rudimentary service to their members based on voluntary work.

Where ministries co-finance, they will do so, because they are always happy to support European programs, they see this as safe and good in terms of marketing. The existing large organizations will easily adapt to the program and provide everything necessary on their part.

## 7. Formalities

### The criteria that should be used to select beneficiaries of the grants

#### **Beneficiaries of the project grant – Actions A and B**

The selection criteria will make it possible to assess the applicant's ability to complete the proposed action.

**It is proposed to award the grant to those key entities that will act as promoters, and would than select the direct beneficiaries of the mobility grant.** Eligible promoters are public or private body with legal status and a proven experience of at least 2 years (in case of applicant only) in the cultural area of literary translation with the registered legal seat in one of the 27 EU Member States, the EEA countries, Switzerland, Turkey and Croatia.

#### **Beneficiaries of the Mobility within the project**

As for the selection of the literary translators that will benefit from the mobility grant (Action A of the programme), it is proposed that the promoters (applicant and partners when feasible) have the liberty to choose and to fix the quality criteria for their project. In Germany, quality criteria for literary translators applying to travel grants or grants for further training and education is a prepared translation from min 5, max 10 pages, mainly from a current translation project, proven by a translation contract with a publisher, or a text chosen by the applicant or handed in by a teacher, which are judged by a jury. In some cases the good reputation of a translator proven by critics and numerous publications in well-known publishing houses can be sufficient (cf. the criteria of the French program "Bourses de séjour aux traducteurs étrangers" organised by the Centre National du Livre).

The level of experience for accessing the mobility grant varies accordingly to the specific action of the programme:

**A.1- Continuing Professional Development - Mobility for expertise training:** literary translators with a minimum experience of 3 years or 3 performed/published works

**A.2- Initial training with apprenticeship option - Mobility training for beginners:** literary translators without any restriction

**A.3- Mobility for translators with a translation project or a concrete project about acquiring new literary experiences, skills and know-how:** literary translators with a translation contract.

**Literary translators** working between European and non-European languages should be equally eligible independently from their nationality. Indeed, it is an objective of MERCURIO to support long-distance translations. This is a direct consequence of the overall objectives of the MERCURIO, whose main pillar is mobility as a way for enhancing the flow of knowledge and expertise around literary translation as a cultural mediation instrument at worldwide level, and providing links for future cooperation.

**Action B** of the mobility system doesn't foresee a selection for the mobility implementation, being mainly targeted to the partners' staff or members in quality of managers or administrators of those organisations.

Similarly for the **side complementary actions (Action C)**, it is on the applicant and partners (when feasible) to decide about mobility requirements and action features, if any. The **complementary activities will be evaluated separately** by the main project proposal. The criteria for assessment may include

1. Quality of the proposal and involvement of external actors
2. Specificity of the objectives and number of activities, which will be held to encourage visibility of literary translators work
3. The number of persons (audience) expected to be reached through the activities
4. Impact on the sector and on the competencies of the participants
5. Added value in terms of contribution to the creation of a European space of literary translation

While during the first three years there should be no restrictions or balances (such as geographical balances and type of translation), such criteria may be integrated into the assessment after experiences have been made.

## Analysis of the benefits and drawbacks of individual awards versus group awards and optimum solution and proposed management mode

It is proposed that the mobility programme would be organised in projects awarding group-mobility. The advantages of such a choice are several:

*Reduced administrative procedures, capacity building, continuation, sustainability*

- For the European Commission services the programme management means a reduced impact on administrative procedures;
- For the literary translation associations/organisations, and other stakeholders acting as applicant or partners of the projects, it means to provide them with a more stable fund for managing mobility and thus enhancing the capacity building process, to provide them with the tools for improving mobility initiatives in a long-term vision and in a more structural way and making them able to meet different kind of needs expressed by the sector of literary translation;
- For the individual literary translator it means having a key reference structure taking care of the management and administrative procedures and processes linked to the mobility. Thus giving them the possibility to focus their attention on the translation works. As for the management options, given the nature and the scope of the mobility system, it seems most appropriate for the Commission to provide the management of the mobility system through its own services or agencies that will carry out the selection and allocate financial support to the applicants selected. The field-work confirmed that a sufficient amount of time flexibility is required for a successful scheme, thus the attractiveness of a mobility awarding funding once or twice per year would be reduced. A way to overcome this obstacle is to award group-mobility within a single project, lasting 2 years. This will allow:
- Cost-effective management mode for the Commission services that may organise 1 call per year, and maintain the control of the awarding process;
- Capacity-building for and provision of tools to the applicants and hosting organisations that will manage long-term projects and stimulating long and enduring partnership and their capacity to engage in further transnational cooperation and in addressing administrative obstacles to mobility.

