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**THE INFLUENCE OF DIRECTIONALITY OF
FRENCH AND ENGLISH INTERPRETERS AT
THE PAN-AFRICAN PARLIAMENT**

By

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DECLARATION

I, the undersigned, hereby declare that the work contained in this dissertation is my own original work and that I have not previously in its entirety or part submitted at any University for a degree.

Signature

Date

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ABSTRACT

As Herbert indicates (1952:82), “it is quite clear that in diplomatic conference the greatest attention should be paid to all nuances of words; while in gathering of scholars, technical accuracy will have greater importance; in a literary and artistic gathering, elegance of speech; and in a political assembly, forcefulness of expression.”

This study aims to assess the impact of directionality on French and English interpreters working for the Pan-African Parliament (PAP). Directionality is whether interpreters should work from their B language or acquired language, into their A language or their native language (AIIC: 1999). Supporters of B-to-A interpreting indicate that interpreters are not at ease cognitively when interpreting from the A language into the B language due to more effort required to find corresponding expressions in their B language (e.g., Donovan, 2003; Seleskovitch, 1999). Those in favour of A-to-B interpreting, on the other hand, affirm that interpreters’ better comprehension of their native language may help them produce a more complete and reliable interpretation (Denissenko, 1989; Williams, 1995). This study explores the performance of French/English simultaneous interpreters in both directions by focusing on norms and strategies. The data for the study was gathered by means of questionnaire interviews and the recording of ten professional interpreters’ simultaneous interpretation performance during the Pan-African sessions and committees which took place in October 2013. The simultaneous interpreting processes of interpreters were analysed according to certain norms such as: accuracy, fluency and quality, and according to the strategies that they customise to avoid the traps contained in the source speeches of the parliamentarians. This study will assess whether or not French/English interpreters at the Pan-African Parliament do their work accordingly and with confidence when they are required to interpret in both directions. Directionality has to be understood well for interpreters to deliver quality interpreting required for good communication amongst parliamentarians.

Keywords: Directionality, native language, acquired language, interpreting norms.

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List of Abbreviations

AHRM	Administration and Human Resources Management
AIIC	Association Internationale des Interprètes de Conférence
APROB	Appointment, Promotion and Recruitment Board
AU	African Union
COGTA	Cooperative Governance and Traditional Affairs
GPL	Gauteng Province Legislature
ISO	International Organization for Standardization
NA	National Assembly
NCOP	National Council of Provinces
PAP	Pan-African Parliament
REC	Regional Economic Community
SI	Simultaneous Interpreting
SL	Source Language
ST	Source text
TL	Target Language
TT	Target Text

Chapter One: Introduction

1.1 Introduction

In this chapter, I will discuss the background to the study, my research aims and ultimately establish the rationale for the study.

Directionality refers to whether interpreting is carried out into or out of one's first language (L1), "mother tongue", or "language of habitual use". Directionality, or whether an interpreter should work into his or her dominant or non-dominant language, has remained one of the most controversial issues in interpreting studies (Dejean le Feal, 1998).

The policy on directionality at the Pan-African Parliament seems to have shifted. At the Parliament's inception, interpreters were required to interpret in one direction only, from their first language or A language into their B language. Currently, however, interpreters generally work from their first language or A language into their B language during plenary sessions, but they may be required to interpret in both directions during committee meetings. My research aims to determine whether perceptions of lack of quality when interpreting into the B language are, in fact, grounded in reality.

1.2 Background

The Pan-African Parliament (PAP) is regarded by many as one of the most important organs of the African Union (AU). It is a legislative entity of the African Union. It was inaugurated on 3 March 2004, and is located at Gallagher Estate Convention Centre, Midrand, in the Johannesburg Metropolis, the Gauteng Province, of the Republic of South Africa. The establishment of this continental parliament was perceived by many as a giant step towards democracy and good governance in Africa. The Pan-African Parliament is a common platform for African peoples and their grass-roots organisations to be more involved in debates on the problems and challenges facing the continent. The African parliamentarians represent all the people of Africa, as indicated by its motto "One Africa, One Voice." In that framework, directionality will be one of the relevant issues to be taken into account when examining the efficacy of interpreting services. The policy on directionality at the Pan-African Parliament is not clear. At the Parliament's inception, interpreters were required to interpret in one direction only, from their first language or A language

into their B language, as per African Union specifications, however, this policy seems to have softened somewhat. Interpreters at the Pan- African Parliament generally work from their first language or A language into their B language during plenary sessions, but they may be required to interpret in both directions during committee meetings, or vice versa, in other words, in two directions.

1.3 The issue of directionality in simultaneous interpreting

According to Chang (2005):

Simultaneous interpreting is a mode of translation that involves orally translating the message heard in one language immediately, and continuously into another language while the message is still being produced. It is a complex cognitive process that requires the interpreter to listen to what the speaker utters and interpret it immediately into another language, listen to the speaker's next message, store the message in memory before retrieving it again for translation, and monitor his or her own output, all at the same time.

According to the International Association of Conference Interpreters (AIIC), an A language is "the interpreter's native language (or another language strictly equivalent to a mother tongue)", and a B language is "a language other than the interpreter's native language, of which the interpreter has a perfect command" (AIIC 2004). An understanding of the influence of directionality on French/English interpreters at the Pan-African Parliament, in other terms from B to A and from A to B, must be tackled by looking at the interpreting process, from the interpreter's perspective. According to Gile's Effort Model (1995, 1997), simultaneous interpreting is performed by the sharing of cognitive information among four major efforts: listening and analysing, production, memory, and coordination. Chang (2005) indicates that "many experienced interpreters know intuitively that the challenge for A-to-B interpreting lies mainly in production while that for B-to-A interpreting lies mainly in comprehension. Research on second language acquisition on bilingualism has offered ample support for this intuition (Chang 2005).

The majority of researchers and practitioners are of the view that working into the A language or first language only results in the best interpreting performance, and this is evidenced, in their view, by the fact that, in many international institutions, interpreters work only into their native language" (Schweda-Nicholson 1992). In Seleskovitch's (1999) view, simultaneous interpreting into B requires more effort from the interpreters, and also results in a weak rendition. Daro, Lambert & Fabbro (1996) are of the view that, interpreters tend to make more significant mistakes leading to loss of ideas when interpreting difficult speeches from their A to B language

Furthermore, when analysing her views on conference interpreting over the past decades Seleskovitch (1999: 62) indicates that, “when the interpreters work in both directions, it is easy to note not only that the B language is poorer but that it is subservient to the A source language and that the efforts made to find corresponding expressions in B mind from constructing sense”. When decoding into one’s B language, in her view, the interpreting process encompasses a number of lexical gaps and syntactic features. The opposite view on directionality is based on the fact that the source speech is best understood in the interpreter’s mother tongue, and that the interpreter is in a better position to reformulate what he has fully understood (Denissenko 1979). This hypothesis has shed light on the shortcomings of interpreting from B to A. The cultural knowledge in an acquired language makes it challenging for interpreters when listening to their B language. In effect, certain researchers are of the view that interpreters perform better in a number of instances from one’s A language to one’s B language (Tommola & Heleva 1998).

1.4 Research aims

This study will focus on the matter of directionality in simultaneous interpreting with particular emphasis on the interpreting performance of French and English interpreters at the Pan-African Parliament. Furthermore, interpreter’s performance will be recorded during the committee meetings. Individual interviews will also be conducted in order to elicit the views of French/English interpreters as far as interpreting direction is concerned, and their views on the most comfortable direction to work in during the interpreting process. The research aims to ascertain whether views of poor quality interpreting into the B language are in fact, grounded in reality. My research questions are therefore as follows:

- What are the institutional requirements at the Pan-African Parliament as regards the hiring of interpreters? Has there been a shift in policy as regards to directionality?
- How is directionality viewed amongst interpreters working at the Pan-African Parliament? Does directionality in interpreting influence the actual performance of interpreters at the Pan-African Parliament and if so, how?

Through analyses of authentic transcripts of interpreting, performances at the Pan-African Parliament will be carried out. It is hypothesised that interpreters will use different strategies when interpreting into the B language compared to the strategies used when interpreting into the A language. In addition, the researcher will assess the accuracy, fluency and word choice of the interpreters, as well as any source language interference, and their impact on production quality, in order to determine whether or not directionality plays a role in an interpreter's performance.

1.5 Rationale of the study

A number of African institutions are hiring professional interpreters for conferences, and the issue of directionality amongst interpreters in all languages in general and French and English interpreters in particular, is very pertinent. Practitioners of conference interpreting in the African context continue to be unaware of the debate evolving on the concept of directionality and, needless to say, conference organisers would prefer to ignore the issue on pragmatic grounds. To date, there has been little or no research into African contexts of interpreting in general, and the Pan African Parliament in particular. Finding an answer to these questions will provide information on the importance of the debate on directionality in interpreting and determine whether or not interpreting direction is really a primary factor that can significantly impact on an interpreting performance, or if other factors may offset the effects of directionality. Most of the studies conducted to date on this topic have been carried out by European scholars who are ignorant of the African context. Consequently, this study will address a gap in the existing research and may not only inform recruitment policy at the Pan- African Parliament, but may also be interesting in the context of training. The training of interpreters should be thoroughly reviewed to adapt to the needs of the market, as in real life more and more institutions are asking interpreters to be as competent in language A as in language B.

1.6 Organisation of the study

The study will be set out as follows:

Chapter One: Introduction and background

In this section, I will explain reasons for the choice of the research topic and provide aims and

rationale for the study.

Chapter Two: Literature review and theoretical framework

In this chapter of the dissertation, I will explore the literature review in relation to the topic of the study. I will also present the theoretical framework around which the study revolves.

Chapter Three: The Pan-African Parliament and its interpreters (case study)

I begin with some case studies of two parliamentary interpreting settings, namely the Gauteng Legislature and the parliament of South Africa in order to set the scene for an analysis of the administration at the Pan-African Parliament. I will explore various aspects relating to the Pan-African Parliament and its interpreters, including the language management recruitment process of the interpreters working for the Pan-African Parliament as well as providing some details on the Pan-African committees.

Chapter Four: Methodology

In this part of the study, I will endeavour to explain the manner in which the methodology is conducted in order to investigate the research problem. I will also describe the data as well as the criteria used for its collection and transcription and how I will deal with ethical issues of interpreters during interviews.

Chapter Five: Analysis and Findings

This chapter will be devoted to the analysis and findings with respect to the influence of directionality on French/English interpreters' performance at the PAP.

Chapter Six: Conclusion and recommendations

This chapter will present the conclusion of the research and make suggestions likely to assist the Pan-African Parliament on the issue of directionality regarding French /English interpreters.

1.7 Conclusion

This introductory chapter has laid the foundation for this study. The issue of directionality has been explained. The research aims, the background and the rationale were highlighted as well as the manner in which the study is going to be organised. In the next chapter more details will be provided in the literature review and the theoretical framework.

Chapter Two: Literature review and theoretical framework

“Directionality doctrines, no matter how strongly proclaimed, do not have a uniformly solid foundation” (Gile, 2005:10)

2.1 Introduction

This chapter reviews the literature concerning the matter of directionality in the field of simultaneous interpreting. It provides a broad overview of scholars' opinions on which direction the simultaneous interpreter should be working. The second section focuses on the theoretical framework which will assist to analyse the data collected.

2.2 Literature review

Directionality remains a subject which continues to divide practitioners in the interpreting profession. The influence of directionality in simultaneous interpreting has been one of the most hotly debated issues in conference interpreting and it is one of the oldest issues discussed amongst the practitioners of the interpreting profession (Bartłomiejczyk 2004). Research data is contradictory and supported by tradition rather than empirical research (Gile 2005). As explained earlier, AIIC defines a B language as the language other than the interpreter's first language of which he or she has a perfect command, and into which he or she works from one or more of her or his other languages (AIIC 2003). Pederson (1982) notices that “the first language does not necessarily mean chronologically first, but the language that is most readily available to an interpreter”.

A number of scholars and teachers in the field of interpreting are divided on what should be the best interpreting direction. There are two major schools of thought concerning the issue of directionality. The traditional view is that interpreting must only be carried out into the interpreter's native language or A language. A number of practising interpreters and interpreter trainers in Western Europe indicate that to produce a satisfactory target language product, interpreters must work exclusively into their first language (AIIC 1994). This conviction is based on the view that an interpreter will always have better comprehension than production skills in a

second language. First language interpreting is supported by practitioners and researchers such as Donovan (2002; 2004), Bartłomiejczyk (2004), and Chang (2005). They argue that “simultaneous interpreting into the B language should not be practiced or taught at all” (Déjean Le Féal 1998). This assumption supports the dominant thesis in Western Europe, which defends that simultaneous interpreters are more efficient when interpreting from their foreign language into their first language. “A number of theoreticians agree within the interpretation profession, it is a norm for interpreters to work into their mother tongue” (Schweda-Nicholson 1992). It goes without saying that during some of its meetings, the Pan-African Parliament exposes the complexity of the issue of directionality in the performance of French and English interpreters. It is quite challenging for interpreters, especially those at the PAP, to handle interpretation at the same time, especially if they have to interpret from their mother tongues into their acquired languages. This is because it is more convenient for most interpreters to work into their mother tongues than the other way around. Hatim (2001:164) indicates that “it is generally assumed that working into one’s mother tongue the A language is the ‘natural order’”. Furthermore, Newmark (in Hatim 2001: 164) observes that “interpreting into the language of habitual use is the only way you can interpret naturally and accurately and with maximum effectiveness”. This insight, according to Hatim, is in line with the common assumption that “interpretation into the mother tongue is the ‘normal’ direction - a stance promoted by the International Association of Conference Interpreters” (AIIC 2006).

The view that an interpreter can only be effective when working into his A language has been questioned by researchers and a number of scholars. This traditional view on the issue of directionality is criticised, since many researchers and practitioners are of the view that interpreters are in fact competent when working into their B language. According to Denissenko (1989), “second-language interpreting guarantees perfect source language comprehension and consequently a higher level of accuracy”. The supporters of second- language interpreting, particularly from Eastern Europe, go on to substantiate that accuracy and completeness, presumably a given in this direction, are more important in interpreting than linguistically flawless speech. Others, like Lambert (1978), are also in favour of interpreting into the B language. Lambert (1978:134) observes that a number of bilingual American graduate students have shown dominance in their second language over their native language, for example, dominance of French or Italian over English on several assignments.

The source text is evidently better understood in the native language. As a matter of fact, the comprehension of the source text is what really matters in the comprehension of the speaker’s message. To that end, “the interpreter is in a better position to reformulate what he or she has fully

understood” (Denissenko, 1979). Thus, interpreters can be competent when working in their acquired language. This is evident in a number of conference settings.

Apart from language competence, there are other variables that might contribute to the interpreter’s mastery of the second language, according to Al-Salman and Al-Khanji (2002), Lim (2005), and Pavlovič (2007), but it is evident that many interpreters are either indifferent towards directionality or prefer working into their second language. Dose (forthcoming) postulates that familiarity with the context might also influence the students’ mastery of interpretation into the B language. Researchers (such as Donovan 2002; 2004; Bartłomiejczyk

2006; Kurz 1994; Al-Salman and Al-Khanji) have examined the question of directionality from a scientific point of view and have discovered evidence to support both sides of the argument. It is worthwhile pointing out that a survey conducted among conference delegates in Paris indicates that participants do not notice qualitative differences between interpreting into A and into B (Donovan 2002, 2004). In that regard, directionality is not an issue for conference participants. It is important to indicate that there is a need for interpreters to be capable of working in both directions for practical reasons, since the market may require this. Work into B tends to be accepted reluctantly, not as a quality option, but as a fact of life, or even “a necessary evil in a given market situation” (Wooding 2001).

This is justified by the increased demand from the private-market conferences to employ interpreters who work in both directions. It is more convenient to hire interpreters who are able to decode in both languages. This might find its roots in the economic advantages and on concrete grounds. The Pan-African Parliament is heading towards that practice. Most interpreters are hired on the basis of their capacity to work in both directions. This adds more fuel to the debate on directionality. From that perspective, interpreters will be obligated to be proficient and fluent in their second language. Apart from an effect on interpreters’ preferences, it has been suggested that the interpreting direction may also have implications for the cognitive load that interpreters experience (Gile 2006:13). A significantly higher cognitive load during second-language interpreting would represent an argument against this direction, as it would place even more pressure on the interpreter performing an already demanding task, resulting in more severe and rapid fatigue.

2.3 Theoretical framework

According to Roberts (in Diriker 1994), “The goal of conference interpretation is relatively smooth presentation of the cognitive content of the message, with the interpreter extracting the ideas from the oral discourse and reproducing in an appropriate form and register in the target language.”

In order to determine the quality of interpretation, whether into the first language or into the second language, it is important to consider the context in which the interpretation is produced. A useful concept in this regard is the concept of norms. Which norms do French and English interpreters apply in their work at the Pan-African Parliament? The existence of norms has been studied extensively in translation studies. Therefore, the influence of directionality on French and English interpreters’ performance will also be explored by looking at the normative framework that interpreters should adhere to during the simultaneous interpreting process. What is required of the interpreter? What are the expectations at play, from delegates and from the Pan-African Parliament as the employer, and what are the interpreters’ own expectations of their performance? In other words, what is the job of the interpreter? Toury (in Sholdager 1994) distinguishes between preliminary, initial and operational norms in translation, which apply also to interpretation. Preliminary norms concern “the very existence of a definite translation ‘policy’ along with its actual nature and those questions related to the ‘directness’ of the translation” (Toury, 1978:53). Initial norms govern the translator’s overall strategy: s/he can either opt for adequacy, which emphasizes adherence to source-system norms, or acceptability, which emphasizes adherence to target- system norms. Operational norms concern actual decisions made during the process of translating (Toury, 1980). The interpreter is essentially expected to fully represent the original speaker and his/her interests and intentions (Gile 1991:198). Harris’ norm of the “honest spokesperson” entails that “interpreter’s re-express the original text uttered by the speaker and should express them as accurately as possible”. This is referred to as a fidelity norm (Gile, 1991). Fidelity means that the target text from the interpreter should not comprise any omissions (Harris, 1994). The fidelity theory holds that what is interpreted should be as faithful as possible to the original. In this regard Jones writes:

The conference interpreter must be able to provide an exact and faithful reproduction of the original discourse. Deviation from the letter of the original is permissible only if it enhances the audience’s understanding of the speaker’s meaning. Additional information should be provided only if it indispensable to bridge cultural gaps referred above: it should in no way involve the interpreter’s adding their own point of view to that of the speaker (1998:5).

