Ethical Stress in Interpreting and Translation:
A Literature Review

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Abstract. Ethical stress is occupational stress resulting from disparities between one's ethical values and expected behaviours that can lead to dreadful consequences for individuals and even burnout. This review focuses on studies of ethical stress in translation and interpreting; individual and situational factors that may lead to ethical stress; its moral, emotional, psychological, and professional implications. The literature review is based on the search of articles in peer-reviewed journals published in the 21st century. This study has found that ethical stress in translation and interpreting occurs when the job requirements do not match the capabilities, resources, needs or values of the translator/interpreter due to linguistic demand factors and non-linguistic ones, including environmental, interpersonal, and intrapersonal demands. Taken together, the obtained results suggest that (a combination of) various individual and situational factors (working conditions primarily) may trigger moral distress, emotional exhaustion, vicarious trauma, burnout, and, eventually, ethical stress. However, the correlation between individual and situational factors and the level of their impact on translators/interpreters have not been sufficiently studied. Moreover, very little research has been carried out into psychological consequences for the translators/interpreters caused by socio-ethical dilemmas they face. Recent studies confirmed the positive relation between (the level of) ethical stress and job satisfaction and performance. Still, little is known about the correlation between (relative) autonomy to make decisions and judgments and the level of ethical stress and impact on performance. Thus, further research into the ethical stress of translators/interpreters under natural working conditions rather than in laboratory and agency settings and its implication on their performance and general well-being is essential.

Keywords: ethical stress, moral injury, vicarious trauma, burnout, professional dissonance, socio-ethical dilemmas.

Каліщук Діана. Етичний стрес під час усного та письмового перекладу: огляд літератури.

Анотація. Етичний стрес – це професійний стрес, спричинений розбіжностями між етичними цінностями та очікуваною поведінкою, що можуть призвести до жахливих наслідків для особистості, навіть до професійного вигоряння. Запропоноване дослідження відображає критичний огляд наукових праць з проблем етичного стресу під час усного та письмового перекладу; індивідуальних та ситуаційних факторів, що можуть призвести до етичного стресу; його моральних, емоційних, психологічних та професійних наслідків та ґрунтується на публікаціях у фахових журналах 2000-2022 років. У науковій роботі встановлено, що етичний стрес у перекладацькій діяльності виникає за умови, що вимоги до виконання роботи не відповідають можливостям, ресурсам, потребам чи цінностям усного / письмового перекладача через вимоги лінгвістичного та нелінгвістичного характеру, що

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включають внутрішньоособистісні, міжособистісні фактори та фактор середовища, у якому здійснюється професійна діяльність. Результати теоретичного аналізу літератури свідчать про те, що різноманітні індивідуальні та ситуаційні (переважно умови праці) фактори (їх поєднання) можуть викликати моральний дистрес, емоційне виснаження, вторинну травму, професійне виснаження та, врешті, етичний стрес. Однак, кореляція між індивідуальними та ситуаційними факторами та рівнем їх впливу на письмового / усного перекладача не була достатньо вивчена. Крім того, існує надзвичайно мало досліджень щодо психологічних наслідків для перекладачів, спричинених соціально-етичними дилемами, з якими вони стикаються. Сучасні наукові розвідки підтверджують позитивний зв'язок між (рівнем) етичного стресу та задоволенням від роботи і продуктивністю. Проте досі мало відомо про співвідношення між (відносною) автономією щодо прийняття рішень та суджень і рівнем етичного стресу та впливом на продуктивність. Отже, необхідні подальші дослідження етичного стресу усного / письмового перекладача в реальних умовах здійснення професійної діяльності, а не в лабораторіях чи агентствах, і його впливу на продуктивність роботи та загальне самопочуття.

Ключові слова: етичний стрес, моральна травма, вторинна травма, професійне вигорання, професійний дисонанс, соціально-етичні дилеми.

Introduction

Ethical stress has often been conceptualized as occupational stress resulting from disparities between one's ethical values and expected behaviours that can lead to nefarious consequences for individuals and even burnout (DeTienne et al., 2012; Hubsher-Davidson, 2022).