## The estimated overall annual budget for a mobility grant scheme

The grant is an incentive to carry out the project and the related activities, which would not be feasible without the financial support of the European Union and is thus based on the principle of co-financing. The European Union grant will be equal to 80% of the total project cost supported.

All costs are subject to the verification of the eligibility criteria based on the European Commission rules.

The financial support will take the form of a contribution to the eligible costs of organising the translators' mobility activities (costs calculated on the basis of flat-rates and actual costs according to their nature):

- Travel and subsistence costs: covering the mobility cost of the translator, will be funded on the basis of flat rate daily subsistence payments rather than actual claimed costs, plus reimbursed travel costs (documents confirming the period of stay, confirming the activity undertaken and start and end date, signed and stamped by the host are required at the end of the period of activity). Rationale for calculation – Marie Curie Fellowship
- Organisational/Activity costs: covering the costs for the implementation of the activity, will be funded on the basis of actual claimed costs (relevant receipts of expenditure or equivalent documentation are required) and up to 200 euros per week per hosted translator. Rationale for calculation - Lifelong Learning programme
- Management fee and overhead: covering the costs for running and administering the project will be funded on the basis of a lump sum based on fixed rates (respectively 3% and 10% of the total direct costs (travel + subsistence + activity cost). Rationale for calculation – Marie Curie Fellowship

### Side activities

The grant is awarded as a reimbursement of 80% of the total eligible costs incurred. The maximum grant awarded is of 15.000 Euro.

## The amount necessary for a single grant and optimum number of grants per year

The optimum number of grant per year is calculated on the base of the critical mass (720 mobility per year) identified above and on the base of the estimated distribution of funds among the actions (%).

### Action A - Mobility

Applying the above-mentioned rates, the funds available to participants would range from a minimum of EUR 2.965 (for a 4-week



visit to a residence centre in Bulgaria) to a maximum of EUR 11.704 (for a 12-week visit to a residence centre in Norway).

The average duration of 4 week is based in the results of the questionnaire and of the filed-work. Additionally it is important to underline that the respondents to the questionnaire proposed a mobility duration between 1 and 3 months as the optimal solution. In order to estimate the average funding per visit, one can assume an average number of mobility per action assessed on the base of the above-mentioned minimum and maximum cost.

The minimum cost has been calculated as follows:

- the existing mostly used mobility typologies,
- travel costs: on the base of the minimal distance
- subsistence costs: on the base of a the duration of 4 weeks in the country with the lowest daily rate.

The maximum cost has been calculated as follows:

- the existing mostly used mobility typologies,
- travel costs: on the base of the maximum distance
- subsistence costs: on the base of a the duration of 12 weeks in the country with the highest daily rate.

The pondered average rate has been calculated by considering that 70% of the mobility are related to the lower cost and 30% to the higher.

#### Action B – Partnership

This is a support action in which the duration of mobility has a different relevance compared to the training mobility (action A) and it is proposed of not defining a minimum and maximum duration. Thus in order to estimate the average funding per mobility it has been assessed on the base of an estimation of the interest in such an action.

Action	Action distribution %	N. of mobility flows critical mass 2 years	Average cost per mobility €	Average cost per project €	Average n. of grants	Total cost
A1	25	180	5.587	100.000	8	1.005.650
A2a Without apprenticeship	25	180	5.587	100.000	8	1.005.650
A2b with apprenticeship	15	108	5.555	100.000	5	599.894
A3	20	144	5.575	100.000	7	802.772
B	15	108	5.555	100.000	5	599.894
C				15.000	5	75.000
				<b>TOTAL</b>	<b>38</b>	<b>4.088.862</b>

It is expected that in the first years there will be a low number of candidates because it takes time to spread information about the programme, to get organised and competent in answering to a European call, and to motivate/stimulate translators for applications. One example may be used as a reference: in its first year, the translators' house at Looren (Switzerland) filled up to only 30% of his capacities, in the 2nd year 40%, in the 3rd year over 50% and since the 4th year they are nearly always booked out totally.