For his part, Herbert observes that what is interpreted should “fully” and “faithfully” express the

speaker's original intentions (1952:4). Gonzales indicates that "interpreters must conserve the tone of the language, the timbre of the vocabulary with a fidelity that distinguishes the truly great literary translations; conference interpreting is first draft translation" (1991: 29). In the context of this study, the fidelity norm is relevant in the process of the target language rendition by interpreters in the proceedings of different plenary and committee sessions. Gile goes further by requiring that interpreters remain faithful to what he calls the "message and style" (1992b:189).

It will be worthwhile exploring the exact semantic correspondence which will assume a clear distinction between semantic content and linguistics of the original interpretations as indicated by Schlesinger (1989). According to AIIC, "the transfer of ideas in conference interpreting requires a perfect understanding of the meaning intended by the speaker in the original message, once it is understood, that message can be detached and reattached to words of the target language" (AIIC 1994). It is useful to emphasise that there is a link between fidelity and accuracy. In this respect, Seleskovitch (1968:166) demands "fidélité absolue" (translated as "total accuracy") for what is interpreted (1978a:102). Furthermore, the adequacy norm may be formulated as follows: an interpreter is allowed to say something which is apparently unrelated to the source-text item in question but substitutes it to another utterance, provided that he or she can say something which is contextually plausible (Schjoldager 1994). The existence of such a norm is probably peculiar to simultaneous interpreting.

A final norm, termed the fluency norm, is also very important in conference interpreting contexts. An interpreter conveys the ideas uttered by the speaker. S/he translates the source discourse so that other people in the conference understand them. To that end, the interpreter conveys the whole message including non-verbal features expressed by the speaker. In that regard "a good interpreter guarantees 'perfect'" communication between languages where the listeners do not have to put an effort into understanding what is being said. A good conference interpreter ensures a smooth, lively and pleasant delivery of the speaker's intended message, when even working under pressure" (Diriker 2004). This fluency norm is often said to take precedence over even the accuracy norm in conference contexts. Kurz (1993).

Having explored views of scholars in relation to fidelity, accuracy and fluency norms in simultaneous interpreting, the next section will examine the concept of quality in simultaneous interpreting. Pöchhacker observes that "the common denominator of all types of interpreting is the fact that the interpreter supplies a textual product which provides access to the original speaker's message in such a way as to make it meaningful and effective within the socio-cultural space of the addressee" (2001: 421). The very concept of quality, as defined in ISO standard 8402, refers to properties and characteristics of a product or a service and to the fulfilment of standards defined

beforehand (Mack 2002: 110f). For Vuorikoski (2004), quality has to do with the “sense of consistency with the original”, which is the defining property of good conference interpreting. Jones (2002: 4-5) describes the interpreter’s duty as being able to provide an exact and faithful reproduction of the target speech. Jones further states: an interpreter may only deviate from the source speech when he enhances the audience’s understanding of the speaker’s utterances’. Pöchhacker (2004:147) acknowledges that interpreters are subject to certain expectations held by participants in their interaction in a particular meeting, as such, the issue of quality interpreting is relevant to the rendition of interpreters. In fact, it has now become an integral norm in the practice of professional interpreting. The quality norm in interpreting is reiterated by Kalina who indicates that “it has become a matter of the profession’s reputation as well as a basis for assuring good working conditions and adequate pay since those who pay for interpreting services have a justified interest in getting good quality”(2005:769).

“Quality essentially means successful communication amongst the interacting parties in a particular context of the interaction” (Diriker 2004). Likewise, Kalina believes that the influence of directionality on interpreting quality should not be considered separately from “languages involved, type of conference, groups of participants for whom interpretation is intended, nationalities and cultural backgrounds of speakers, language distribution etc.” (2005: 42). Through this study, a proper analysis will be directed to grasp the level of Interaction between parliamentarians. This will allow us to assess better how directionality affects the process of communicative interaction. As is indicated, “the sphere of interaction can be viewed as reflecting the fundamental duality of interpreting as a service to enable communication and as a text production activity” (Viezzi 1996: 40). Sessions at the Pan- African Parliament involve a number of members of parliament from diverse cultural and linguistic backgrounds. In such a context, quality interpreting is key to convene successful meetings. Good communication during proceedings demonstrates that interpreters follow norms regarding quality interpreting. “The more one focuses on the interpreting as a service to enable communication in a particular setting, the more naturally one accepts the degree of success” (Diriker 2004). Gile states that “the interpreter is essentially expected to represent fully the original speaker and in his/her interest and intentions” (1991: 1980). As can be seen, the notion of quality cannot be discussed in isolation from the notion of norms. In fact, in summarising professional standards for simultaneous interpreting, Dejean LeFeal (1990: 155) states:

What our listeners receive through their earphones should produce the same effect on them as the original speech does on the speaker’s audience. It should have the same cognitive content and be presented with equal clarity and precision in the same type of language. Its language and oratory quality should be at least on the same level as that of the original speech, if not better, given that

we are professional communicators.

This is a clear indication that the target text should have a positive effect on the listeners and should be of even better quality than the source speech for the sake of communication.

A number of expectancy norms are available in views expressed by professional interpreters, as well as conference audience's opinions on the features of good interpreting. It is worth mentioning that, in Moser (1996), preferences were given for faithfulness to meaning over a literal reproduction of what was uttered by the speaker. It was also indicated that experienced conference delegates regarded sentence completion as a very relevant feature of interpreting quality, together with grammatical correctness. This would contribute to the norms of fluency.

The final theoretical concept that will be used in my analysis of directionality will be that of interpreting strategies. Chesterman writes that strategies "are ways in which interpreters seek to conform to norms. Note: not to achieve equivalence but simply to arrive at the best version they can think of, what they regard as the optimal translation" (1997:88). According to Campbell (1998: 4) L2 translation (and, by extension, L2 interpreting) is an activity that is as normal and possibly as widespread as translation into the first language, but relies on different strategies. Again, Chesterman (1997) distinguishes between "comprehension and production strategies".

"Translation strategies have been, and are considered a kind of operation in the interpreters' mind while interpreting" (Lorscher 1991: 76 cited in Gambier 2009:63-82). Kalina (1998) favours the definition developed by Kohn (1990), which emphasises that a strategy is intentional and goal-oriented. She believes that "interpreting requires the development of special strategies, some of which are based on the strategies of monolingual communication and some of which have no foundation in other language skills". On the one hand, comprehension strategies aim at analysing the source text and the whole nature of the interpretation process; they are inferencing strategies, and they are temporally primary in the interpreting process" (1997: 92). On the other hand, production strategies are dependent on the creativity of the interpreter. They "are in fact the results of various comprehension strategies; they have to do with how the interpreter manipulates the linguistic material in order to produce an appropriate target text" (Chesterman 1997: 92). These text-linguistic strategies are used by the interpreter in the process of producing a target text at the syntactic, semantic or pragmatic level (Gambier 2009: 63-82).

Instead of supplying arguments to either support or reject any one interpreting direction, a number of researchers have demonstrated that interpreters may simply use different strategies in each direction in order to facilitate their interpreting performance. Al-Salman & Al Khanji (2002)

classify approximation, anticipation, filtering (compressing the utterance with a view to finding a more economical way of expression) and skipping (making desirable omissions of unnecessary repetitions, redundant expressions) as achievement strategies, and incomplete sentences, code-switching (shifting the style from standard to colloquial), literal interpretation and message abandonment (extensive omissions) as reduction strategies. Bartłomiejczyk's (2006) work indicates that interpreters working into their first language generally apply the two additional strategies: addition and anticipation. The anticipation strategy is one of the common tactics utilised by interpreters whereby the interpreter anticipates what will come next and prepares the appropriate production in the target language. It is a strategy in which the interpreter manages to transform the organisation of information by immediately processing it into the grammatical and semantic of the output language in some cases, before the speaker has uttered the anticipated word or phrase. The anticipations tend to preface fixed expressions that convey the informational content of the message (Lederer 1978, Moser 1978). Conversely when interpreters work into their second language, the main strategies used are compression and generalisation. By compression we mean that the interpreter goes into the substance of the message conveyed by the speaker (Bartłomiejczyk 2006). The generalisation strategy is when the interpreters' target text features a broad explanation of ideas expressed by the speaker. The utilisation of 'coping tactics', as discussed by Gile, refers to conscious solutions implemented by the interpreter to contrast processing capacity overload and knowledge base inadequacy (1995). The question again, is, do interpreters at the PAP utilise those strategies or tactics, or do they combine them? What are their perceptions regarding the types of strategies they use in different interpreting directions? This view will be ascertained by the performance of French/English interpreters during plenary sessions held at the Pan-African Parliament.

2.4 Conclusion

This chapter constituted a review of the literature relating to the issue of directionality in general and the views of different school of thoughts in particular. This chapter also elicits the theoretical framework of this study. The chapter that follows elaborates two case studies of two parliamentary interpreting settings, namely the Gauteng Legislature and the parliament of South Africa in order to set the scene for an analysis of the situation at the Pan-African Parliament.

Chapter Three: Parliamentary interpreting in South Africa

3.1 Introduction

In this chapter a description of two parliamentary interpreting settings, the Gauteng Legislature and the Parliament of South Africa, is given. During this description the reader will be introduced to the functioning of both parliaments. This will pave the way for an analysis of the situation at the Pan-African Parliament.

3.2 The Gauteng Legislature

The Gauteng Legislature is the parliament of Gauteng and it is an institution that observes that the government performs its duty in the province. The Gauteng Provincial Legislature has a number of responsibilities such as: legislation, oversight, monitoring and the public involvement. It must be noted that the Gauteng Legislature is unicameral; in other words, it comprises one house. The members are elected for a five-year period. The legislature is housed in Johannesburg City Hall in central Johannesburg. The Gauteng Provincial Legislature, like the eight other provincial legislatures in South Africa, was established on 27 April 1994. The Gauteng Legislature has the power to pass legislation in various areas enumerated in the national constitution. In some of those areas, the legislative power is shared with the national parliament, whereas in others the province decides alone. These areas are the following: health, education agriculture, housing, environmental protection, and development planning. Those sectors fall under the responsibility of committees. In that perspective, the Legislature is structured into two types of committees: Portfolio Committees and non- Portfolio Committees.

3.2.1 The Portfolio Committees

The Portfolio Committees are attached to Departments in the Provincial Government and have a duty to enhance the Department's ability to perform its duty. Those Committees are sub- divided in the following manner:

- Community Safety Portfolio Committee
- Education Portfolio Committee
- Sport, Recreation & Arts Portfolio Committee
- COGTA and Human Settlement Committee
- Health Portfolio Committee:
- Education Portfolio Committee
- Community Safety Portfolio Committee
- Roads and Transport Portfolio Committee
- Social Development Portfolio Committee
- Sport, Recreation, Arts, and Culture Portfolio Committee
- Health Portfolio committee

After the enumeration of the Portfolio Committees, the different non- Portfolio Committees of the Gauteng Province Legislature are discussed in the next section.

3.2.2 Non-portfolio Committees

These are Committees that the Gauteng Legislature has established to handle matters relating to the Provincial Executive. They are also known as Standing Committees. Standing Committees are operational for the duration of the term of the Legislature, which is normally five (5) years. Standing Committees consider Bills and other matters given to them by the Speaker of the Gauteng Province Legislature or by resolution of the House. There are a number of them such as: Standing Committee on Public Accounts; Oversight Committee on the Premier's Office and Legislature; Petitions; Privileges and Ethics Committee, etc. Furthermore, there is what is referred to as Ad Hoc Committees, which work with various experts to handle emerging matters that require specialised expertise. It is important to point out that the Gauteng Legislature employs interpreters to service in all eleven (11) languages of the country. In that respect, simultaneous interpreting is utilised during the sitting of the Gauteng Provincial Legislature. Gauteng is the most multilingual province of South Africa. The Provincial Legislature is serviced by simultaneous interpreters, who work from any of the 11 official languages into the 4 regional languages of Gauteng (English, Afrikaans, isiZulu and Sepedi) for sittings of the House. It is important to note that the above

mentioned languages are only utilised in the house sittings. All of the activities of Committees require interpreters, to allow a perfect exchange of ideas so as to contribute to the GPL's oversight role, and to ensure that the Provincial Government works well for the people of Gauteng. During committee meetings held far from the house, which occurs mainly when the Legislature organises public hearings in a particular area of the Gauteng Province, the language spoken in those areas take precedence. Service providers are requested to provide freelance interpreters to work in those languages. The 1996 Constitution of the Republic of South Africa in Section 6 (1) states that the official languages of the Republic are Sepedi, Sesotho, Setswana, Siswati, Tshivenda, Xitsonga, Afrikaans, English, isiNdebele, isiXhosa and isiZulu. Subsection (2) states that, recognising the historical diminished use and status of the indigenous languages of our people, the state must take practical and positive measures to elevate the status and advance the use of these languages. Subsection (4) (a) states that all official languages must enjoy parity of esteem and must be treated equitably. In that regard, the GPL hires interpreters to work during the proceedings to allow councillors to interact if need be in all the official languages abovementioned.

The Gauteng Provincial Legislature does not employ in-house interpreters working in the languages utilised by the house or in the eleven official languages spoken in South Africa. Instead, they make use of freelance interpreters to service its meetings. The Gauteng Provincial Legislature makes provision for simultaneous interpreting services from any of the eleven official languages into the four regional languages (English, Afrikaans, Zulu and Sepedi) for sittings of the House. English is the pivot language and use is made of relay where necessary. The Hansard Development outsources freelance interpreters for the GPL. It worthwhile indicating that, members of Gauteng Legislature do not have an in depth knowledge of simultaneous interpreting. They often argue the incapacity of interpreters to render with accuracy everything uttered by the house. Furthermore, Pinnaar and Slabbert point out that: « simultaneous interpreting services is under-utilised in the legislature of the Gauteng Province. (2009:272).

3.3 The Parliament of South Africa

3.3.1 The Parliamentary Missions

The Constitution of the Republic of South Africa Parliament has a number of missions which are the following:

- Pass legislation;
- Conduct oversight;
- Public participation;
- Cooperative governance
- International participation

During parliamentary sessions interpreters are hired to in order to facilitate the debate between members of Parliament. It should be noted that the Parliament of South Africa employs freelance interpreters. In that effect, Hansard Development outsources interpreters in all the languages spoken during the Parliament meetings in to achieve the mandate of the South African Parliament.

3.3.2 Parliamentary Language Policy

This policy describes the use of the official languages in the business of Parliament:

- Official record of parliamentary proceedings (Hansard) and committee reports.
- Daily papers.
- External communication (Parliamentary Language Policy 2003: 1)

It must be noted that, as far as the house debate and committee proceedings are concerned, the Language Policy for the Parliament of South Africa Parliament (2003:1) allows Members of Parliament the right to speak any of the 11 official languages as well as South African sign language, in National Assembly (NA), the National Council of Provinces (NCOP) as well as in Committee meetings. This policy requires that speeches be simultaneously interpreted into all 11 official languages plus sign language. This language policy also requires that interpreting services be available in the public gallery for visitors, visiting Members of other Houses and the media. However, Committee Proceedings are not fully interpreted currently; interpreting services in Committee meetings are only provided if one of the Members prefers to speak his own language and it is only consecutive interpreting that is provided since simultaneous interpreting is not yet taken to the Committees.

As far as the Official Record of Parliamentary Proceedings is concerned, the Committee Reports,

Questions and Replies, Motions and Statements, the Language Policy for Parliament (2003: 3) indicates that all Parliamentary records will be published in the original language in which they were presented or submitted. The Policy further states that these records will be translated and made available electronically in all other official languages. This implies that the full implementation of language Policy for Parliament will realise the publication of Hansard, Committee Reports, Questions and Replies, Motions and Statements in all 11 official languages of South Africa. The question is how far is this policy implemented to date?

As per the daily papers, the Language Policy for Parliament (2003: 2) indicates that each Member of Parliament will exercise his/her preference for the official language of his/her Daily Papers such as Order Papers, Announcement, Tabling's and Committee Reports, Minutes of proceedings of the House debates ... The Policy further says Members of Parliament will receive these Papers in the language registered as the language of their choice. Since the researcher is the employee of Parliament in the Language Services Section, he would like to mention that to date, all Daily Papers, Committee Reports and Minutes of proceedings of the House debates are still in English and Afrikaans not in all the languages of the republic.

Clause 4.1 is related to the external communication of the Parliament. The Language Policy for Parliament (2003: 1) indicates that any member of the public or any institution or body will address Parliament in the official language of their choice.

Clause 4.1 (c) stipulates that any person submitting oral evidence will indicate the language of use within 48 hours to facilitate effective interpretation in other words, that any member of the public who will make oral submission, question, motion, statement and report in his/her language of choice should make it known within 48 hours.

The National Assembly (NA), the National Council of Provinces (NCOP) including the Committee meetings requires that speeches be interpreted in the simultaneous mode in all the eleven spoken languages in South Africa including sign language. Furthermore, this policy requires interpreting services to be available in the public gallery for visitors, visiting Members of other Houses and the media. It is important to mention that, Committee Proceedings are not entirely currently interpreted. The interpretation in Committee meetings is only available whether a Member speaks his own language, in that regard, consecutive interpretation is available. It is worthwhile mentioning that simultaneous interpreting is not available in Committees.

1. Official Record of Parliamentary Proceedings (Hansard, Committee Reports, Questions and Replies, Motions and Statements).

The Language Policy for Parliament (2003: 3) indicates that all Parliamentary records will be made public in the language in which they were presented or submitted. Furthermore the Policy indicates that these records will be first translated and be availed in the electronic format in all official languages. This means that the full implementation of language Policy for Parliament will achieve the publication of Hansard, Committee Reports, Questions and Replies, Motions and Statements in all 11 official languages of South Africa.