There is a general agreement that translating and interpreting are inherently stressful occupations and there exist a number of empirical studies to prove this conception (Heller et al., 1986; Moser-Mercer et al., 1998; Kurz 2002; 2003; Apter 2007; Chiang 2009; 2010; Kállay, 2011; Bontempo & Malcolm, 2012; Kao & Craigi 2013; Schwenke et al., 2014; Ndongo-Keller, 2015; Valero-Garcés, 2015; Eszenyi, 2016; Korpal, 2016).

The theory of occupational stress known as the demand-control model was developed by Karasek (1979) in collaboration with Theorell (Karasek & Theorell, 1990). This method is utilized in studies of occupational stress and reduction of stress-related illness, injury and burnout. Research of such kind focuses on interrelation of linguistic demand factors and non-linguistic demand factors (namely, environmental, interpersonal, and intrapersonal demands) with decision latitude (Karasek's concept of control). They aim at exploring whether and to what extent correlation of demands and decision latitude contributes to stress in interpreting profession (Dean & Pollard, 2001). Occupational stress is not considered to be unavoidable (Dam & Zethsen, 2016; Hubsher-Davidson, 2022).

A number of studies proved that job stress results from the interaction of the individual and the conditions of work (Kurz, 2003). Within the framework of such studies environmental (physical) stress, psychological stress, and physiological stress (Kurz, 2002; 2003) under which interpreters and translators work have been analysed. The responses confirmed translation and interpreting as a high-stress occupation. Still

correlations between measures of (subjective and objective) stress and performance were found to be weak.

Emerging issues and debates that have begun to attract attention of researchers in the sphere of ethical stress in translation and interpreting relate to moral injury/moral distress, socio-ethical dilemmas and vicarious trauma and burnout.

Ethical Stress and Moral Distress / Moral Injury

Data from several sources has identified that translators and interpreters are especially vulnerable to ethical stress most distressing consequences, that is moral injury and burnout (Allen & Bernofsky, 2013; Fenton & Kelly, 2017; Hubscher-Davidson, 2020). Working under conditions where they have to compromise their ethical or moral convictions translators and interpreters may experience moral injury which results from different sustained expectations (procedural, formulaic, managerial) that may constraint or inhibit value-based responsive practice (Fenton & Kelly, 2017).

Moral injury, if experienced constantly, may result in moral distress that can be caused by disjuncture/dissonance and ontological guilt, which by many scholars are considered to be two key components of ethical stress (DeTiene et al., 2012; Fenton, 2015).

There is still a significant debate on defining moral distress in relation to occupational stress and other related issues. Most of the work has been done in the sphere of medical care or social work. Some scholar see it as more of a specific subset of ethics or moral stress, others treat the term as interchangeable with ethics or moral stress (Jameton, 1984; 1993; Fry et al., 2002; Kalvemark et al., 2004; Nathaniel, 2006; DeTiene et al., 2012), therefore, it is an important issue for further research.

Ethical Stress and Socio-Ethical Dilemmas

The aforementioned disjuncture/dissonance and ontological guilt as key components of ethical stress have been conceptualized as professional dissonance in recent studies (Nelson & Merighi, 2002; Jones, 2004; Taylor, 2007; Abdallah, 2010; Ulrich et al., 2010; Berger, 2014; Kenworthy et al., 2014; Fenton, 2015; Pym, 2015; Fenton & Kelly, 2017; Grootegoed & Smith, 2018; McLennan et al., 2018). It is considered to have its roots in cognitive dissonance theory. Taylor explains this phenomenon as a feeling of discomfort arising from the conflict between professional values and job tasks (Taylor, 2007).

Professional dissonance is studied in relation to ethical dilemmas interpreters and translators face and decisions they have to take (Jones, 2004; Abdallah, 2010), moral injury, burnout (Fenton & Kelly, 2017), risk taking (Pym, 2015), emotional dissonance as a conceptual subset of cognitive dissonance (Kenworthy et al., 2014; Nelson & Merighi, 2002; Berger, 2014; Grootegoed & Smith, 2018).

Recent studies of emotional dissonance in relation to professional dissonance state that discrepancy between expressed and felt emotions can have a significant impact on

both moral and ethical behaviours and general well-being of a person (Nelson & Merighi, 2002; Berger, 2014; Grootegord & Smith, 2018).