The calculation of the optimum number of grants per year is very difficult due to the widely recognised lack of data to underpin literary translators mobility development, which is one of the reason for the setting up of the programme. The emphasis on the systematic data collection by strengthening the capacity of translators' centres, will help in the long term to address this lack and eventually to adjust estimates concerning the number of mobility and the typology of actions.

Being the mobility scheme an innovation in the panorama of the cultural mobility sector, due to the specificities of the literary translation sector, it is proposed to start-up with an experimental action for the duration of 2 years. On the basis of the demand (number of proposal submitted) and its analysis it will be possible to come to a stabilization of the programme, to be understood as leaving open the possibility to adjust the weight of each action within the programme: to balance the support for the Mobility (Action A) and to the Partnership (Action B) depending on the actual demand.

#### The mobility system start-up including visibility and communication actions

It is proposed that the start-up actions of the mobility system and the visibility and communication actions would be implemented through a dedicated external **SUPPORT ACTION**, aiming to provide assistance in setting up and organising the implementation of the mobility system. Such assistance will cover both theoretical and practical issues and may range from the development of ideas and advices to the supply of specific services. Since it has to encourage participation in and visibility of the programme, the support action promoter shall operate in strict contact with the literary translator community, relying on it as a representative of its needs

and objectives.

The support action shall have a duration of two years and is expected to contribute to:

**A. The promotion of interaction with the literary translation community for the programme start-up:**

- Building awareness of MERCURIO, its aims and modalities
- Creating capacity-building for potential applicant and coordinators
- Facilitating interaction between MERCURIO and other related initiatives at national and international levels

**B. The development and implementation of visibility and information actions for coordination and promotional purposes:**

- Encouraging and facilitate the participation of all stakeholders of literary translation
- Using ICT tools as a vector and a facilitator of exchanges and communication

In particular, it may include initiatives and tools for the promotion of the programme, for the systematic collection of information and their analysis (excluding evaluation activities):

- - An **International Conference (launching event)** with seminars and papers relative to the literary translation, the actual situation in the various countries of the EU and outside, the working difficulties and the market situation. This promotional conference will have an information purpose of alerting key actors about the starting up of the mobility system. It will be held in Brussels.
- - **5 regional launching events** will also be organised for the regional and local promotion of the programme: 2 in western and northern Europe, Russia and the Balkan countries, 1 in South East Europe, 1 in Eastern Europe and Caucasus, 1 in the Mediterranean area.
- - **"Ambulant stand" presentation** on international and big national book fairs (Frankfurt, London, Paris, Amsterdam, Bologna, Prague, Basel, Torino, Budapest, Istanbul etc.) as on big international literary festivals (Int. Literaturfestival Berlin, Lit.Cologne, Étonnants Voyageurs/St. Malo, Int. Literaturfestival Leukerbad, Solothurner Literaturtage, European Borderlands Festival, Literaturfestival Prima Vista/Tartu (Estonia), Semana Negra (Spain), Lit. Algarve etc.
- - **Multilanguage web-site** as an important tool for promotion and dissemination of information on the programme and as a dynamic database for good practices, and virtual community of literary translators.
- - The organisation of workshops: **Infoday on MERCURIO programme** for all key players and **Kick-off meeting for the MERCURIO projects** selected for funding.

The support action is intended to be implemented through a call for tender, and in order to be mostly effective it should involve a partnership composed of at least one organisation representing literary translators and a management consulting or organisation.

Activities to be implemented	Estimation of costs EURO
Support action	Between 270.000 / 350.000

## The management costs

The management costs required for running the programme may be divided into two sub-categories:

- Fixed costs incurring on a regular basis independently of the number of applications and mobility projects, such as mobility system monitoring and reporting, contacts with stakeholders, information actions with participants and stakeholders, administrative support;
- Variable costs incurring dependently of the number of applications received and on the number of mobility projects awarded, such as mobility projects applications reviewing and processing, contractualisation, follow up actions.