2. Daily papers

The language Policy for Parliament (2003: 2) states that each Member of Parliament will exercise his/her preference for the official language of his/her Daily Papers such as Order Papers, Announcement, Tablings and Committee Reports, Minutes of proceedings of the House debates etc. The Policy provides that Members of Parliament will receive these Papers in the language registered as the language of their preference.

3. External communication

Clause 4.1 of the Language Policy for Parliament (2003: 1) states that any member of the public or any institution or body will address Parliament in the official language of their choice.

3.4 The Pan-African Parliament and its interpreters

3.4.1 Recruitment process of interpreters

The recruitment process of interpreters and translators at the Pan-African Parliament shows an added spirit and strength in the manner the institution fulfils its mission. It is a process that requires diligence, efficiency, transparency and fairness. It is crucial to assert that any discrepancies in the recruitment will obviously bear serious consequences on the capacity of the PAP to deliver on its mandate. Applicants are shortlisted by assessing the following requirements: interpreters' qualifications, their competences, their experiences and their skills and abilities as stipulated in the job requirements. The recruitment of interpreters in all the organs of the African Union, including the Pan-African Parliament, must be transparent and fair. The African Union Commission is an equal opportunity employer and the Appointment, Promotion and Recruitment

Board (APROB) has to be informed of any available interpreters' vacancy and will be held accountable for any improper recruitment process of permanent interpreters in the Pan-African Parliament. APROB is the organ in charge of proceedings of the recruitment. It is relevant to indicate that APROB is constituted both by members of the African Union Commission and members of the PAP. It must also be noted that all in-house interpreters and translators' positions will be advertised on the African Union website. To that end, the Directorate of AHRM will send relevant information by email of any vacant post advertised internationally to all the members' state of the African Union Permanent Representatives Committee in Addis Ababa, Ethiopia. The selection process is key as far as the recruitment of the best professional interpreters is concerned. It necessitates mainly evaluations of the applicant's curriculum vitae, especially interpreter's qualifications, experiences, skills and abilities and their professional credentials, to ascertain whether or not these match with the criteria stipulated as per the job advertisement. Systems and procedures are required in order to short list the interpreters' applications. This method will by the same token assist to identify focal points and monitor the receipt and processing of interpreters' applications within acceptable datelines for the consideration and approval of APROB. Furthermore, the Panel through its Chair, the Head of Human Resource Management Division, or his or her representative, has the duty to compile a minute and a short-listing matrix and send them in no less than three (3) and no more than five (5) selected candidates for the consideration and approval of APROB. After APROB's approbation, the short-listed applicant interpreters to fill positions in the PAP will be made available to the head of Human Resource Management Division. The onus rests on him to notify selected applicants within a week of the date of interview. At the end of the interview process, the Head of Human Resource Management Division receives all the scores achieved by candidates from the panellists and captures them into a scoring sheet signed by present panellists. APROB examines the interview report compiled by AHRM and informs the Chairperson on the successful incumbents' interpreters for appointment at the Pan-African Parliament or otherwise. Once the three best candidates to fill the position are approved by APROB, this is forwarded to the Deputy to approve and select the best suitable applicant in the period of two weeks subsequent to APROB's directives. It must be indicated that interpreters are classified in the P3 category as far as their remuneration is concerned according to the United Nations Systems which is also applicable in all of the African Union organs. It is, consequently, paramount to indicate that this above mentioned recruitment process applies to in-house Pan-African interpreters only.

The Pan-African Parliament is an international institution and an interpreter is therefore expected to have at least a Bachelor Degree and 10 years relevant working experience. These requirements are of paramount importance, to have competent and capable interpreters who can interpret in both

directions, as well as deliver satisfactory interpreting. This is to ensure that they are well equipped with the necessary skills and knowledge for effective and efficient job performance. This is observed in the current job recruitment policy on working experience in interpretation/translation in an institution or international meetings on diverse issues. Applicants must be able to interpret and produce their work independently (see job advertisement PAP/07/2013). During the parliamentary sessions of the Pan-African Parliament, interpreters are commissioned to service meetings scheduled according to the sessions rosters compiled by the interpreter's coordinator of the current parliamentary session. All in-house interpreters working for the Pan-African Parliament are considered as international public employees and enjoy all the rights granted to the Pan-African Parliament employees. The Pan-African Parliament interpreters know the rules and the procedures related to the proceedings of the institution. This is in line with the recruitment policies confirming that French and English interpreters must have profound knowledge of the issues facing the African continent. It is worthwhile indicating that today interpreters at the PAP must have at least a proper professional qualification in interpreting issued by a higher education institution.

With respect to directionality, the new recruitment policy at the PAP requires that interpreters should be able to interpret in both directions of their working language. Consequently, the language requirement is: "Proficiency in both directions that the interpreter will work. Knowledge of any other working language of the African Union would be an added advantage" (see job advertisement PAP/07/2013). This policy is good, because it encourages PAP interpreters to have a good command of both working languages. It is worthwhile indicating that at the screening stage, the Human Resources department proceeds to select the potential candidates who will undergo interviews. These interviews are conducted by the Pan-African Parliament and the African Union delegation. During the interviews, the potential candidates are assessed by a number of questions pertaining to the Pan-African Parliament, which includes a couple of translations, simultaneous interpreting capacities and skills and psych technique tests. As far as the freelance interpreters are concerned, the division for legislative affairs makes use of the data base of the African Union interpreters. To date, a couple of local interpreters after a proper assessment of qualification, experience, skills and abilities done by the chief interpreters of the Pan-African Parliament in each of the six languages utilised by the institution, have been called to service sessions and committee sittings. Interpreters are recruited by complying with the regional economic community representivity rather than by their competences.

3.4.2 Functions of the new Interpreting division

It is worth emphasising that, until recently, the PAP did not have a Translation Department in the proper sense of the term. The new structure accepted by Members of Parliament during the May 2004 session did not create an interpretation and translation unit in the PAP. However, the Head of Documentation of the PAP which is under the legislative business coordinates translation and interpreting related activities. Consequently, a professional translator/interpreter has recently been appointed to head the Translation and Interpreting Department of the PAP. In fact, the recently appointed Head of Translation and Interpreting reports to the Deputy Clerk of Parliament who is in charge of Legislative Business. The Interpreting division is entitled to perform functions such as:

- Identifies and hires interpreters (from the database of the network of freelance interpreters from Member States of the AU) for sessions of the PAP;
- Prepares documents and related materials for sessions of the PAP;
- Verifies freelance interpreters' availability for the Pan-African Parliament sessions;
- Receives and acknowledges the evaluation report of each interpreters teams; and
- Prepares interpreters teams to service any meeting convened in the Pan-African
- Parliament.

During the parliamentary sessions and the sittings of the Pan-African Parliament, interpreters are commissioned to service meetings scheduled according to the sessions rosters compiled by the interpreter's coordinator of the current parliamentary session. To that end, the Pan-African Parliament has different committees, commissions and/or directorates where interpreters are requested to render their services. The Pan-African Parliament organises additional meetings such as the Youth Parliament, Café meeting, and ambassadors' consultations which must be covered by interpreters. Apart from the abovementioned meetings, it is also relevant to indicate that the Pan-African Parliament, in collaboration with others institutions such as the United Nations Systems, hosts numerous meetings with the participation of parliamentarians to keep them abreast and capacitate them on new international matters.

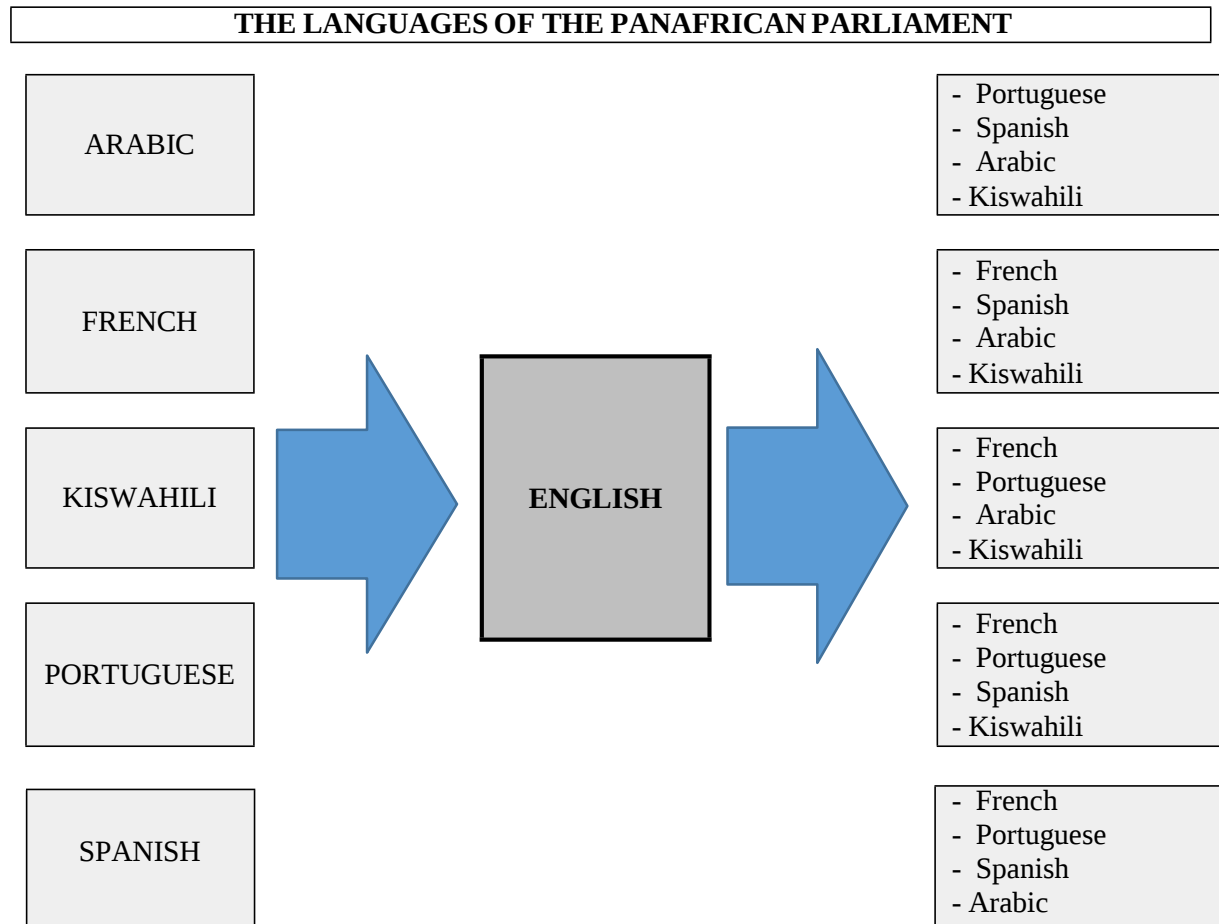
3.4.3 Language Management at Pan-African Parliament

“If you talk to man in a language he understands, that goes to his head. If you talk to him in his language that goes to his heart” (Nelson Mandela)

The thought is applicable to the Pan-African Parliament which utilizes six official languages in order to allow good communication among members of parliament from the five regions of the African Union (AU): Arabic, English, French, Portuguese, Kiswahili and Spanish. Until the appointment of a professional translator/interpreter to head the unit, the Head of Documentation of the PAP was coordinating all translation and interpreting related activities of documentation of the Pan-African Parliament. The Head of Documentation coordinates professional events and Conferences at the Pan-African Parliament. It must be mentioned that, in the Pan-African Parliament, the language policy is implemented in such a manner that all the six official languages are utilized during plenary sessions, committees meeting and other relevant gatherings convened by the PAP. This is because a number of parliamentarians require that all meetings be serviced by professional interpreters decoding in all the six languages of the African Union (AU). It is useful to indicate that Spanish and Kiswahili are only required for the two ordinary sessions of the PAP. From this stage, it is vital to elaborate on freelance interpreters working for the Pan-African Parliament.

Table 1 below lists the number of interpreters needed to have a successful PAP session. It shows how interpreters at the Pan-African Parliament are allocated in the different languages during the sessions and other important meetings convened by the PAP.

Table 1 Table 1 The Languages of the Panafrican Parliament



3.4.4 Freelance interpreters to support committee proceedings and other meetings

The PAP collaborates with a network of seasoned professional freelance interpreters from all member states of the Pan-African Parliament. These professionals have a proven track record and are familiar with the specific terminology including the institutional memory utilised by the Pan-African Parliament. Their availability is verified before any appointment to a particular assignment during parliamentary sessions or other relevant meeting when the support is needed. The session coordinator drafts the interpreter's roster, which is then forwarded to the Legislative Business Department for approval. It must be indicated that the legislative business unit has the right to change the list proposed by the chief interpreter and add interpreters of its choice. The Legislative Business Unit makes sure that interpreters are selected according to the representation of the five economic communities of the continent. The service of these support professional freelance interpreters is mostly needed during ordinary sessions of the Pan-African Parliament, sittings of the Parliament and other meetings. It is relevant to indicate that the PAP employs more than fifty (50) freelance interpreters to cover all the languages to support both an ordinary session and committee's meeting. In the same pattern, other PAP meetings require interpreters, such as the sittings of parliamentarians and the parliamentarians' Retreat. Before going further in this study, it should be useful to list the committees, commissions and directorates that are part of the architecture of this legislative institution of the African continent. The committees of the Pan-African Parliament are organised as follows:

- The Committee on Rural Economy, Agriculture, Natural Resources and Environment;
- The Committee on Monetary and Financial Affairs;
- The Committee on Trade, Customs and Immigration Matters;
- The Committee on Co-operation, International Relations and Conflicts Resolution;
- The Committee on Transport, Industry, Communications, Energy, Science and technology;
- The Committee on Health, Labour and Social Affairs;
- The Committee on Education, Culture, Tourism and Human Resources;
- The Committee on Gender, Family, Youth and People with Disability;
- The Committee on Justice and Human Rights;
- The Committee on Rules, Privileges and Discipline.

After the presentation of the committees, it is of equal necessity to list the different commissions and Directorates of the Pan-African Parliament. There are several commissions and Directorates such as:

- Commission for Peace and Security;
- Commission for Political Affairs;
- Commission for Infrastructure and Energy;
- Commission for Social Affairs;
- Commission for Human Resources, Science and Technology;
- Commission for Trade and Industry;
- Commission for Rural Economy and Agriculture;
- Commission for Economic Affairs;
- Directorate of Legal Affairs;
- Directorate of Women Gender and Development;
- Directorate of Civil Society and Diaspora

3.4.4.1 French and English interpreters' background

French and English interpreters at the Pan-African Parliament come from all the five regions of Africa. They all have the ability to work in a multicultural environment, which is one of the requirements to work for the organisation. Interpreters employed by the PAP have a broad knowledge pertaining to the issues of the African continent. It must be noted that French/English interpreters working for the Pan-African Parliament have a minimum qualification of a Master's degree in any field. Most of them have relevant qualifications in interpreting or translation. They all come from Africa. The Pan-African Parliament does not employ French and English interpreters coming from other continents. These interpreters have extensive experience in simultaneous interpreting. It is worthwhile emphasising that French and English interpreters working for PAP have a proven record of working in Regional Economic Communities (RECs). They do not come from French and English speaking African countries only. A number of them are from Egypt or other non-French and English speaking countries in Africa.

Chapter Four: Methodology

“If you don't know where you are going, you will probably end up somewhere else.” (Peter 2014)

4.1 Introduction

This study, mainly its research methodology, will focus on data, namely the recordings of simultaneous interpretations of the sessions and committees meetings of May 2013. Thereafter, this research will describe the instruments utilised to collect data, particularly the questionnaire and interviews and finally the transcriptions of the simultaneous interpretation and the interviews. Thereafter the participants in the study and ethical challenges will be discussed

4.2 Data

As already mentioned, this research is based on empirical data collected at the Pan-African Parliament. The recorded data were collected from the interpretation of the sessions of the above mentioned institution. Only French and English interpreters who signed consent forms were recorded. In fact, the data comprised features obtained from the interpretations made during the plenaries and committees' sessions of the PAP. The topics discussed involved Pan- Africanism, and African Renaissance and the 2014 budget of the Pan-African Parliament. These speeches were interpreted in both directions: French into English and English into French. The recorded of interpretations was done by the Pan-African Parliament service provider in charge of interpretation and conference equipment. It must be clarified that the researcher did not transcribe all the data available. The transcription was effected by listening to the recorded interpretations, taking notes and an extract from the speeches was selected to in order to conduct the analysis of the interpretations.

The data for this study were taken from a corpus of presentations during the Pan-African Parliament proceedings of May and October 2013. Every effort was made to construct a complete and coherent transcription of the oral speeches. Four original speeches were selected from both sessions of PAP to conduct this research: two into French and two into English. The English speeches were taken from the budget speeches delivered by a parliamentarian from Sierra Leone,

the French speech on the Africa Renaissance and Pan-Africanism was delivered by a former PAP Senegalese parliamentarian but now minister of his country. Other French speeches were delivered by the Honourable member from Gabon and a female Parliamentarian from Arabic Sahrawi Republic. The above mentioned speeches were delivered live in the plenary room of the Pan-African Parliament and in the committee rooms. The four English and French speeches were not changed at all. The source text versions ran at an acceptable pace, which was comfortable for French and English interpreters to work.

4.3 Study instruments

This study was conducted by using two major tools to gather and analyse the collected data. These tools are: questionnaire, interviews and the recording of interpretations performed by interpreters.

The interviews were well organised and presented in a semi-structured manner (Saunders, Lewis and Thornhill 2007). The participants were posed 12 questions on the issue of directionality. In that regard, each and every participant knew what the substance of the questions was (see appendix A). A number of questions were posed to the participants around whom the interaction was directed. It is relevant to indicate that the same set of questions was posed to each participant. Furthermore, it is relevant to indicate that the interview was designed in the manner that the participants could ask other relevant or pertinent questions in order to explain or expand the discussion as per the matter being discussed.