Ethical Stress and Vicarious Trauma and Burnout

In recent studies of ethical stress in translating and interpreting ethically stressful situations interpreters and translators often end up in are linked to vicarious trauma (sometimes called compassion fatigue) and burnout (Dean & Pollard, 2001; Figley, 2002; Boscarino et al., 2004; Canfield, 2005; O'Donnell et al., 2008; Hetherington, 2010; 2011; Pugh et al., 2011; Bontempo & Malcolm, 2012; Ledoux, 2015; Määttä, 2015; Mangoulia et al., 2015; Bancroft, 2017; Christodoulou et al., 2017; Gray, 2007; Jordan, 2010; Hubscher-Davidson, 2022). It relates to a potential conflict between the requirements of professional ethics, general ethical responsibility towards other participants, and the interpreter's/translator's own sense of professionalism (Hubscher-Davidson, 2022).

A process model of the conditions that can lead to vicarious trauma and burnout elaborated in recent studies shows that burnout which develops over a period of time results in withdrawal, intention to quit, and failure to forgive self and others. However, vicarious trauma is considered to appear more rapidly and may lead to emotional exhaustion, reduced self/other respect, low job satisfaction, alterations in self-image, performance issues (Boscarino et al., 2004; Canfield, 2005; Gray, 2007; Jordan, 2010; Bancroft, 2017; Hubscher-Davidson, 2022).

There is general agreement that under certain circumstances interpreters and translators can be rather vulnerable to vicarious trauma and burnout. However, to date there is little information on the various ways in which they may be affected by ethical stress situations.

Objective

This study, therefore, focuses on the review of the articles containing data about ethical stress in professional activity, in particular, in translation and interpreting, in relation to factors influencing it as well as its psychological, emotional and professional implications and strategies to cope with it.

Method

Selection of the Corpus of Literature

The review uses a descriptive approach to examine theories of ethical stress analysis in translation and interpreting. The literature review was based on the search of articles in peer-reviewed journals published in the 21st century.

Articles should represent the study of ethical stress in translation and interpreting as particularly stressful profession. The selected articles have to focus on a classical view of ethical stress or contribute recent findings on the factors that lead to ethical stress in translation and interpreting as well as emotional, psychological and professional issues resulting from ethical stress.

This study follows a literature search with in-depth analysis of the key words and phrases that are required during the search process to increase the accuracy of the articles. In this study, six key words and phrases were selected, namely, ethical stress, moral injury, vicarious trauma, burnout, professional dissonance, socio-ethical dilemmas.

The initial corpus consisted of 86 articles. In this review, selection process included inclusion criteria. Inclusion is important to ensure all selected articles contribute relevant findings on 1) factors causing ethical stress in translating / interpreting; 2) emotional, psychological, professional implications of ethical stress in translating/interpreting (see Table 1). Therefore, only articles with relevant empirical data were considered in this study. After the selection process 14 articles were chosen.

Table 1
The Inclusion Criteria

	Inclusion Criteria
Year of publication	2000-2022
Publication type	Peer-review journal articles
Types of findings	Empirical
Focus of findings	Data related to factors causing ethical stress and emotional. Psychological, professional implications of ethical stress in translation and interpreting

Results and Discussion

Factors Causing Ethical Stress in Translation and Interpreting

The results of the search based on the inclusion criteria are summarised in Appendix.

Ethical stress in translation and interpreting may occur when the requirements of the job do not match the capabilities, resources, needs or values of the interpreter / translator. Working conditions play a primary role in causing ethical (in some studies conceptualised as occupational) stress, however, individual factors must not be ignored (Kurz, 2002; 2003).

In recent studies the requirements of a job, which may include aspects of the environment, the actual task being performed, and other factors that act upon the individual are referred to as "demand" (Dean & Pollard, 2001). Conceptualizing demands in translation and interpreting is one of the main issues discussed in stress-related literature. In relation to demand-control theory, developed by Karasek (1979), Karasek and Theorell (1990), a great number of different demands have been singled out.