The management costs for in terms of human resources for the EC are calculated as 10% of the total costs of the amount necessary for a single grant and the optimum number of grants per year.

Activities to be implemented		Estimation of costs EURO
Management costs for EC	10% of total costs	408.890,00

## Total mobility programme costs estimate on a yearly base

This section takes into consideration the estimated overall annual budget for the MERCURIO mobility grant scheme taking into account three different components:

- i. The amount necessary for a single grant and the optimum number of grants per year
- ii. The mobility system start-up costs including visibility and communication actions
- iii. The management costs and staff resources required

Overall annual budget MERCURIO mobility grant scheme		
	Costs components	EUR
1	Costs of mobility grants and side Action (Actions A, B and C)	4.088.862
2	EC Management costs 10%	408.890
	<b>TOTAL</b>	<b>4.497.752</b>
3	Support action	250.000 / 350.000

## 8. CONCLUSIONS AND RECOMMENDATIONS

This section presents conclusions and recommendations for the feasibility study based on the evidence gathered related to the desk-research and field-work on the relevance of an Action to support the mobility of literary translators.

### Conclusions

- The setting-up and implementation of the proposed Mobility Programme for Literary Translators is feasible in terms of demand coming from the individual literary translators and the literary translation sector. The number of organisations representing and dealing with literary translation is constantly increasing in the studied countries; similarly the demand for translators is also increasing. The programme will help to organise actors and activities towards the setting-up of a European Space of Literary Translation.
- Only 1/3 of the literary translators involved in the field work experienced a mobility. Most of them in residences with a satisfactory result about the technical support and organisational management. The experience has been strongly assessed as an improvement to quality of work (94%) and career opportunities (72%).
- In reaching its objective, there are some barriers that need to be removed: to access mobility (administrative and regulatory obstacles such as VISA and VAT) and to the dissemination and spread of information so to reach the relevant targets.
- In order to be successful the programme will need to be addressed and to involve the existing key actors of literary translation. In such a way the benefits are threefold: 1- overlapping will be avoided; 2- current mobility schemes and funding entities will be capitalised and further exploited, and 3- local actors will increase the knowledge of the professional sector, by acquiring the capacity to compare problems, identify obstacles to mobility and find solutions, as well as the ability to engage in networking as a concrete professional action.
- The EU programme will be complementary to the existing ones both in quantitative and qualitative terms. As for the quantitative ones, it will provide support, promote and facilitate the access to mobility of an increased number of literary translators (estimations are of 30% - 40%); from the qualitative ones, it will support the systematization of lifelong training interventions for literary translators, will provide capacity-building and professionalisation to key stakeholders, will increase their networking abilities and capacity to promote the literary translation sector, thus working for removing their invisibility.
- Being tailored to the literary translation field, the programme will also reflect the profession as it is actually practised. According to the research findings, translation is an occupation with a high “drop-out” rate especially among beginners, who find difficulties in getting assignments, are not eligible for subsidies and have no professional network. Publishers do not have the resources to support new translators, and the EU mobility scheme may be a tool and a forum for creating synergies among: translators (beginners and experts) publishers and educational institutions.
- The programme shall be structured in more and diverse actions respecting the diversification in objectives, activities and modalities of the different mobility action lines, so to be able to answer the profession and the context needs (actions targeted to individual literary translators – beginners and experts – and actions targeted to the organisations). The analysis of several case studies is an important source to be used in this direction.
- The programme will be a deep lifelong training, inserting literary translators efficaciously in the cultural context of Europe and other countries, as promoters of languages skills, culture and knowledge
- It will be an enrichment tool of the market with high quality translations and more qualified publishing choices
- In order to facilitate a wide and spread dissemination of information, to promote the accessibility of the programme, as well as to monitor and assess the results of the experimental implementation a support action is required. It will eventually help to redefine the initial SWOT analysis towards the stabilisation of the programme.