The objective of the questionnaire was to elicit background information as far as the participants are concerned. A copy of the questionnaire was available. Once again, it is worthwhile mentioning that this proved helpful to identify the interpreters 'years of experience, qualifications, annual workload and training.

The following sections will focus on the study participants, the ethical issues related to the study and ultimately the challenges to the study.

4.4. Participants in the study

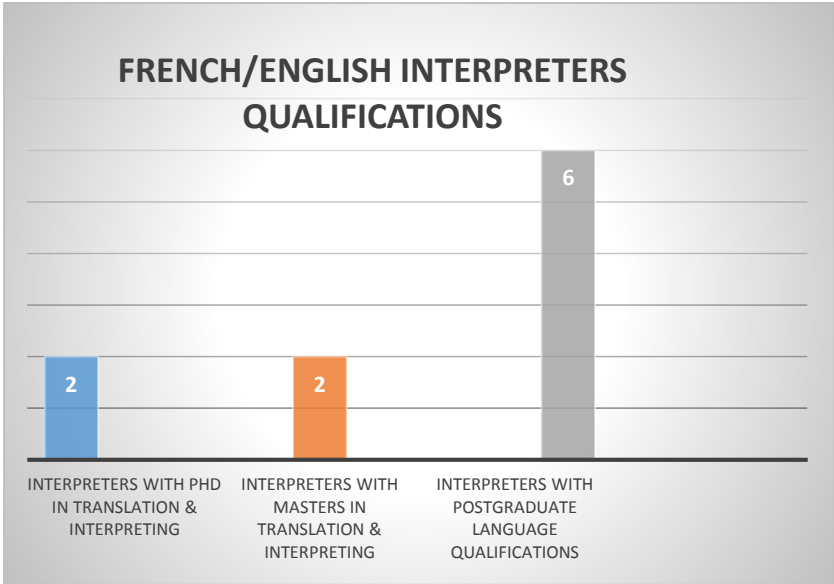
It must be pointed out that only French and English interpreters who signed the consent form, participated in the interview and responded to the questionnaire were recorded. In fact, the data comprised features obtained from the interpretations made during the plenaries and committees' sessions of the PAP. Furthermore, this study will look at the different strategies utilised by respondents to avoid the gaps contained in the Source speeches.

Official permission was granted by the Clerk of the Pan-African Parliament to conduct a study. In that context, a number of support data sources were provided such as: documentary evidence and interpreters' rosters. These documents were relevant to understand how does the PAP operate. It is useful to indicate that most of the meeting rooms including the plenary room of the PAP were entrusted by advanced Bosch simultaneous interpreting equipment. Participants were contacted by the researcher during the two sessions of the PAP. The participants were met on an individual basis before and after the plenaries and the meeting of committees in order to collect data for this research. Participants were selected according to their experience with the Pan-African Parliament and their experience as simultaneous interpreters. They responded to accurate questions regarding their language learning background and their view in the matter of directionality in French and English before proceeding to the interview. It must be indicated that there was a quick briefing with each interpreters to explain the gist of topic and what was the purpose of the interview, thereafter the interpreters were provided with a written description of the consent and participant form. Interpreters were advised to be at ease to ask any questions during the interview process to be certain that they grasp the rationale behind this research. Before being interviewed, they first signed a consent and participant form.

To conduct this study, ten participants were selected. Their selection was based on their knowledge of the institution and on the base of their experience in simultaneous interpreting. It is relevant to note that I did not know them personally. Participants were contacted during the different breaks of the plenaries and committee sessions of the Pan-African Parliament. In that selected group, five respondents have English as a native language and five of them having French as their first language. Three French interpreters have Arabic as their passive language. One French interpreter has Spanish as his third language. Amongst the ten participants chosen, one participant has French as his first language; he grew up in a French speaking country but works into his second language which is English. He indicated that he feels comfortable interpreting into his B language. It must be noted that most French participants respond in asserting that they began learning English in secondary school. The same applies to English interpreters; most of them start

getting acquainted to French after their secondary school .They all stayed in an English and a French speaking country. Their total length of extended stay in an English and French speaking country ranged from one year to five years. These data were extracted from interviews with the participants. They were contacted according to their availability during the Pan-African Parliament sessions. Participants ranged from 45s to 60s in age, they are experience professional interpreters with the same directionality. All were working from their B-language (English) into their A language (French) and from their B language (French) into their A language (English). Six of the participants have post-graduate qualifications in language studies. Two of them possess doctorate degree in interpreting and translation and two possess a master’s degree in Translation and Interpreting studies. Respondents have more than two years of full-time interpreting training at the post-graduate level. All of the ten respondents got an extensive experience in simultaneous interpreting. Respondents are free-lance French and English conference interpreters working for the Pan-African Parliament.

Qualifications of French/English interpreters
Figure 1 English/French Interpreters Qualifications



They have been invited on several occasions to work in The Pan-African Parliament sessions over the years. Their interpreting experience varies between 15 to 40 years of work as simultaneous interpreters. It is worth mentioning that all of the respondents work for regional bodies represented in all the five regions of the African continent. The Ten participants work from French into English and vice – versa. One respondent has been working for the Pan- African Parliament since March 2004 when it started its proceedings. It must be noted that, no formal assessment of the

participant's language proficiency was conducted. When listening to their recordings, all of them demonstrate a good command of their first language. However some display some challenges to work into their second language, whether into French or into English. Taking into account the data supplied by the interviews about their interpreting history, all of them interpret regularly into French and into English. The average estimated in percentages of their simultaneous interpreting duty into their first language or their A language ranged from 70% to 80% per year while the percentage of their simultaneous interpreting into their second language or B language ranged from 30% to 40% . It is necessary to indicate that these are percentages per year including the Pan-African Parliament assignments. As far as the simultaneous interpreting, in both directions, is concerned mainly in the Pan-African Parliament the percentage of all respondents ranged between 15 to 20%.

Respondent's language direction per year

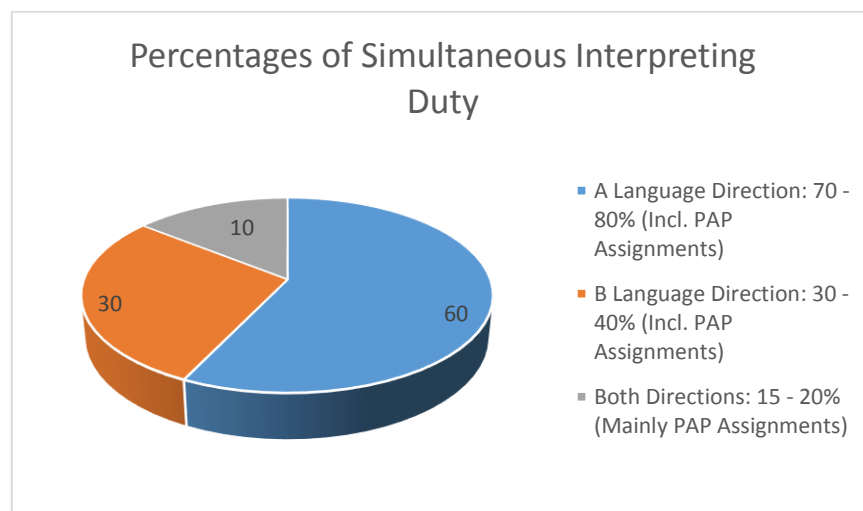


Figure 2 Percentages of Simultaneous Interpreting Duty per Year

At this stage, it is worthwhile noting that, respondents indicate to be more at ease working into their first language. Half of the participants to this research were members of the International Association of Conference Interpreters (AIIC). It has to be mentioned that the International Association of Conference interpreters (AIIC) is not a proponent of interpreting into the second language (AIIC: 1994). This is the reason why six respondents indicate their preference in the first language interpreting. Those six participants who are AIIC members as indicated above maintain that simultaneous interpretation (SI) into their acquired language is not a good option because of the difficulty to deliver to their full potential. They point out that interpreting in their second language is a constraint required by the Pan-African Parliament with which they do not agree.

Four respondents indicated that they were comfortable in both directions, in other terms being capable to interpret into their first language and their second one. Those six participants who are (AIIC) members as indicated above maintain that simultaneous interpretation (SI) in their acquired language is not a good option because of the difficulty to deliver to their full potential. They point out that interpreting in their second language is a constraint required by the Pan-African Parliament. In normal circumstances, they could not accept to work into their second language. It is worthwhile to mention that interpreters that were working in their habitual direction during the sessions demonstrate their experience in utilising lexical items and grammatical constructions that can be predicted on the basis of ready correspondences suitable to the text” and paused as long as 10 seconds in their SI, apparently as a result of devoting their whole capacity to understanding the incoming message, just good English speakers whose accuracy was far from satisfactory. These professional interpreters employed the strategy of slowing delivery in order to comprehend dense incoming material" (Lee: 1999). Respondents that display such a competence, after a deep observation, were (AIIC) members. It is also important to affirm that three respondents amongst the ten had never heard of the term directionality in spite of their simultaneous interpreting training and experience. Most of the respondents indicate that working in both directions is an advantage. Four of them emphasise that working in both directions can be an advantage. Two underscored that working in both directions reaps more rewards in their profession, since it offers more work opportunities. French/English participants indicate that a number of their employers including the Pan-African Parliament expect them to work into their A language and into their B language.

Data regarding interpreters’ preferences also reveal an interesting case; one respondent indicates that he prefers working into his B language, which is English. He adds by affirming that he has developed more reflexes into his second language which is English. As far as the general comments are concerned during the respondent’s interview on the issue of directionality, a number of participants indicate that no matter the directions, simultaneous interpreting in both ways remains a challenging exercise. The majority of SI interpreters of French/English of the Pan-African Parliament, even those who have a good command of their B language indicate that directionality is not a proper option to service a meeting in the PAP. Participants are not in favour of the small team during the sessions and committees of the PAP, in other terms, French and English interpreters who work utilising one booth in both directions in the PAP meeting. Participants are however in favour of a big team according to AIIC’s view on the matter of directionality. Respondents who were sincere enough refute that practice to be applied in all the

meetings convened by the Pan-African Parliament. This is, in fact, the view of the participants regarding directionality in PAP. There is a clear indication from participants that directionality in the PAP has to do with economic motives from the Pan-African Parliament in general and the division of Legislative affairs in particular. This is the manner in which service providers in the southern hemisphere conduct their interpreting industry. Respondents indicate that it is the tendency in other Regional Economic Communities (Recs) as well. In that context, a number of them do not object when they are requested to work in both directions during the sessions and committees meetings at the Pan- African Parliament to avoid to be deselected from the French/ English interpreters roster of the PAP.

As far as the Pan-African Parliament is concerned, the matter of directionality is not of concern. The Division of the Legislative Business Affairs which is in charge of hiring interpreters during the Pan-African Parliament meetings ignores matters regarding conference interpreting. It does not grasp interpreter's competencies and abilities in their capacity to work in one or other directions. None of the staff of the abovementioned department was capable to indicate the view of the PAP on directionality. It is worthwhile mentioning that the PAP does not have any view on the matter on directionality.

4.5 Ethical issues during interviews with interpreters

Ethical issues for this research have meticulously noted, during the interviews with the Pan-African Parliament interpreters, it must be emphasised that they have to be fully aware of the degree and nature of the risk before giving their consent. This should be done in a free manner, in order to participate in the study. Interpreters might be advised about any risks involve during the study. It might be physical or psychological risks that interpreters could be exposed to while interacting during the interviews. In particular attention ought to be given to matters pertaining to sensitive themes. In that context, the confidentiality, disclosure of personal information and discomfort of respondents should be observed. It is important that precautions be in place to deal in a convenient manner with interpreters during the interview. It is relevant to think about ethical issues pertaining predominantly to the interview processes, for cases where interpreters might 'disclose' and perhaps say more than they wanted to or, when reflecting after sometimes, they might be in disagreement about something that was uttered during the interview. To that end, it is therefore important that interviews related to this study include informed consent from participants before they participate. In other words, Pan-African Parliament interpreters should be informed

exactly on which category of questions will be posed, to what extent they will agree to respond, and informed as to what kind of risks they are going to be exposed to, prior to agreeing to take part in the interview. Furthermore, it is relevant to indicate that an information sheet was be provided to interpreters with information about the study. Any information regarding their particulars, and why they are selected to partake in the study should be known. Moreover, interpreters were be informed that even after their agreement to participate in the research, the onus rests on them to change their mind at any time without any explanation. Interpreters were also briefed on the matters of anonymity and confidentiality of the interviews and the recordings of their interpretations during the sessions. It is worth mentioning that Pan-African Parliament interpreters will obviously be requested to sign a consent form in order to record informed agreement to participate.

4.6 Study challenges

In the course of this study, there were a number of challenges. Some of them failed to respond to the questionnaires and others did not submit completed questionnaires. This rendered difficult the collection of data in some cases. It was also challenging to arrange appointments with participants. A number of excuses were given by the respondents to justify their unavailability to participate in the interview. Some of the participants also refused to have their voice recorded. They indicate that the recording of their interpretations was unethical. This situation leads to negotiations with participants to obtain their buy-in to be interviewed. The technicians were also sometimes uncooperative when it came to the recording of committee interpretations. This is pertinent to be highlighted as indicated by Roy (2000:14) - “a brief explanation of the context in which the research was conducted should accompany the data collected”.

4.7 Conclusion

In this chapter, the reader was given an overview of the methodology used in this study. This section describes the instruments utilised to collect data, the types of data and how the data was analysed. It highlights the challenges of the study and the ethical issues. The next chapter deals with data analysis and norms and constraints as well as the strategies applied by French and English interpreters at the Pan-African Parliament.

Chapter Five: Analysis and findings

5.1 Introduction

As was mentioned in Chapter 4, the topic of the source speeches revolves around the Pan- African Parliament's 2014 budget, Pan-Africanism and the African Renaissance. In this chapter, the interpreters' performance will be analysed and assessed by examining the three main interpreting norms: the fluency norm, the accuracy norm and the fidelity norm, as well as the notion of quality, which incorporates these three norms. The researcher then focuses on the different strategies utilised by respondents to circumvent the difficulties contained in the source speeches.

5.2 Analysis of norms and strategies applied in simultaneous interpretation

5.2.1 Analysis of the norms applied by interpreters

Toury indicates that “translation is subject to various kinds of constraints” as a human activity; interpreting should therefore also be governed by norms. In that regard, interpreters are required to apply norms to assist them to find solutions to the issues that they face. A number of norms were mentioned in the previous chapter. “In a legislative context, the interpreters are also very aware of the accuracy requirement which tends to compete with the fluency norm” Wallmach (2004: 205). In this section the fluency norm, the accuracy norm and the fidelity norm will be studied.

5.2.2 The fluency norm

It is generally accepted that the prevailing norm in conference interpreting emphasises fluency of output and the primacy of meaning over form (Shlesinger 2000:7).

Regarding the fluency norm, the analysis suggests more oral fluency for interpreters working into their A language. This norm is utilised to display broadly a high command of the foreign language.

It is demonstrated by a fluidity of the language spoken. In that context, interpreters display their ability of working into their A language effortlessly and efficiently in their target language from the African Renaissance speech in the plenary room. In extract 1, the interpreter F1 is working into his A language which is French.

Extract 1: Interpretation into French (A language)

SL: The presentation of this budget and the processes of preparation, the scrutiny and approval that preceded it are in line with the decision of the PAP (Pan African Parliament) October 2012 Plenary.

TL: *La présentation de ce budget et le processus de préparation, le processus d'examen d'approbation qui l'ont précédé sont conformes à la résolution adoptée à la plénière du PAP en Octobre 2012. Backtranslation: The presentation of this budget and the process of preparation, the scrutiny of approval preceding it are done according to the decision of the 2012 Plenary of the Pan African Parliament (PAP).*

The extract is well interpreted. The expressions and sentences of the French interpreter are clearly understood. The interpreter F1 is displaying a good command of the French language. In addition, the researcher observed that his pace and pitch are excellent. The phrase in the SL “The scrutiny and approval that preceded it” was interpreted as « Le processus d'examen d'approbation qui l'ont précédé. » The interpreter F1 is displaying his French language fluency. Words are being uttered effortlessly. From the words utilised by the participant, it is relevant to note the absence of hesitations, silences or pauses. This confirms Wallmach's (2004:3) indication that “fluency and continuous response are vital in the interpreting process.”

In the following French speech in the committee room on financial affairs, the interpreter, E1, was working with meaningful expression that enhanced the meaning of the text. This is observed in the delivery of the English interpreter working into his first language in the speech on the support in the liberation of the Sarahwi Republic. This is quite a long utterance of the Honourable from The Sarahwi Arabic Republic, which is well articulated by the interpreter E1 into his A language. It must be noted that the interpreter E1 has a good accent and an attractive voice in his English delivery.

Extract 2: Interpretation into English (A language)

SL: C'est une fierté pour moi de pouvoir s'adresser aux représentants du peuple africain, de la tribune de cette institution, représentant l'expression de la volonté des peuples du continent africain, continent que ces États étaient les premiers dans le monde à avoir appuyé fortement le droit des peuples Sahraoui à l'autodétermination, appui qui s'est transformé au fil des ans engagement continental. À cette occasion également je tiens à saluer et remercier le parlement panafricain pour ses prises de position en faveur des droits des peuples Sahraoui à l'autodétermination et ces appels pour le respect des droits de l'homme dans mon pays, le Sahara Occidental. Je salue et je remercie de même toutes les célébrités africaines connues pour leur soutien et leur solidarité avec le peuple sahraoui

Backtranslation: It is a privilege to be given the opportunity to address the people of Africa in order to make their wish known because they have been the first across the world to support the rights of the Sahrawi people. Over the years, this support transformed itself into a continental commitment. The Pan African Parliament deserves commendation for adopting a position with respect to the human rights of the people of the Saharawi Arabic Democratic Republic. By the same token, African celebrities need to be thanked for their support and solidarity for the Sahrawian people.

TL: I have an honour to address myself to the African people, by presenting the wish of the African people, who have been the first in the world supporting the rights of the Sahrawi people, the support that transformed itself by years by a continental engagement. I would like to salute the Pan-African Parliament for having taken a position concerning the human rights of the Saharawi Arabic democratic republic people I also would like to thank all those who I also would like to thank all the African celebrities who for their support and solidarity with the Sahrawian people.