The first category of demands include linguistic ones – those directly or indirectly related to language. Within the framework of linguistic demand category analysis, many linguistic factors are studied in terms of having impact on translation and interpreting performance and causing stress. They include language fluency of the parties, fluency of delivery in particular (Dean & Pollard, 2001; Kurz, 2002; 2003; Barghout et al., 2015; Korpal, 2017), peculiarities of articulation, different speakers and different accents, the interpreter's/translator's own knowledge and fluency, professional experience, different topics (often rather complicated ones), sensitive topics, grammatical correctness, vocabulary, correct pronunciation and intonation, etc. (Kurz 2002; 2003; Garcés, 2015; Korpal, 2017; Gumul, 2021). In many empirical studies the factor which is perceived as the stressor for interpreters most frequently is the delivery rate of the source text (Barghout et al., 2015; Korpal, 2017; Gumul, 2021). Similarly, ethical decision-making can be stressful and mentally draining for translators when they have to translate texts of the ideological context which is offensive to them (Addallah, 2010), when translating for politicians in times of war (Apter, 2007) or when they have to convey information which is immoral, brutal, stripped of all human dignity and outside the boundaty of any law. Todorova (2016) points out that at times, the stories interpreters and translators have to communicate in another language are somewhat "embellished" or even invented. However, to date, empirical studies on such pragmatic aspects of professional translation are still scarce.

On the other hand, recent research into ethical stress in translation and interpreting proves that non-linguistic factors greatly influence the work of interpreters and arguably translations as the result of interpreting/translating activity (Dean & Pollard 2001; Hetherington, 2010; Hubscher-Davidson, 2020). These non-linguistic demands are grouped into three demand categories: *the environmental demands* that include factors related to the settings in which interpreters / translators have to work; *the interpersonal demands*, i.e. factors related to the interaction of the individuals as well as parties involved in the process of communication; and *the intrapersonal demand category* which embraces physical and psychological factors pertaining to the interpreter alone (Dean & Pollard, 2001). Therefore, a number of empirical studies have been implemented to analyse environmental, psychological and physiological occupational stress of interpreters / translators caused by the aforementioned demand categories (Cooper et al, 1982; Zeier, 1997; Moser-Mercer et al., 1998; Riccardi et al., 1998; Jiménes & Pinazo, 2001; Mertens-Hofmann, 2001; Kurz 2002; 2003).

There is a large body of literature that is concerned with the environmental demands, in particular working conditions, which are considered to play a major role in causing ethical stress in interpreters/translators. Quite a wide range of environmental factors have been singled out and analysed, among which general nature of assignment, specific setting of assignment, sight lines, background noise, room temperature, chemicals and odors, seating arrangements, lighting quality, visual distractions, poor ventilation, ergonomic problems, etc. (Dean & Pollard, 2001; Kurz, 2002; 2003; Moser-Mercer, 2005; O'Donnell et al., 2008; Hubscher-Davidson, 2022). Notwithstanding convincing findings of the empirical studies carried out which showed positive correlation between poor environmental factors and ethical stress interpreters/translators experience, the major limitation is that the ecological validity of such studies is compromised by laboratory settings to some extent.

In recent studies the social, cultural and organizational environment in which interpreters /translators are embedded (environmental and interpersonal demand categories) is conceptualized as ethical climate (O'Donnell et al., 2008; Abdallah, 2010; Ulrich et al., 2010; Hetherington, 2011; Hubscher-Davidson, 2022). Positive ethical climate within an institution may impact positively on the individual involved in interpreting/translating and vice versa. According to O'Donnell et al. (2008) three specific factors are considered to determine the nature of ethical issues in organizational settings and the way they are perceived and addressed: the individual's position and role in the organisation, the resources or support which are available to address ethical issues and the sources of (dis)satisfaction within the work environment (O'Donnell et al., 2008; Hubscher-Davidson, 2022). Lack of trust between parties involved, lack of support for the translators and lack of necessary information may discourage translators and lead to occupational stress (Abdallah, 2010).