### Recommendations

The mandate of this study was to formulate recommendations to the European Commission with regard to the feasibility for Actions to Support the Mobility of Literary Translators: the study should develop a clear idea of the need and relevance of such a programme within the literary translation panorama, of what the European Mobility Programme should look like and which should be its core elements, and it should determine who the main stakeholders are and which role shall have in the programme itself. The study resulted in the following recommendations, grouped in 4 categories:

#### 1) Relevance and feasibility

- Considering the needs and potential EU added value the EU is encouraged to set up and ensure a coherent European literary translation mobility framework (key actors, with common procedures, to make easier mobility actions), by fixing clear objectives and targets of the programme and the framework for further facilitating how mobility can be further facilitated, encouraged and developed.
- The EU should initiate action through the implementation of an experimental programme for the duration of 2 years before systematising and settling the final programme features and focussing on: the creation of a matching fund for mobility to capitalise

on existing funding schemes; promoting the involvement of literary translators as cultural ambassadors and mediators; considering mobility as an integral part of the education and training of the literary translators

- The EU should promote a support action to develop tools for disseminating and spreading information about the programme, promoting its accessibility and training interested stakeholders in the submission of the proposal; monitoring the experimental implementation and collecting data for the assessment towards the definition of the final features of the programme.

## **2) Barriers removal**

- The EU should set up a system to guarantee high-quality information relative to mobility opportunities (the key actors, to spread out information and data, database and evaluation procedures, to disseminate the opportunities) also through the development of on-line tools and database gathering information on good practices.

- The EU should improve the balance of access to mobility programmes and reduce the imbalances of mobility, by adopting the cultural diversity dimension. Encouraging and supporting projects that reduce the existing imbalances in mobility between countries, regions, sources and target languages is crucial. Depending on their country of residence, literary translators do not have the same access to mobility programmes. Lack of funding, institutional support, tools or education are just some of the reasons for these asymmetries.

- The EU and Member States must commit to implementing specific targeted actions to remove administrative obstacles to mobility (visa, insurance, VAT), to gradually harmonise and simplify procedures, so to make easier to move for translators and to organise mobility for residencies and other stakeholders.

- The EU mobility scheme should foresee projects to be contracted for a period longer than the individual mobility and up to 2 years to allow more substantial progress to be achieved, to facilitate the acquaintance of capacity building by the promoters and to support the literary translator in the application process.

## **3) Integration with existing mobility practices**

- The EU should ensure a EU funding scheme supporting literary translators mobility. Capitalising on and integrating the EU mobility scheme with the existing ones and maintaining the plurality of stakeholders currently involved in the field

- The EU should mostly direct the funding opportunities to key actors (residencies, etc.) with the objective of using the program to develop integration with and among into existing structures as the best way of guaranteeing sustainability and the quality of the education provided and bring specialists from outside (experienced translators, literary critics, publishers, etc.) as facilitators of the ultimate goal: imparting knowledge and skills that will enable professional literary translators either to start working immediately after completing their studies, or to provide refresher courses and on-the-job training to experienced translators

- The EU shall take steps to support and strengthen links between project outcomes and EU policy development by for example facilitating links between projects in other policy areas, and encouraging projects to make links to national level.

- The EU should consider the use of support action for the start-up of the mobility system and the visibility and communication actions (as well as for the monitoring and assessment of the 2 years experimental implementation). This action will facilitate the creation of a translation network and community to mainstream information, ideas, opinions and thus creating European added value.

## **4) Suggested specific features of the mobility scheme for literary translators**

- The programme should encourage residencies centres and all others key players of the field to be promoters of the programme

- The programme should facilitate coordination among literary translators, publishers and educational/training institutions to better support beginners

- The EU should design the programme priorities building on a real need for information, ideally recognised by stakeholders in the specific sector, and that the outputs of activity provide a level playing field/baseline for knowledge, which enables different actors across the EU to move ahead.

- The EU should support mobility for capacity building and networking activity because this seems to be the key to structuring the EU dimension in literary translation, bringing different actors together from different countries, but ensuring the involvement of key organisations in this process to improve knowledge, information and competence regarding translators mobility and circulation of works.

- The project promoters should complement their core activities with initiatives to increase the visibility of the literary translation field, in order to enable translators to make use of their expertise in areas that goes beyond translation in the strict sense and acting as representatives in the source language country, and mediators in their own countries.