In this utterance, the interpreter E1 utilises words in meaningful sentences. He has a command of the English language, which is his A language. The interpreter E1 demonstrates fluency in the interpretation of this French utterance. In the same vein, Gonzales indicates that “interpreters must conserve the tone of the language, the timbre of the vocabulary with a fidelity that distinguishes the truly great literary translations; conference interpreting is first draft translation” (1991: 29).

These participants, in both speeches in the plenary session, were working with meaningful expression and a very pleasant pitch. Their expressions and phrases were clearly understood. French and English interpreters in the plenary meetings were fluent speakers.

Extract 3: Interpretation into English (A language)

SL: C'est une fierté pour moi de pouvoir s'adresser aux représentants du peuple africain

Backtranslation: I am proud to be able to address the representatives of the African people

TL: I have an honour to address myself to the African people, by presenting the wish of the African.

The interpreter E3 in this extract has numerous words and an easy way to express them. This is underscored by Donovan when she utilises the word resourcefulness as “the interpreter’s ability to use the language flexibly, having recourse to synonyms and paraphrase when necessary”. (2002: 11).

It must be indicated that not too many mistakes were committed by interpreters E3 working into their A language. It is quite obvious that interpreters in the committee room on financial matters and budget demonstrated competence in interpreting from English into French. In this committee, interpreters were working in both directions. The French and English interpreters in the plenaries and committees meetings were fluent speakers. It is worthwhile to indicate that their voices in their A language were pleasant to listen to. They raise and lower the volume and pitch of their voices at the right time. Their expressions and phrases were clearly understood. They speed up and slow down at appropriate places in their discourse, and pause at appropriate places within their interpretation. Interpreters were comfortable in their A language interpreting. They were adding more sense to the target language.

Extract 4: Interpretation into French (A language)

SL: And you know the Rules of Procedure of the Pan-African Parliament stipulated under Section 26(2) that, the Committee on Monetary and Financial Affairs is mandated, among others to: examine the draft estimate budget of the Parliament and submit to you for your validation; discuss the budget of the Union and make appropriate recommendations;

TL: Vous savez quels sont les règlements intérieurs du Parlement. «L'article 26 du règlement intérieur du Parlement Panafricain stipule que, la commission permanente des affaires monétaires et financières est chargée, d'examiner le projet du budget du Parlement et de les soumettre au parlement; débattre du budget de l'Union et formuler les recommandations appropriées.

Backtranslation: You know what the internal regulations of the Parliament are. Section 26(2) of the Rules of Procedures of the Pan African Parliament stipulates that the Permanent Committee on Monetary and Financial Affairs is mandated to examine the draft budget of the Parliament and to submit it to Parliament for approval, debate the budget of the Union and formulate appropriate recommendations.

From this portion of the participant's rendition, it is easy to follow the flow of words expressed by the interpreter F6. There are no hesitations and no major pauses. The interpretation is performed effortlessly. The content of the interpreting is coherent and the ideas are well expressed.

However, this language command of interpreters in their A language was not displayed when working into their B language in the plenaries and committees' meetings. The first gap noticed was their accent. The way in which words were uttered by interpreters exposes that English or French were not their first languages. It must be indicated that most of the interpreters were working by expressing non-verbal utterances into French. This is observed in extract 5, which is taken from the Pan-Africanism and the African renaissance speech delivered by the Senegalese minister and the debate thereafter. The participant is interpreting into French, which is his B language.

Extract 5: Interpretation into French (B language)

SL: And I would want to add that a critical element of it is the role of African intelligentsia and much of the middle strata including the media. These and the other factors have contributed to higher rates of economic growth coupled with an improvement in the socio-economic conditions of Africa's people.

TL: *Nous devons aussi ajouter un élément critique **donc** qui est le rôle, c'est-à-dire le rôle de l'intelligentsia africaine et le rôle joué par les médias **donc** ces facteurs ainsi ont contribué aussi à la croissance africaine **donc**, et cela s'ajoute donc un état économique **donc** qui progresse.*

Backtranslation: We must also add a critical element therefore which is the role, i.e. the role of the African intelligentsia and the role played by the media therefore these factors thus also contributed to the growth in Africa therefore, and that adds therefore an economic state therefore which is progressing.

In extract 5, the interpreter E4 is lacking as far as the fluency norm is concerned. This might be the result of the speech delivery or the complexity of the informational content. All these challenges influence the interpreters E4's performance. It should be indicated that in a number of instances, no information is available to participants; furthermore, not even the duration of the sitting is known by the interpreters before the start of the meeting. As a matter of fact, participants have little time to grasp the items in the agenda. The degree of the interpreter's preparation is another factor to consider when expecting an acceptable delivery.

Extract 6: Interpretation into French (B language)

SL: These and the other factors have contributed to higher rates of economic growth coupled with an improvement in the socio-economic conditions of Africa's people. According to the United Nations in sub-Saharan Africa, in the past 15 years or so, the proportion of the population earning less than 1.25 US\$ a day has declined, primary education enrolment has improved, under 5 year mortality rates have declined and this is on the back of GDP growth in Africa per person that means per capita that has increased at about 2.3 per cent per annum between 1995 and 2009. Trade

with the world has doubled and foreign debt has declined by some 25 per cent.

*TL: **Donc** ces facteurs ainsi ont contribué aussi à la croissance africaine **donc**, et cela s'ajoute **donc** un état économique **donc** qui progresse. Selon les Nations Unies dans l'Afrique subsaharienne, **donc** durant les 15 années passées, la proportion de la population qui gagnent moins de 1,25 \$ US par jour a décliné sensiblement, donc l'enseignement primaire **donc** il y a du progrès aussi, et la mortalité décliné, **donc** par habitant par exemple on voit un accroissement donc par an entre 1995 et de 2009, **donc** il y a eu un accroissement aussi du côté démographique.*

Backtranslation: Therefore these factors have also contributed to Africa's growth therefore, and to this therefore is added an economic condition that progresses. According to the United Nations in sub-Saharan Africa, therefore during the past 15 years, the proportion of the population earning less than U.S. \$ 1.25 a day declined significantly, therefore primary education, there is progress also and mortality declined, therefore per capita for example we see an increase therefore per year between 1995 and 2009, therefore there has also been an increase in the demographic side.

In this paragraph, the participant has utilised the word **donc** ten (10) times. The interpreter E2 has been placed under pressure, maybe because of the fatigue or the speed of the source language speech. If one compares the French interpretations, it is immediately clear that the source and target languages differ substantially from each other. For the English interpretations, **to add that** in the example below, the interpreter translates it as **donc** that several words in English may be expressed as one word in French, as follows:

*(Of it is the role, interpreted as **donc**) meaning (therefore)*

Cases of major failure were noted in the B language interpreting of the Renaissance speech from the interpreter who was working into his B language, such as: loss of complete ideas, prolong pauses, lack of coherence and unfinished sentences. This was caused by the speed of the speaker, together with a high information density of the source language.

Extract 7: Interpretation into French (B language)

SL: The question has been posed: is the regeneration of the continent signalled in a variety of ways over the past two decades sustainable?

*TL: **Donc** la question a été posée: donc la régénération de l'Afrique, du continent donc durant ces deux décennies passées.*

Backtranslation: **Therefore** the question was asked: therefore the regeneration of Africa, of the continent therefore over the past two decades.

In this case, the interpreter E5 attempted to mirror the sentence structure of the English utterance exactly. This structure cannot be replicated in French – it would have been better if he had used a nominalisation ('durabilite') rather than the adjective 'sustainable'. It is also possible that the interpreter E5 could not find an interpretation for the word 'sustainable'.

This is the target speech. The source speech is as follows:

*Is was rendered by **donc**,*

*Signalled was interpreted by **donc** once again.*

The French interpreter E5 is not clear enough to his audience. It should be noted that English and French interpreters who were working into their B language sound in numerous occasions imprecise and unassertive in the delivery of the target text either in the plenaries or the committee's sessions.

The flow of their discourse was interrupted a number of times. Those words or phrases did not carry any meaning to the target speech. It was evident while listening to their interpreting into their B language, from the data collected, that they were utterances that resulted in a bad intonation and in an unpleasant pitch of their interpreting. In this case, interpreters were repeating unnecessary and redundant expressions which were not making any sense in their target language.

This illustrated in this sentence:

TL: Donc la question a été posée: donc la régénération de l'Afrique, du continent donc durant ces deux décennies passées.

Backtranslation: Therefore the question has been asked: therefore the regeneration of the continent therefore during the past two decades.

Let read the source text into French B language.

Is rendered by: **donc**, (*therefore*)

Therefore was interpreted by **donc** again.

Extract 8: Interpretation into French (B language)

SL: So Pan-Africanism and the African renaissance are no longer concepts that underpin protests and resistance but should be concepts that inform creation that inform development.

TL: Le panafricanisme et la renaissance africaine ne sont plus des concepts donc qui ressortir, qui donnent lieu à des protestations, donc qui renforcent la création et le développement.

Backtranslation: Pan-Africanism and African Renaissance are no longer concepts that therefore bring out, giving rise to protests therefore that enhance creation and development.

The participant is lacking in his rendition as it is observed that the word **donc** is repeated in most of his interpretations. The interpreter E5 is utilising **donc** to fill his terminology deficiency. This is once again confirmed by extract 10:

Extract 9: Interpretation into French

SL: And I would want to add that a critical element of it is the role of African intelligentsia and much of the middle strata including the media...

TL: Nous devons aussi ajouter un élément critique donc qui est le rôle, c'est-à-dire le rôle de l'intelligentsia africaine et le rôle joué par les médias.

Backtranslation: We must also add a critical element therefore is the role, that is to say, the role of the African intelligentsia and the role played by the media.

Extract 10: Interpretation into English (B language)

ST : Monsieur le Président, lorsque nous étions enfant nous entendions parler avec beaucoup d'admiration du Panafricanisme et en dépit de notre jeune âge à l'époque et de notre ignorance de la chose politique nous étions fiers et le temps nous a donné raison de voir les succès remportés par le panafricanisme.

Backtranslation: Chair, when we were children we heard with great admiration of Pan-Africanism and despite our young age at the time and our ignorance of the political things we were proud and time gave us reason to see the success of Pan-Africanism.

TL : Mr President, when we are small we heard talking about Pan-Africanism with a lot of admiration since this young age we were still ignorant of the politics but we were proud and time has given us reasons that's seen Pan-Africanism enable the emancipation of oppressed people, that led to independence, etc..

This is also confirmed in the following extract:

Extract 11: Interpretation into English (B language)

ST: Durant leur fuite leurs campements provisoires ont été bombardés par l'aviation marocaine par des bombes interdites, à savoir des bombes de napalm, phosphore blanc et les bombes à fragmentation.

Backtranslation: During their escape their temporary camps were bombed by the Moroccan aviation by banned bombs, namely napalm bombs, white phosphorus and cluster bombs.

TL: When people run away there were some bombings by Morocco, bombs that are not allowed, these are bombs of mass destruction.

The interpreter F2 has interpreted a number of French words of the target text. The speaker uttered “des bombes de napalm, phosphore blanc et les bombes de fragmentation”. The interpreter F2 interpreted all the different bombs listed into English by using the words “these are of mass destruction”.

The interpreter F2 could not express the proper meaning of the original text as spoken by the speaker in English. He utters the words bombs of mass destruction. The interpreter F2 has deficiency in terms of vocabulary when working into English in the above translation.

Figure 3 Fluency Norm: English Participants

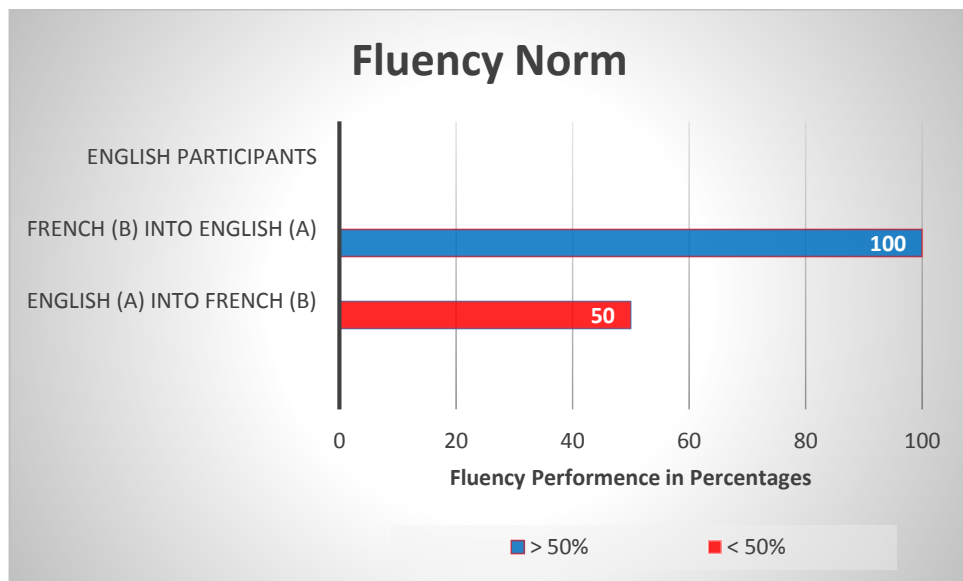
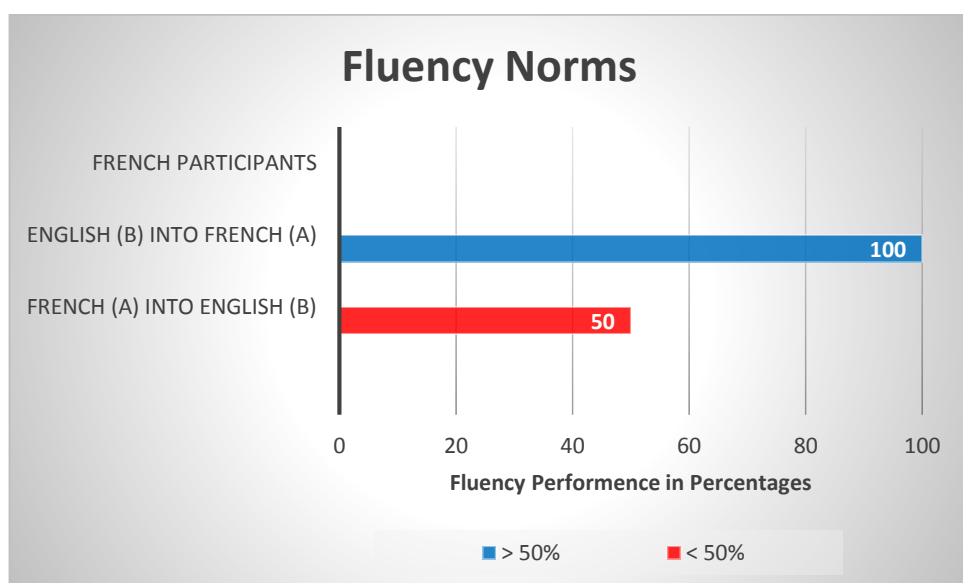


Figure 4 Fluency Norm: French Participants



5.2.3 The accuracy and the fidelity norms

As previously mentioned, according to AIIC, “the transfer of ideas in conference interpreting requires a perfect understanding of the meaning intended by the speaker in the original message, once it is understood, that message can be detached and reattached to words of the target language” (1994). Herbert observes that what is interpreted should “fully” and “faithfully” express the speaker’s original intentions (1952:4). This 2014 budget speech was delivered in May 2013 in the plenary session and discussed in the committee on financial matters. The participant was interpreting in his first language or A language which is French. The interpreter was working from his B language into his A language. The accuracy norm is appropriate for simultaneous interpreting (SI) as a way for the interpreter to communicate the full meaning of the source-text content without changing the initial intent of the speaker.

Note the following utterance from May 2014 budget speech interpreted into French.

Extract 12: Interpretation into French (A language)

SL: And you know the Rules of Procedure of the Pan-African Parliament stipulated under Section 26(2) that, the Committee on Monetary and Financial Affairs is mandated, among others to: examine the draft estimate budget of the Parliament and submit to you for your validation;

TL: Vous savez quels sont les règlements intérieurs du Parlement. «L'article 26 du règlement intérieur du Parlement Panafricain stipule que, la commission permanente des affaires monétaires et financières est chargée, d'examiner le projet du budget du Parlement et de les soumettre au parlement; débattre du budget de l'Union et formuler les recommandations appropriées »

Backtranslation: You know what the internal procedures of the Parliament are. The Section 26 of the of the Panafrican Parliament stipulates that, the permanent Committee on Monetary and Financial Affairs is mandated examine the draft estimate budget of the Parliament and submit them to the parliament; discuss the Union budget and make appropriate recommendations.

From this portion of the participant’s rendition, it is obvious that the fidelity and the accuracy

norms have been applied in the target language. The interpreter F4 is faithful to the source language. The content of the interpreting is coherent and the ideas are accurate and well expressed. Interpreting processes are all in line with the established norms of interpreting in legislative context, namely that accuracy is of primary importance (Wallmach 2004:3).

The interpreter F4 is accurate in his French delivery. Clare Donovan (2002b:4) points out that accuracy means conveying the speaker's meaning as opposed to word-for-word interpreting.

Extract 13: Interpretation into French (A language)

SL: In execution of its mandate, the Committee was guided by the prevailing statutory and legal regime governing the Pan African Parliament Budget formulation processes as required in the AU Rules and Regulations

It is quite obvious that interpreters F1 and F5 in the committee room on financial matters and budget demonstrated interpreting accuracy towards interpreting from English into French. In this committee, interpreters were working in both directions in other terms from A to B vice- versa. It must be mention that in spite the pressure, and the length of the proceeding, the interpreters F1 and F5 were able to maintain a good delivery of the original language. This is observed in the following utterance:

SL: in execution of its mandate, the Committee was guided by the prevailing statutory and legal regime....