The aforementioned factors linked with individual factors (intrapersonal demand category) can be said to predict ethical stress. Various individual factors have been singled out in the number of empirical studies carried out, among which dynamic nature and intensity of event, vicarious reactions, safety concerns, physiological responses and distractions, doubts or questions about performance, availability of supervision and support, anonymity and isolation, no legal cloak of confidentiality, liability concerns (Dean and Pollard 2001). Dam and Zethsen (2016) argue that there is a huge gap between the translators' image of themselves as experts and the way they feel clients and society at large recognize and value their expertise (low status of a translator) which creates high level of frustration. Recent studies have proved positive correlation between professional experience and the level of stress interpreters/translators get (Kurz, 2002; 2003; Chiang, 2010; Kao, 2013) as well as strong relation between such individual factors as self-motivation, self-efficacy, or strong working relationships and job satisfaction / frustration and potential intention to leave the workplace.

Still, the correlation between individual and situational factors causing ethical stress in translation and interpreting and the extent of their impact need further research.

Emotional, Psychological, and Professional Issues Resulting from Ethical Stress in Translation and Interpreting

That is a large body of literature that is concerned with stress-related emotional and psychological issues interpreters and translators face (Figley, 2002; Hethrington, 2011; Swain, 2011; Bontempo & Malcolm 2012; Allen & Bernofsky 2013; Karimi et al., 2014; Kenworthy et al., 2014; Shay, 2014; Mangoulia et al., 2015; Ndongo-Keller, 2015; Roberts, 2015; Mehus & Becher, 2016; Bancroft, 2017; Gray, 2017; Tryuk, 2017; Valero-Garcés, 2017; O'Donnell et al., 2018).

Interpreters and translators experience emotional dissonance characterized by discrepancy between expressed and felt emotions which can significantly affect their ethical and moral behaviours as well as general well-being (Nelson & Merinhi, 2002; Berger, 2014; Grootegoed & Smith, 2018). There is general agreement that emotional dissonance is associated with psychological stress. According to Kenworthy et al. (2014), emotional dissonance refers to the psychological incongruence and conflict experienced by individuals who display emotions that differ from the emotions they are experiencing internally.

Emotional stability is considered to be a predictor of work performance for translators and interpreters (Bontempo & Napier, 2011). Recent studies have proved that interpreters / translators are less ethically stressed and emotionally exhausted when they are trusted to make use of their own professional and moral judgements in line with their moral compass (Hubscher-Davidson, 2022).

Most scholars agree that under particular conditions the demanding nature of the work interpreters and translators do requires to carry out intense emotional labour from them. This cognitive and emotional work strains their mental resources and, if moral conflict is added, may trigger a situation of distress, result in fatigue and, eventually, burnout (Hetherington, 2011; Bontempo & Malcolm, 2012; Mehus & Becher, 2016; Valero-Garcés, 2017).

In the psychological literature and stress-related literature ethical stress has been associated with emotional exhaustion and compassion fatigue (O'Donnell et al., 2008; Mangoulia et al., 2015; Christodoulou-Fella et al., 2017), also known as secondary trauma syndrome or vicarious trauma. It is commonly agreed that on an intrapersonal level translators and interpreters may be dealing with assignments that conflict with personal goals, values and beliefs. Intense and traumatic interpreting / translating experiences or cumulative effects of such events may cause a translator / interpreter to experience vicarious trauma (Bontempo & Malcolm, 2012). It is also associated with poor peer support, doubting of one's professional competence, and alterations in self-image (Boscariono et al., 2004; Canfield, 2005; Gray, 2017). Therefore, it may result in reduced respect and concern for others, decrease the plasticity of the brain and render individuals more susceptible to anxiety, depression, as well as burnout (Christodoulou-Fella et al., 2017; Hubscher-Davidson, 2022). Empirical studies proved that individuals

vary in their responses to stress, and what may be a traumatic interaction for one interpreter may not affect another, which calls for further research into this field.

Another serious and difficult to manage consequence of occupational stress is burnout. In recent studies it is conceptualized as emotional exhaustion and cynicism, which erodes an individual's ability to effectively engage in work (Maslach & Jackson, 1981), a prolonged response to chronic emotional and interpersonal stressors on the job, and is defined by the three dimensions of exhaustion, cynicism, and inefficacy (Maslach et al., 2001; Kallay, 2001) as well as neuroticism. Recent studies highlight a positive association between high levels of job stress and reports of fatigue, physical disorders and burnout (Schwenke, 2015).