The French interpreter F1 translated as follows:

TL: Dans l'exécution de son mandat, la Commission s'est basée sur le régime statutaire et le régime juridique

Backtranslation: In carrying out its mandate, the Commission took as a basis the statutory scheme and the legal regime

Note the utterance:

SL: The Committee **was guided by...**

The French interpreter utterance:

TL: la Commission s'est bas sur...

Backtranslation: the Commission took as a basis

It must be indicated that, the content of source language has been well conveyed by the interpreter F1 in the target language. Schlesinger (1989) underscores the exact semantic correspondence which will assume a clear distinction between semantic content and linguistics of the original interpretations.

TL: Dans l'exécution de son mandat, la Commission s'est basée sur le régime statutaire et le régime juridique régissant les processus d'élaboration du budget du PAP selon les exigences des règles et procédures financières de l'Union Africaine.

Backtranslation: In carrying out its mandate, the basis of the Commission was the statutory scheme and the legal regime governing the process of developing the PAP budget as required by the financial rules and procedures of the African Union.

The participant is accurate and the substance of the matter remains in his delivery. In addition, his discourse is clear. It should be emphasised that extract 13 does not display additions, omissions, or misinterpretation in this utterances. The participant is coherent in the production of the target text. This is confirmed by Jones (2002: 4-5) when he describes the interpreter's duty as being able to provide an exact and faithful reproduction of the target speech. Jones further states that an interpreter may only deviate from the source speech when he enhances the audience's understanding of the speaker's utterances. The participant is in perfect harmony with the above mentioned quotation. Interpreters F1 and F5 were able to display accuracy. It is worthwhile mentioning that the same interpreting competency was observed by the delivery of the English interpreter F1 when he interprets from his B language to his A language.

It is important to indicate that the quality of interpreting into the B language of participants either in the plenaries or in the committees was questionable. This happens in the committee sittings. It is relevant to mention that committee meetings are convened in the afternoon. This has been norm ever since in the Pan-African Parliament. The lack of accuracy in these sittings, do not generally occur because the interpreters F1 and F5 are not familiar with a word or concept in the source or target language but, because of the tension during the interpreting process. Most of the interpreters in the afternoon sessions experience fatigue because of the pressure imposed on them by the speakers in the committees.

The illustration of this view is illustrated in these utterances:

Extract 14: Interpretation into French (B language)

ST: year mortality rates have declined and this is on the back of GDP growth in Africa per person that means per capita that has increase at about 2.3 per cent per annum between 1995 and 2009. Trade with the world has doubled and foreign debt has declined by some 25 per cent.

TL: la mortalité a décliné, donc par habitant par exemple on voit un accroissement donc par an entre 1995 et de 2009, donc il y a eu un accroissement aussi du côté démographique.

Backtranslation: Mortality has declined, therefore per capita for example we see an increase therefore per year between 1995 and 2009, therefore there has also been an increase in the demographic side.

It must be indicated that in extract 14 a number of figures have not been translated by the interpreter E5. It is evident that the interpreter E5 is not conveying the full message contained in the source language. The source speech was not successfully interpreted. In extract 14, “by some 25 per cent” is not interpreted.

No figure was indicated in the following segment:

SL: at about 2.3 per cent per annum between 1995 and 2009.

TL: accroissement donc par an entre 1995 et de 2009

Backtranslation: increase therefore per year between 1995 and 2009

Note in this above utterance, there is the 2.3 per annum that the interpreter E5 did not mention in his delivery. The participant has only mentioned 1995 and 2009.

The interpreter E5 is working into his B language, and he is facing a number of challenges as far as the accuracy and fidelity norm are concerned. Because of the tension and the pressure, the interpreter E5 lost his confidence and feels less secure when interpreting into his B language. This might result in not finding the right word. Another difficulty is the amount of statistics in the source language. All the above mentioned factors have an influence on the quality of the target language delivery. Simultaneous interpretation places numerous constraints on the interpreting process, such as divided attention: the interpreter's attention is divided four ways at least, among listening, remembering, speaking and monitoring (Gile 1995). It must be noted that the speaker has the floor and directs the pace at which a speech is delivered. In that context, the interpreter E5 is under pressure in terms of time, because of the speed displayed by the speaker. The simultaneous interpreter E5 only has access to a few words of the source language speech as they are uttered before starting to interpret, and yet he or she must keep the attention of his or her listeners by talking constantly, thereby maintaining continuous response. Furthermore, simultaneous interpreting requires high levels of concentration, and is therefore very stressful. These general constraints on performance are compounded in a legislative context, which is characterised by technical, fast-paced speeches, mainly read aloud (Wallmach 2004).

This is illustrated in the following delivery:

Extract 15: Interpretation into English (B language)

ST: Durant leur fuite leurs campements provisoires ont été bombardés par l'aviation marocaine par des bombes interdites, à savoir des bombes de napalm, phosphore blanc et les bombes à fragmentation.

Backtranslation: During their escape their temporary camps were bombed by the Moroccan aviation by banned bombs, namely napalm bombs, white phosphorus and cluster bombs.

TL: When people run away there were some bombings by Morocco, bombs that are not allowed, these are bombs of mass destruction.

The interpreter F3 could not keep up with the speed of the speaker. The speaker indicated:

SL: Bombes de napalm, phosphore blanc et les bombes de fragmentation

The interpreter F3 translated that portion as:

These are bombs of mass destruction

It was not easy for the interpreter F3 to mention all the different bombes, due to the speed of the source language text.

The simultaneous interpreting constraints are well highlighted by Gile (1995). He describes a set of models called 'effort models' to account for errors and omissions in the interpreting process, which could not easily be attributed to deficient linguistic abilities, insufficient extra-linguistic knowledge or poor conditions in the delivery of the source text (Gile 1999:154)

These figures in extract 14 are relevant for the French audience. Without them, the message is not complete. As it is indicated, fidelity means that the target text from the interpreter should not comprise any omission (Harris, 1994).

In this extract 15 the interpreter does not interpret by rendering the full meaning of the source speech. Quality interpreting requires that the message be conveyed to the audience for an effective communication.

In the above utterance, the interpreter is battling to render the source language idea accurately. As indicated by Donovan: “resourcefulness refers to the interpreter’s ability to use the language flexibly, having resource to synonyms and paraphrases when necessary. If these two criteria are not met, it is unlikely that the interpreter will subsequently be able to provide smooth interpretation into B”.

It is vital to indicate that the quality of the rendition of the French interpreter into his B language depends on the content of the message translated in the target text. Pöchhacker observes that “the common denominator of all types of interpreting is the fact that the interpreter supplies a textual product which provides access to the original speaker’s message in such a way as to make it meaningful and effective within the socio-cultural space of the addressee” (2001: 421). However, certain factors do not allow interpreters to render quality interpreting.

Still in this rendition the interpreter is displaying his B language deficiency. This is illustrated in the following extract:

Extract 16: Interpretation into English

SL: Vous avez indiqué Monsieur le Ministre sa transformation à travers la création de l’Union Africaine, mais à l’exemple de la majorité des africain, vous avez relevé vous-même les insuffisances – j’allais même dire les grandes insuffisances...

Backtranslation: You mentioned, Minister, transformation through the creation of the African Union, but like the example of the majority of African, you identified yourself shortcomings - I would even say the major shortcomings...

TL: Minister, you have talked about this transformation through the establishment of the African Union, but the majority of Africans, or yourself also stressed the shortcomings even the great failures.

In this delivery, the English interpreter F1 was working into her A language. She was coherent in her rendition of the original language. She interpreted the source text with accuracy and she was faithful to the substance of the source text.

SL: Vous avez relevé vous-même

Backtranslation: You have identified.

It has been translated as:

TL: Or you also assessed

The interpreter F1 finds the appropriate expression and words to interpret the idea uttered by the speaker in the source language.

The interpreter F1 in this delivery is displaying quality interpreting. The target language is accurate and clear to the audience.

This is illustrated by this delivery:

SL: Vous avez indiqué Monsieur le Ministre sa transformation.

Backtranslation: Minister, you have mentioned its transformation...

TT: Minister, you have talked about this transformation.

The interpreter F1 is effectively reflecting the source speech. To that end, she is communicating faithfully to the audience the meaning intended by the speaker.

In this perspective, it is relevant to indicate that the communication between the speaker and the audience is possible. This is underscored by Wadensjö when she indicated that “quality means successful communication amongst the interacting parties in a particular context of interaction”

(1998:21). The source text was accurate and faithful to the original. The interpreter F1 conveys the substance of the speaker's message to the audience. Déjean le Féal pointed out that "the focus of quality assessment may be neither on the source text nor on the listeners 'comprehension or speakers 'intentions, but on the process of communicative interaction" (1994:112). The interpreter F1 was utilising adequate target expressions and her rendition of the source text was accurate. This is a good service rendered to the audience. Gile (1995) indicates that "the more one focuses on the interpreting as a service to enable communication in a particular constellation of interaction, the more easily one will accept that quality is an important criterion". In the same vein, "quality assurance has become a matter of the profession's reputation as well as a basis for assuring good working conditions and adequate pay, since those who pay for interpreting services have a justified interest in getting good quality" Kalina (2005).

Figure 5 Accuracy & Fidelity Norm: English Participants

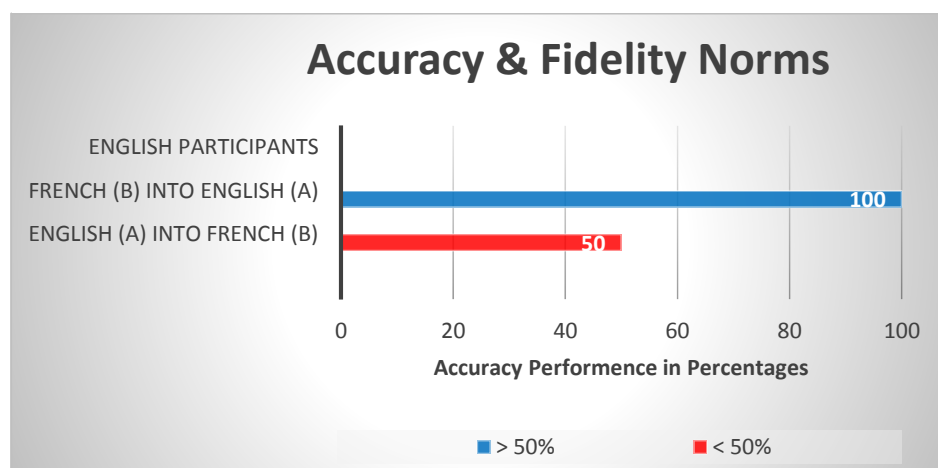
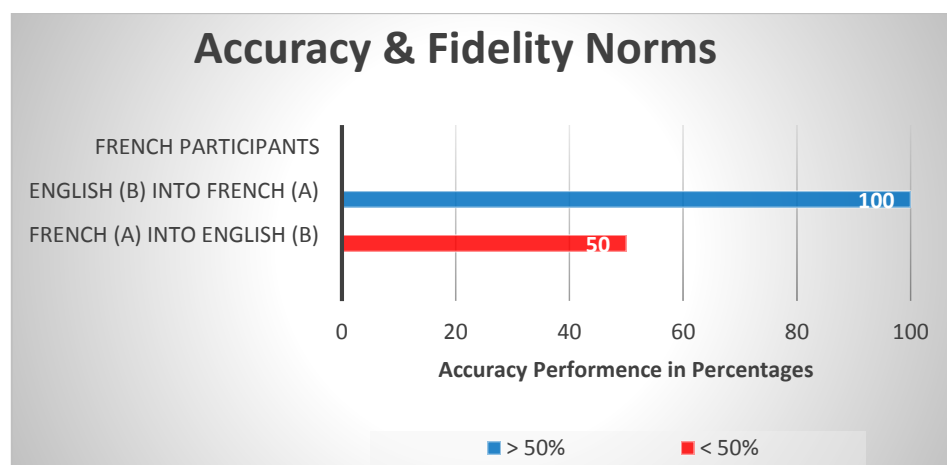


Figure 6 Accuracy & Fidelity Norm: French Participants



5.3 Constraints and strategies

5.3.1 *Strategies applied by interpreters*

Kalina (1996) defines simultaneous interpreting strategies as those developed in response to the constraints imposed by the interpreting task, such as lack of semantic autonomy on the part of the interpreter. Interpreters' use of strategy therefore reflects their cognitive processing efforts to achieve the communication expected.

When an interpreter works either into his A language or B language, he encounters numerous difficulties in keeping with the speaker, he might make use of a number of interpretation strategies that can lead to a successful or unsuccessful interpreting process. A number of strategies have been mentioned previously in the literature review section of this study. For this study five strategies have been selected to assess the recorded simultaneous interpretation of French and English interpreters during their oral performance at the Pan-African Parliament session of May 2013. These strategies are: approximation, anticipation, addition, paraphrasing and skipping. This study will describe the quality of the data collected which are the interpretation in French/English and vice-versa as far as the above strategies are concerned. It is essential to mention that numerous respondents' views on the strategies utilised in the interpretations of the May session were shared. A number of strategies were disclosed in most of the interpreting processes in general by the interpreters. Some strategies were applied to be able to overcome difficulties that emerged from their interpreting work.

A number of studies on strategies utilised in simultaneous interpreting indicate that those dealing with B-to-A interpreting apply anticipation and addition. However, it should be indicated that different kinds of strategies are used to overcome various difficulties. Strategies such as summarization and skipping are often utilised to overcome time pressure.

Approximation, on the other hand, is utilised more to cope with linguistic difficulty. It is evident that strategies are made to face a different level of interpreting difficulties according to circumstances encountered by the interpreter such as language direction, the interpreter' level of language proficiency, or the speakers' accent (Bartłomiejczyk 2004).

When interpreting from A to B languages or French/English interpreter applies summarizing and skipping strategies. This can be observed in the analysis of a short rendition of an English interpreter who was applying reduction strategies while working into his B language direction.

Extract 11: Interpretation into English (B language)

ST: Durant leur fuite leurs campements provisoires ont été bombardés par l’aviation marocaine par des bombes interdites, à savoir des bombes de napalm, phosphore blanc et les bombes à fragmentation.

Backtranslation: During their escape their temporary camps were bombed by the Moroccan aviation by banned bombs, namely napalm bombs, white phosphorus and cluster bombs.

TL: When people run away there were some bombings by Morocco, bombs that are not allowed, these are bombs of mass destruction.

The interpreter F6 has skipped a number of French words in the target text.

The speaker uttered:

Des bombes de napalm, phosphore blanc et les bombes de fragmentation

The interpreter F6 translated, all the different bombes, into English by the words:

These are bombs of mass destruction.

The interpreter F6 has skipped a number of French words of the target text. The speaker uttered “des bombes de napalm, phosphore blanc et les bombes de fragmentation”. The interpreter F6 interpreted all the different bombs listed into English by using the words “these are of mass destruction”. He did not find the equivalent words into English, but he overcomes the difficulty by using “bombs of mass destruction”.

Summarising is the strategy an interpreter applies to cope with long sentences, which reducing them to a minimum while preserving the content of the message. Skipping is a strategy utilized by an interpreter by leaving out unnecessary repetitions, redundant expressions or unimportant utterances which would have no place if the original text were written.

The following utterances will merely feature the abovementioned strategies.

Extract 17: Interpretation into French

SL : And I want to first, you indulgence the translation is in fact not the best, the French and Arabic but we have to manage it like that until when we have , since recruitment is going on we expect that quick recruitment should be done so we can get good translator that can remedy this situation for us. I also want to query your indulgence that the documents that we forwarded to you yesterday were mixed up and a very good version, we have it this morning, all the same – I think you people have got it – and I apologise for that.

He did not mention all the details which justify the poor translation of documents. He jumps to what will be done to remedy the matter.

The French interpreter E2 translated by:

TT: Mais nous pourrons nous débrouiller pour avoir maintenant une meilleur traduction.

Backtranslation: but we can manage to have now a better translation.

The interpreter E2 has adjusted the target speech by skipping a number of words uttered by the speakers' speech. This has resulted in successful target language interpretation. The source speech is quite long. It is quite obvious that the interpreter lacks the resources to render the semantics of the original language.

Note the interpretation below:

SL: since recruitment is going on we expect that quick recruitment should be done so we can ...

He skips that sentence by using a strategy that does not take into account unnecessary repetitions, in other words, utterances which are not relevant.

TL: *Tout d'abord, je voudrais demander votre indulgence, la traduction n'est pas la meilleure, en français et en arabe, mais nous pourrons nous débrouiller pour avoir maintenant une meilleure traduction plus tard. Je voudrais demander votre indulgence, le document qui vous a été présenté est mélangé, je m'excuse.*

Backtranslation: First, I would ask for your indulgence, the translation is not the best, in French and Arabic, but we will manage for now and have a better translation later. I would ask for your indulgence, the document that was presented to you is mixed, I apologize.

When interpreting from A to B, on the other hand, they tended to use the summarising and skipping strategies more often. By utilising these strategies, French and English interpreters were not taking into account unnecessary repetitions and redundant utterances that do not convey any meaning in the target language.

This is illustrated in the below rendition.

Extract 18: Interpretation into English (B language)

ST : *À cette occasion également je tiens à saluer et remercier le parlement panafricain pour ses prises de position en faveur des droits des peuples Sahraoui à l'autodétermination et ces appels pour le respect des droits de l'homme dans mon pays, le Sahara Occidental. Je salue et je remercie de même toutes les célébrités africaines connues pour leur soutien et leur solidarité avec le peuple sahraoui.*

Backtranslation: On this occasion I also wish to acknowledge and thank the Pan-African Parliament for its position in favour of the rights of the Sahraoui people to self-determination and these calls for the respect of human rights in my country, Western Sahara. I salute and thank as well all African

celebrities known for their support and solidarity with the Saharawi people.

In the following utterance, the interpreter F3 applies the skipping strategy. He renders the essence of the idea conveyed by the speaker. English being his second language, the participant did not maintain the SL semantics.

He utilised the following utterance:

TL: The human rights of the Saharawi Arabic democratic people.

He did not translate:

ST: à l'auto-détermination et ces appels pour le respect des droits de l'homme.

Backtranslation: people to self-determination and these calls for the respect of human rights.

He interprets the entire portion of the speaker's speech as follows:

TT: the human rights of the Saharawi Arabic democratic republic people.

The interpreter F3 summarises the long sentence by reducing it to a minimum while preserving the main idea of the speaker. It is evident that the interpreter was able to attain an economic means of expression. The rendition of the target speech sums up the ideas uttered in the source speech.

ST: à l'autodétermination et ces appels pour le respect des droits de l'homme dans mon pays.

Backtranslation: to self-determination and these calls for the respect of human rights in my country.

The interpreter F3 did not repeat them all; he tries to convey the message through the rendition of the target language. This is underscored by Tarone (2005), when he indicates that "strategies are an attempt of the interpreter F3 to communicate a meaningful content in the face of some

deficiencies”.

TL: I would like to salute the Pan-African Parliament for having taken a position concerning the human rights of the Saharawi Arabic democratic republic people I also would like to thank all those who I also would like to thank all the African celebrities who for their support and solidarity with the Saharawian people.

Interpreters F3 also utilise the anticipation and the addition strategies when working into their first language or A language. These two strategies are the only ones that interpreters employ to overcome their difficulties. French and English interpreters manage without any effort to anticipate a number of ideas in advance by quickly conveying messages in the target language. This was remarkable mainly in the culture-specific expression pertaining to their first language, which is either French or English. French and English interpreters were in fact capable of uttering them before the speaker had indicated in the corresponding words and expressions. Addition is another achievement strategy utilised by French/English interpreters in the renditions of both languages. Interpreters opt to addition by substituting words or expressions by others which they have more semantic features.

The anticipation strategy is also an important strategy for simultaneous interpreters. It consists of the interpreter uttering a word or an expression before the speaker finishes his or her sentence.

The anticipation strategy suppresses the pressure on the interpreter. In applying this strategy, the interpreter has more time to focus on what will be rendered.

In this context, this research features a number of anticipation strategies applied by respondents such as the knowledge of the subject matter and the proficiency of the A language of the interpreter.

Extract 19: Interpretation into French (A language)

ST: Madame Chairperson, thank you for recognising me, honourable members, I say my gratitude

and also honourable members

In this rendition, the interpreter knows all the protocols. The formulations were already mastered in advance.

TL: Présidente, je vous remercie pour m'avoir donné la parole, honorables membres, j'exprime ma gratitude et ma reconnaissance aux honorables membres

Backtranslation: Chair, I thank you for giving me the floor, honourable members, I express my gratitude and appreciation to the honourable members

SL: Thank you for recognising me, honourable members, I say my gratitude

The respondent interpreted as follows:

TL: je vous remercie pour m'avoir donné la parole, j'exprime ma gratitude et ma reconnaissance.

Backtranslation: I thank you for giving me the floor, I express my gratitude and appreciation

The source speech “for recognising me” is interpreted by the respondent as “pour m'avoir donné la parole”.

Backtranslation: for giving me the floor.

The respondent completed the interpretation of the speaker's sentence before the speaker completed the sentence, as he was aware of what should have been uttered by the speaker.

5.4 Findings

In this study, the respondents confirm their deficiencies when interpreting in different directions at the Pan-African Parliament, through the interviews. It is quite evident that respondents knew their interpreting capacities in their A Language and their B language. From the data collected respondents were comfortable and were making fewer mistakes when working from their B language to their A Language. However, they encounter numerous difficulties into B language interpreting. Furthermore, French/English interpreters were not resourceful when interpreting in their B language (Janis, 2000). It is important to indicate that participants in this research manage to perform as well as they can in the interpreting of the speeches from their A language to their B language.

“The more difficult the source text, the more interpreters tend to deviate from its surface form in their target text production” (Dam 2001:50). This study had described interpreters’ performance regarding norms’ observation in the interpreting process. A number of French/English interpreters could not deliver into their B language when the speaker had a difficult accent.

The study aims were to determine whether perceptions of lack of quality when interpreting into the B language are grounded in reality. It is obvious from the analysis of the B language interpreting of French and English interpreters of the Pan-African Parliament that these aims are indeed grounded in reality. The data collected revealed that interpreters have some problems when interpreting into the B language.

From this study, it has been understood that the Pan-African Parliament does not currently set any institutional requirements as far as the policy regarding directionality is concerned for French and English interpreters. It is hoped that the concept of directionality can be integrated by the Pan-African Parliament into their hiring policies.

One of the aims of this study was also to indicate the views of French and English interpreters working for the Pan-African Parliament on directionality. As a matter of fact, most interpreters did not have any insight of what directionality means. After understanding directionality, they all

indicate that directionality was not a good option for the Pan-African Parliament. French and English interpreters disagree with the Division Legislative Business to hire interpreters that will work in both directions. This view is underscored by Bros-Bran (1976:17) when indicated that “although some interpreters are obliged in the course of their professional life to work into their B language, most interpreters, and specially teachers of interpreting, insist on the fact that true interpretation... can occur only into one’s A language”.

In light of what has been indicated earlier, directionality influences the actual performance of French and English interpreters at the Pan-African Parliament. This study has shed light on the lack of proficiency of interpreters working into the B language. The data collected for this study have disclosed the deficiencies of French and English interpreters in their B language deliveries. Furthermore, interpreters express their discomfort when requested to work into their B language during the sessions and committees meetings of the Pan-African Parliament. Directionality therefore plays a major role in the interpreters’ performance.

Chapter Six: Conclusion and recommendations

6.1 Introduction

This study began with a debate on the issue of directionality in the field of simultaneous interpreting studies. It also highlighted the views of different schools of thought on the suitable language directions to be adopted by interpreters. This chapter shall refresh the reader concerning the research aims highlighted in Chapter one by providing a summary of the findings and drawing conclusions about the study conducted in the Pan-African Parliament which has been explained throughout in this dissertation.

6.2 Research aims

This study aims to seek the influence of directionality on French and English interpreters. It targets mainly the interpreters' performance in the Pan-African Parliament sessions and committees when requested to interpret in both directions. The findings of this study indicate that French and English interpreters working in both directions display deficiencies in their second language or their B language interpreting. This study has disclosed the difference concerning French and English interpreters' performance in their A and B languages and the strategies utilised by them to avoid difficulties when they are requested to work from their A language to their B language or from their B language to their A language.

It is also worth mentioning that French and English interpreter apply a number of strategies during their A language and their B language interpreting, but more B language strategies were developed by French and English interpreters because of the directionality issue in the Pan- African Parliament.

This study not only sheds light on the differences in performance and strategies utilised by the interpreters working with different language directions, but will also assist the Pan-African Parliament regarding the relevance of directionality and its vital role in the recruitment of French

and English interpreters who desire to work for the Pan-African Parliament.

6.3 Limitations of the study

It is important to mention that it was not possible to examine the work of a large number of interpreters in detail within the rather limited scope of a master's research report. This is a definite limitation of the study. However, despite its limited scope, it is still possible to make a number of recommendations which the researcher feels will be useful.

6.4 Recommendations

It is important to mention before outlining any recommendations that interpreters' performance in their A or into their B language in the legislative context is not an easy task. A number of factors such as time constraints, delivery and fatigue after long hours and others render simultaneous interpreting, into both directions a complex activity to perform. Wallmach (2004: 14) emphasises that when interpreting under pressure both of pace and complexity, interpreters must: « handle instances of increased on-line attentional resource consumption. High information density in the source language clearly increases processing capacity requirements, because more information must be processed per unit of time ». However, given that simultaneous interpreting is a complex task, this study has revealed how the lack of directionality policy in the hiring of French and English interpreters impacts on interpreters' performance. It should be important for the Pan- African Parliament to have a policy regarding interpreting direction. The PAP will understand better the dynamics involved in interpreters' skills and abilities if it integrates directionality into hiring policies. It is evident that, in turn, the understanding of directionality will assist in the communication process of parliamentarians through a quality interpreting.

This study has shown that many of the French/English interpreters have never been trained as professional interpreters. In that regard, the Pan-African Parliament should establish screening processes to ascertain the relevance of qualifications submitted by freelance and in-house interpreters in order to be hired.

Another very important lesson to learn from this study is the relevance to convene enhancement training courses for French and English interpreters working for the Pan-African Parliament. It is relevant to indicate that, interpreters experience a number of difficulties into their B interpreting. Numerous errors and mistakes were committed by the respondents in their simultaneous interpretation into their B language. This view is underscored by Clare Donovan (2002:211). Most of the French and English interpreters display a number of semantic/ terminology challenges in their B language interpretation. These language enhancements training sessions should be organised at least twice a year concerning in-house French and English interpreters of the PAP to assure successful delivery and ultimately an efficient communication amongst parliamentarians. In effect, this kind of policy would assist interpreters to learn more about coping strategies to escape speaker's difficult utterances when interpreting into their B language. During those training courses, PAP French/English will learn the terminology, the rules and the procedures that govern the Pan-African Parliament. It is relevant to indicate that the Division of Legislative and legal affairs should hire lecturers with extensive experience and the "know how" in simultaneous interpreting in general and in the language B interpreting in particular to conduct the learning sessions. This important aspect is a catalyst for French/English interpreters to be capacitated to interpret in both directions when requested by their principals in the sessions and Parliamentary committees.

The Pan-African Parliament should, in this regard, contact known proven learning institutions that will assist it to forge interpreters' professional improvement in the crucial matters regarding B interpreting. Furthermore, these interpreting training sessions could be extended to other salient matters such as: interpreting norms, competence in interpreting and the ethics pertaining to interpreting processes. In addition, proven learning institutions should admit representatives of the Pan-African Parliament onto its panel of examiners. This would capacitate the representatives in terms of the requirements of conference interpreting and also assist them in selection of interpreters in the future.

The Pan-African Parliament should create a conference department which will deal with matters relating to the recruitment of interpreters. The Division of Legislative and Business Affairs, which is currently in charge of interpreters should be relieved on matters pertaining to interpreters because it ignores the requirements of the interpreting processes.

6.5 Conclusion

“You can change your world by changing your words... Remember, death and life is in the power of the tongue”. Joel Osteen

This study is a wake-up call for a number of African organisations to grasp the relevance of the recruitment of simultaneous interpreters and its relation with the matter of directionality. This needs to be taken into consideration for any institution that deals with different languages.

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Appendices

Appendix A: Language Background Questionnaire

This questionnaire concerns your language experiences over the course of your lifetime. You can answer the questions either in French or in English. All answers are confidential. Thank you again for your participation.

Where were you born? What is your age?

What languages other than French or English do you know (including other

languages? At what age(s) did you start learning each of these languages?

At what age were you first exposed to English in school? At what age were you first exposed to French in school?

Please indicate the approximate periods in which you have studied English formally.

Primary school, I studied English from __grade until __grade in secondary school, I studied English from __grade until __grade In college, I studied English for semester(s) University, I studied English for _semester(s)

Please indicate the approximate periods in which you have studied French formally.

Primary school, I studied English from __grade until __grade Secondary School, I studied English from __grade until __grade In College, I studied English for semester(s) University, I studied English for _semester(s)

What was your major in college?

At what age did you begin to hear English on a regular basis?

At what age were you first immersed in English (extended stay within an English-speaking country)?

At what age were you first immersed in English (extended stay within a French-speaking country)?

At what age did you begin to speak English with ease? At what age did you begin to speak French with ease?

How many years have you studied English? How many years have you studied French?

How many years have you lived in an English-speaking country? How many years have you lived in a French-speaking country?

On a scale of 1 (very hard to learn) to 5(very easy to learn), how easy was it for you to learn English at school?

If you know other foreign languages besides English, were they easier or harder to learn than English

Of your languages (French and English), which do you consider you're A language?

Appendix B: Interpreting Background Questionnaire

This questionnaire concerns your interpreting training and experience. Feel free to elaborate where you think it would be helpful to the study. All responses are confidential.

Thank you again for your participation.

Which language is your A language? Which is your B?
language? Which is your C language, if there is any?

A language _____

B language _____

C language _____

How many years of formal interpretation training do you have?

In your training program, for how long were you trained to do
simultaneous interpreting in the following language directions?

From French to English: _____ semester(s)

From English to French: _____ semester(s)

How many years of simultaneous interpreting experience do you have?

_____ Years

How many days do you work in one year?

From those interpretation assignments, how much is simultaneous interpretation?

_____ %

Of these assignments, approximately how much is interpreting from English into French and how much from French into English?

Simultaneous interpretation:

French into English _____ %

English into French _____ %

Which language do you feel more comfortable working with?

French into English _____

English into French _____

Both directions _____

APPENDIX C: Data Collected

AFRICAN RENAISSANCE AND PAN-AFRICANISM

(PAP 09-05-13) English version:

The African renaissance has been conceptualised as rejecting the notion that Africans are objects of other's curiosity and asserting that Africans have contributed to and should continue to contribute in shaping human civilisation. It is in this context that we should reflect on the agenda 2063. In my the notion of pan Africanism and the African renaissance have not lost their significance but in addressing them in using them as 'loadstars' we have to proceed from the premise that today's generations are architect of a new socio-economic system which should express itself in what I would refer to as a continental democratic revolution. So Pan-Africanism and the African renaissance are no longer concepts that underpin protests and resistance but should be concepts that inform creation that inform development.

The question has been posed: is the regeneration of the continent signalled in a variety of ways over the past two decades sustainable? Do internal factors on the continent further afield speak to that new trajectory going forward? Shall we accomplish the pan African renaissance by 2063? I think to answer this question, we need to appreciate the key driving forces that have informed the perfective development that have taken place in Africa in the past 20 years or so; amongst others, as the professor has indicated, peace and stability have been attained in most of the continent, South Africa the last past bastion of the colonial domination has been liberated, debilitating conflict in countries such as Angola, Mozambique, Ethiopia, Sierra Leone, Sudan and Liberia have been resolved, and in most of the continent, a new core of leaders has emerged, capable states are being built, law governed systems have been forged, and democracy and citizens' participation have improved.

And I would want to add that a critical element of it is the role of African intelligentsia and much of the middle strata including the media. These and the other factors have contributed to higher rates of economic growth coupled with an improvement in the socio-economic conditions of Africa's people. According to the United Nations in sub-Saharan Africa, in the past 15 years or so, the proportion of the population earning less than 1.25 US\$ a day has declined, primary education enrolment has improved, under 5 year mortality rates have declined and this is on the back of GDP growth in Africa per person that means per capita that has increase at about 2.3 per cent per annum between 1995 and 2009. Trade with the world has doubled and foreign debt has declined by some 25 per cent.

Interpretation into French:

On voit que la renaissance africaine a été contextualisé et donc pour rejeter cette idée que les Africains sont des objets de curiosité pour les autres races donc nous avons dit que les Africains ont toujours contribué et vont continuer à contribuer à donner une forme à la civilisation humaine. C'est dans ce contexte que nous devons réfléchir sur l'ordre, donc le plan de 2063. Donc nous n'avons pas perdu [...] donc beaucoup de thèmes n'ont pas perdu leur significations, mais quant à leur utilisation nous devons procéder à partir du fait que les générations d'aujourd'hui sont les architectes d'un nouveau, d'un nouvel ordre économique, donc nous pouvons définir cela comme une révolution démocratique continentale. Le panafricanisme et la renaissance africaine ne sont plus des concepts donc qui ressortir, qui donnent lieu à des protestations, donc qui renforcent la création et le développement.

Donc la question a été posée: donc la régénération de l'Afrique, du continent donc durant ces deux décennies passées [...] est-ce que cette régénération est durable, quand on tient compte des facteurs, donc sur le continent [...] donc concernant ces nouvelles trajectoires, est-ce que nous pouvons accomplir donc la renaissance panafricaine d'ici l'an 2063? Pour répondre à cette question, nous devons apprécier les lignes directives, les lignes principales qui ont marqué le développement qui a eu lieu jusqu'ici durant les 20 années passées; donc parmi les autres, comme l'a indiqué le professeur, la paix et la stabilité a été réalisée dans la plupart, dans une grande partie du continent, le cas de l'Afrique du Sud, de la libération de l'Afrique du sud peut être cité donc par exemple, la cessation des conflits en Angola, Mozambique, au Libéria, au Sierra Leone, et dans la plupart des pays du continent, il y a une nouvelle race des dirigeants qui ont émergé, et donc il y a maintenant la démocratie et la participation des citoyen qui s'est améliorée.

Nous devons aussi ajouter un élément critique donc qui est le rôle, c'est-à-dire le rôle de l'intelligentsia africaine et le rôle joué par les médias. Donc ces facteurs ainsi ont contribué aussi à la croissance africaine donc, et cela s'ajoute donc un état économique donc qui progresse. Selon les Nations Unies dans l'Afrique subsaharienne, donc durant les 15 années passées, la proportion de la population qui gagnent moins de 1,25 \$ US par jour a décliné sensiblement, donc l'enseignement primaire donc il y a du progrès aussi, et la mortalité a décliné, donc par habitant par exemple on voit un accroissement donc par an entre 1995 et de 2009, donc il y a eu un accroissement aussi du côté démographique

AFRICAN RENAISSANCE AND PAN-AFRICANISM

(PAP 09-05-13) French version:

Monsieur le Président, lorsque nous étions enfant nous entendions parler avec beaucoup d'admiration du Panafricanisme et en dépit de notre jeune âge à l'époque et de notre ignorance de la chose politique nous étions fiers et le temps nous a donné raison de voir les succès remportés par le panafricanisme: la libération des peuples opprimés, les indépendances, etc. Mais force est de constater, Monsieur le président, que [...] laidement que le panafricanisme a chassé de l'asphère afro- américaine, sont revenue tambour battant par la grande porte et parfois même avec notre complicité.

Ma question Monsieur le Ministre d'État, est que peut-on dire dans ces conditions que le panafricanisme a achevé sa mission. En tout cas on ne l'entend plus beaucoup. Vous avez indiqué Monsieur le Ministre sa transformation à travers la création de l'Union Africaine, mais à l'exemple de la majorité des africain, vous avez relevé vous-même les insuffisances – j'allais même dire les grandes insuffisances. Je vous vous demander, Monsieur le Ministre, que faire pour que l'Afrique se relève, parce que aujourd'hui tous les africains sont déçus et ont perdu tout espoir. Vous êtes vous-même chef de parti politique vous entendez surement les cris de cœur de vos militants, que faire? Je vous remercie Monsieur le Ministre.

Interpretation into English:

Mr. President, when we shall we heard talking about Pan-Africanism with a lot of admiration since this young age we were still ignorant of the politics but we were proud and time has given us reasons that's seen Pan-Africanism enable the emancipation of oppressed people, that led to independence, etc. . But, Mr President unfortunately we have to admit that Pan-Africanism [...] has seen a return of all the struggles. Sometimes we are accomplice to this.

Therefore I would like to say that what can we do under these conditions? When will Pan-Africanism really achieve its mission? We don't hear so much about this anymore. Minister, you have talked about this transformation through the establishment of the African Union, but the majority of Africans, or yourself also stressed the shortcomings even the great failures. So minister I would like to ask you, what we can do so that Africa can really stand up; because all the Africans today are disappointed, they have lost hope. As leaders of political parties you also hear your activists calling out 'what can we do, minister?

BUDGET SPEECH 2014 (10-

05-13) English version:

Madame Chairperson, thank you for recognising me, honourable members, I say my gratitude and also honourable members good morning to everybody. I hereby stand in front of you to present the budget for 2014. And I want to first, you indulgence the translation is in fact not the best, the French and Arabic but we have to manage it like that until when we have [...] since recruitment is going on we expect that quick recruitment should be done so we can get good translator that can remedy this situation for us. I also want to query your indulgence that the documents that we forwarded to you yesterday were mixed up, and a very good version, we have it this morning, [...] all the same – I think you people have got it – and I apologise for that.

Today, I am presenting to you the 2014 budget - we had done the 2013 budget. I'll give you the reason why we are presenting the 2014 budget as I present my report. The presentation of this budget and the processes of preparation, the scrutiny and approval that preceded in [...] it are in line with the decision of the PAP (Pan African Parliament) October 2012 Plenary Resolution that instructed PAP to convene the Committee on Monetary and Financial Affairs as soon as the instruction and guidelines of preparing the 2014 Budget are received from the African Union Commission. As you know we left here when the instruction had not come that's why we could not present to you the budget of 2014.

And you know the Rules of Procedure of the Pan-African Parliament stipulated under Section 26(2) that, the Committee on Monetary and Financial Affairs is mandated, among others to: examine the draft estimate budget of the Parliament and submit to you for your validation; discuss the budget of the Union and make appropriate recommendations; examine and report to Parliament on the problems involved in the implementation of the annual budget; and assist Parliament to execute its role of establishing sound economic, monetary and investment policies. Pursuant to the afore mandate under the Rules of Procedure, the Resolution from the Pan African Parliament Plenary, the Committee convened a non-statutory Meeting held at the Precincts of the PAP, from 18 to 22 of February, 2013 to consider the 2014 budget. And this is the draft budget being presented to you and it has been sent already to the African Union Commission. In execution of its mandate, the Committee was guided by the prevailing statutory and legal regime governing the Pan African Parliament Budget formulation processes as required in the AU Rules and Regulations.

Interpretation into French:

Présidente, je vous remercie pour m'avoir donné la parole, honorables membres, j'exprime ma gratitude et ma reconnaissance aux honorables membres et je dis bonjour [...]. Ici, je souhaiterais présenter les budgets 2014. Tout d'abord, je voudrais demander votre indulgence, la traduction n'est pas la meilleure, en français et en arabe, mais nous pourrions nous débrouiller pour avoir maintenant une meilleure traduction plus tard. Je voudrais demander votre indulgence, le document qui vous a été présenté est mélangé, je m'excuse.

Aujourd'hui, je voudrais vous présenter le budget 2014 - nous avons procédé au budget de 2013. Je vais vous donner la raison pourquoi nous avons présenté le budget 2014. La présentation de ce budget et le processus de préparation, [...] *le processus d'examen d'approbation qui l'ont précédé sont conformes à la résolution adoptée à la plénière du PAP en Octobre 2012 instruisant le PAP de convoquer une réunion de la Commission parlementaire des affaires monétaires et financières, dès que l'instruction et les lignes directrices de la préparation du budget du PAP pour 2014 arrivent de la Commission de l'Union africaine.* Comme les instructions n'étaient pas arrivées, c'est pourquoi nous n'avons pas pu vous présenter à ce moment-là le budget de 2014.

Vous savez quelles sont les règlements intérieurs du Parlement. *«L'article 26 du règlement intérieur du Parlement Panafricain stipule que, la commission permanente des affaires monétaires et financières est chargée, d'examiner le projet du budget du Parlement et de les soumettre au parlement; débattre du budget de l'Union et formuler les recommandations appropriées; examiner et soumettre de le rapport sur les problèmes relatifs à la mise en œuvre du budget annuel, appuyer le Parlement dans son rôle de mise en place des politiques efficaces en matière économique, monétaire et d'investissement».* C'est ça le mandat, *«Conformément la mission ci-dessus définie par le Règlement intérieur du PAP et la résolution, la Commission a convoqué une réunion non statutaire qui s'est tenue, le 18 au 22 Février, 2013 dans les locaux du PAP afin d'examiner les activités du PAP et son projet de budget pour l'année 2014.* Et c'est ça le projet de budget que je vous présente [...]. *Dans l'exécution de son mandat, la Commission s'est basée sur le régime statutaire et le régime juridique régissant les processus d'élaboration du budget du PAP selon les exigences des règles et procédures financières de l'Union Africaine.*

SPEECH FOR THE SUPPORT TO THE ARABIC SAHARAWI

REPUBLIC (14-05-13) French version:

Son excellence, Monsieur le Président des parlements panafricains, honorable Bethel Amadi, honorable députés, excellences ambassadeurs, Mesdames et Messieurs honorables de l'audience [...]. Tout d'abord je tiens à vous remercier et saluer votre noblesse pour m'avoir honoré d'être parmi vous aujourd'hui au siège du parlement panafricain, l'occasion de sa première session annuelle. À cette même occasion permettez-moi d'exprimer ma gratitude, ma reconnaissance à son excellence, Monsieur le Président, madame la présidente de la Commission Africaine, Docteur Nkosazana Dlamini Zuma pour son engagement dans la voie de la recherche des solutions pacifiques et justes du conflit du Sahara Occidental allant certes mettre fin à la souffrance du peuple Sahraoui.

C'est une fierté pour moi de pouvoir s'adresser aux représentants du peuple africain, de la tribune de cette institution, représentant l'expression de la volonté des peuples du continent africain, continent que ces États étaient les premiers dans le monde à avoir appuyé fortement le droit des peuples Sahraoui à l'autodétermination, appui qui s'est transformé au fil des ans engagement continental. À cette occasion également je tiens à saluer et remercier le parlement panafricain pour ses prises de position en faveur des droits des peuples Sahraoui à l'autodétermination et ces appels pour le respect des droits de l'homme dans mon pays, le Sahara Occidental. Je salue et je remercie de même toutes les célébrités africaines [...] connues pour leur soutien et leur solidarité avec le peuple sahraoui.

Excellences ambassadeurs, Honorables Députés, mesdames et messieurs comme vous le connaissez très bien le Sahara Occidental est le dernier pays africain figurant à nos jours sur la liste de l'organisation des nations des territoires non-autonome. Au moment où le peuple Sahraoui attendait la décolonisation de son territoire des colonisateurs espagnols, l'État du Maroc et en violation flagrante des droits internationaux a un excès de force mon pays, le Sahara Occidental le 31 octobre

1975. Depuis cette date le Maroc viole systématiquement tous les aspects des droits de l'homme du peuple Sahraoui. C'est ainsi que l'état Marocain a semé la terreur contre la population civile sahraoui, pour sauver leurs vies des milliers de civils sahraoui ont été contraint de fuir le territoire du Sahara Occidental. Durant leur fuite leurs campements provisoires ont été bombardés par l'aviation marocaine par des bombes interdites, à savoir des bombes de napalm, phosphore blanc et les bombes à fragmentation.

Interpretation into English:

Excellency, President of Pan-African parliament, honourable [...], Honourable MPs, Ambassadors, Ladies and Gentlemen [...]. First of all I would like to thank you and from having honoured me by being amongst you today at the headquarters of the Pan-African Parliament. At this very occasion allow me to express my recognition of the President, Madam President of the African Commission, Dr Nkosazana Dlamini Zuma for her commitment in the voice of looking peaceful solutions to the conflict in the Western Sahara and to put an end to the suffering of the people of the Saharawi Arabic Republic.

I have an honour to address myself to the African people, by presenting the wish of the African people, who have been the first in the world supporting the rights of the Sahrawi people, the support that transformed itself by years by a continental engagement. I would like to salute the Pan-African Parliament for having taken a position concerning the human rights of the Saharawi Arabic democratic republic people I also would like to thank all those who [...] I also would like to thank all the African celebrities who for their support and solidarity with the Saharawian people.

Excellencies Ambassadors, Honourable MPs, ladies and gentlemen, as you know it very well the Western Saharawi is the last African country which is on the list of the AU of people who are not autonomous. Today when we are under the Spanish colonization, there have been excessive force that was used in my country. Since that date, Morocco is violating all the human rights in Saharawi and that is why Moroccan has actually been at the bottom of terrorist activities in my country. When people run away there were some bombings by Morocco, bombs that are not allowed, these are bombs of mass destruction.

Appendix D: Job Advertisement

PAN-AFRICAN PARLIAMENT

البرلمان الأفريقي



PARLEMENT PANAFRICAIN

PARLAMENTO PAN-AFRICANO

Gallagher Convention Centre, Private Bag X16, Midrand 1685, Johannesburg, Republic of South Africa
Tel: (+27) 11 545 5000 - Fax: (+27) 11 545 5136 - Web site: www.pan-african-parliament.org

JOB DESCRIPTION

INTERPRETER/TRANSLATOR

POST DETAILS	
POST TITLE	Interpreter/Translator (English-French)
POST LEVEL	P4
LOCATION	Midrand, Johannesburg, Republic of South Africa
IMMEDIATE SUPERVISOR	Head of Plenary, Hansard, Translation/Interpretation Division

1. Main Duties and Responsibilities:

- Provides proper, clear, faithful interpretation from English to French during conferences and meetings of the Parliament using standard, clear and accurate language.
- Ensures the use and exact understanding of PAP technical terminologies.
- Keeps abreast of developments in the field of French and English languages, by compiling and regularly updating specific terminologies, phrases, acronyms, and special expressions in order to widen and deepen vocabulary with the aim of enhancing skills and ability.
- Facilitates and participates in the development of PAP's terminology/lexicons in both languages.
- Provides consecutive interpretation when required during audiences and of statements during conferences, meetings, discussions, etc.
- Translates documents from English to French, ensures the highest standard of accuracy and maintains the spirit, context, quality, technical language and nuances of the original version using precise, clear, and proper terminologies.
- Performs any other related duty as may be assigned by the Head of Division, the President of Parliament or the Clerk of Parliament.

2. Qualification and Experience:

- A Bachelor's Degree in Languages and a professional qualification from a recognised school of Interpretation/Translation.
- Ten (10) years of progressively relevant working experience in interpretation/translation in an institution or international meetings on diverse issues. Applicants must be able to type and produce their work independently.

One Africa, One Voice!

1 of 3

3. Required Skills and Competencies:

- Successful candidate is expected to demonstrate excellent communication skills in French and English and evince remarkable flair in the use of both languages.
- Manifest creativity and have ability to interact harmoniously and effectively in a multi-cultural environment with colleagues from diverse disciplines, perspectives, countries and cultures.
- Demonstrate ability to make objective decisions and resolve problems, exercising the highest sense of responsibility in the handling of confidential and sensitive issues in a reasonable and mature manner.
- Demonstrate professionalism.
- Good knowledge of the African Union system
- High ethical standards, integrity and a deep sense of fairness.

4. Tenure of Appointment:

The appointment will be made on an AU three-year (3) Regular Contract, of which the first year will be considered a probationary period. Thereafter, the contract may be renewed for a period of two years, subject to satisfactory performance.

5. Language Requirement

Proficiency in both French and English is required. Knowledge of any other working language of the African Union would be an added advantage.

6. Age Requirement

Candidates must preferably be between 35 and 50 years old.

7. Gender Mainstreaming

PAP is an equal opportunity employer and qualified women are strongly encouraged to apply.

8. Remuneration:

An indicative basic salary of US\$40,413 per annum plus other related entitlements, which consist of post adjustment (57% of basic salary), spouse allowance (5% of basic salary), housing allowance (US\$23,846.00 per annum), education allowance (75% of tuition and other education related expenses for eligible dependants up to an upper limit of US\$7,800 per child, per annum) and pension contribution (15% of basic salary), among others, in conformity with rules and procedures applicable to internationally recruited staff of the African Union.

9. How to Apply

To apply for this position, candidates are required to submit the following:

- A motivation letter demonstrating suitability for the job and stating reasons for seeking employment with the Pan African Parliament.
- Detailed and updated curriculum vitae, including nationality, age and gender.
- Three (3) referees with good knowledge of candidate's work. Please, provide referees' contact details – telephone, fax and e-mail addresses.
- Certified copies of educational qualifications – degrees, diplomas and certificates, where applicable.

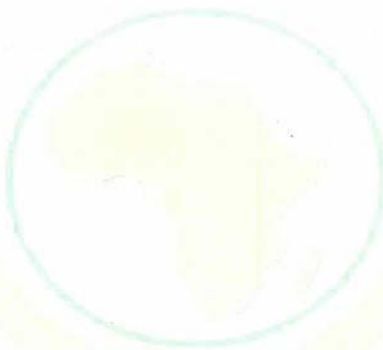
10. Closing Date of Applications

Applications must be received **not later than Tuesday, 5 July 2013** and should be addressed to:

Elizabeth Murimwa
Deloitte Consulting
Riverwalk Office Park, Block B
41 Matroosberg Road, Ashlea Gardens, X6
Pretoria, 0081
South Africa
Tel/Direct: +27 (0)12 482 0004 | Fax: +27 (0) 12 349 9482
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Only candidates who meet the requirements for this position will be contacted.

For more information on the Pan African Parliament, please visit PAP web site at
www.pan-africanparliament.org

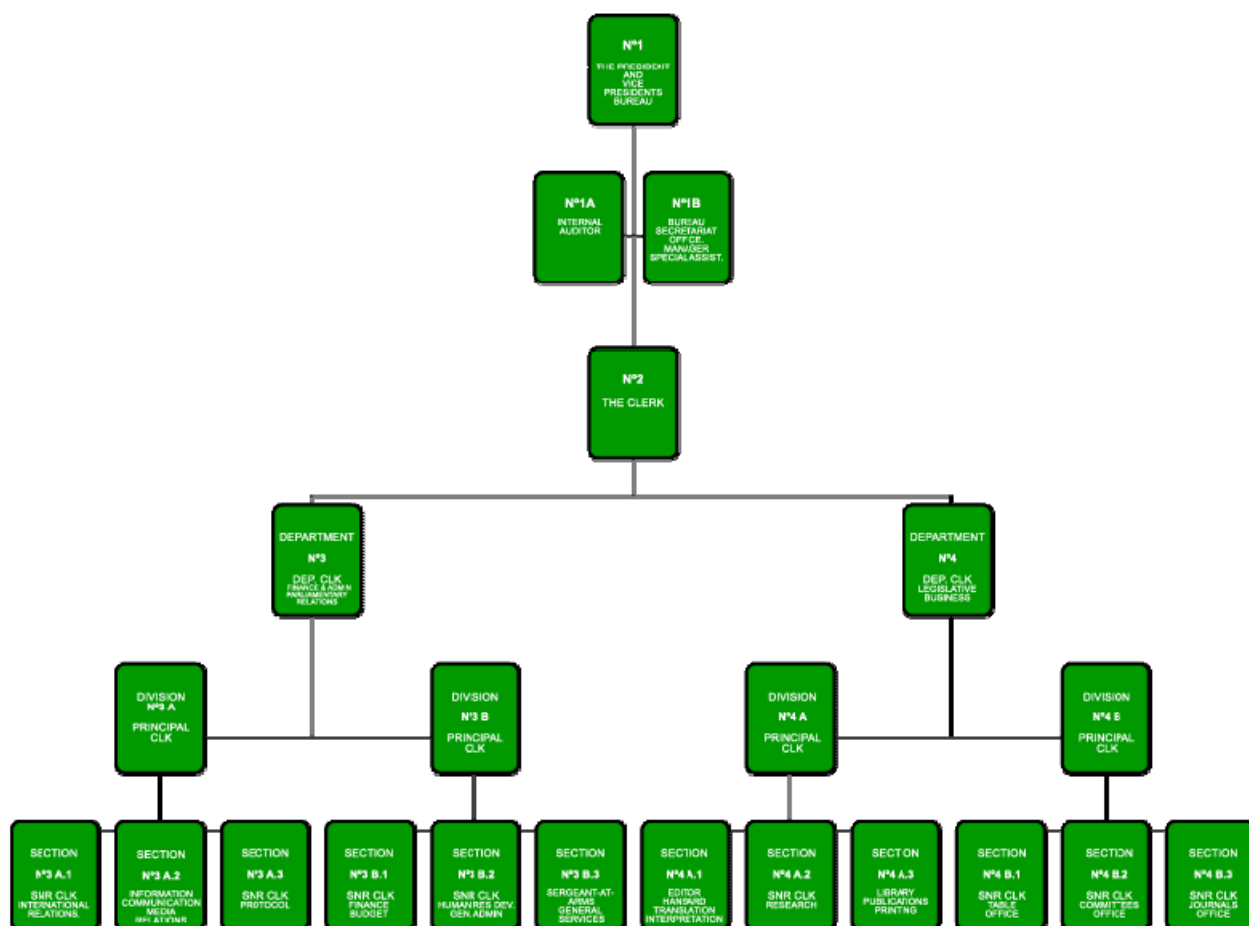


Appendix E: House of the Pan-African Parliament (PAP)



Source: Pan-African Parliament website

Appendix F: Organogram of the Pan-African Parliament (PAP)



Source: Pan-African Parliament Source: Pan-African Parliament website