Despite an increasing body of literature describing the stress translators and interpreter experience and emotional and psychological issues related to it, little is known about the various ways in which they can be affected by situations of ethical stress and strategies to cope with it. Moreover, research carried into psychological consequences for the interpreters and translators when they face ethical dilemmas is still rather limited (Baker, 2010; Cadwell & O'Brien, 2006; Dragovic-Drouet, 2007; Drugan, 2017; Kahane, 2007; Takeda, 2016; Wang & Xu, 2016).

The interrelation and interconnection of emotional and psychological effects of ethical stress and moral and social-ethical issues are in focus of attention of many recent studies, which confirm the positive relation between (the level of) occupational stress caused by/related to the aforementioned factors and job satisfaction and level of performance at work (Jones, 2004; Taylor, 2007; Ulrich et al., 2010; Pym, 2015; Fenton & Kelly, 2017; McLennan et al., 2018; Hubscher-Davidson, 2022). However, the impact of ethical stress specifically on translator or interpreter performance has not been fully investigated yet.

Under certain circumstances dissonance can eventually lead to greater professional and personal growth (Hubscher-Davidson, 2022). Still, in most cases when one's values and actions come into conflict, ethical stress resulting from this can lead to dissatisfaction or even to leaving one's employment. In recent studies professional dissonance has been conceptualized as a feeling of discomfort arising from the conflict between professional values and job tasks (Taylor, 2007). Under particular conditions interpreters and translators, who are treated as individuals with relationships, loyalties and political/social ideologies of their own (Jones 2004), may have to deal with layers upon layers of competing values (Loewenberg et al., 2000; Taylor, 2007) while fulfilling their job tasks. Therefore, they may experience professional dissonance that comprises anxiety, felt dissonance and unconscious dissonance, which overlap.

Professional dissonance is treated as an existential problem as it is considered to relate to feelings which directly affect individuals' perception of themselves as people, their feelings about the kind of people and professionals they are, and their feelings about how they should live their lives and fulfill their jobs (Taylor, 2007). Value collisions while translating/interpreting can lead to great psychological pain. Jones (2004) highlights the fact that translator can struggle to take into account the interest and

wishes of all the different parties involved, and that translation decisions do not always prevent a "sense of inner conflict" (Jones, 2004, p. 721). Working in sub-optimal conditions (mainly created by translation companies or agencies) where translators have to compromise their ethical or moral convictions trying to satisfy the unaligned demands of … the reader and translation company (Abdallah, 2010, p. 24) provoke moral injury which results from "sustained managerial, formulaic and procedural expectations that constrain or inhibit value-based, responsive practice" (Fenton & Kelly, 2017, p. 463). As Abdallah (2010) argues in her study on translators' agency in production networks, global institutions and companies do not value experience, expertise, or accomplishment, their hierarchical rigid structures create unbearable working conditions for professional translators and instigate feeling of powerlessness.

In addition, in recent research there is a general agreement that interpreters and translators possess "constrained autonomy", especially when it comes to working under tough conditions, in conflict zones or areas of natural disasters. Among the key implications Jones (2004) singled out the following ones: all acts of translating and interpreting have ethical and socio-political consequences, partiality may often be a more appropriate attitude than neutrality, power structures within which the translators act are often more important than target language or translation strategy. Translators and interpreters perform their identities as textual and cultural ambassadors – when it comes to what they translate and how they do it, what they choose not to translate and why (Allen, 2012; Jones, 2004; Pym, 1997; Rafael, 2010). Those loyalties clashes and socio-ethical dilemmas can multiply for all social actors, including translators and interpreters, under certain circumstances, like conflicts or wars (Allen, 2012; Baker, 2010; Drarovic-Drouet, 2007; Jones, 2004; Kahane, 2007; Rafael, 2010; Todorova, 2016; Wang & Xu 2016). Therefore, translators and interpreters working under such conditions should have maximum awareness of ethical implications and be guided by the principle of least harm to other players when making hard decisions.

According to Fenton (2015), when translators and interpreters can act in line with their conscience or values, they will experience less ethical stress but more ontological anxiety, a normal consequence of being able to make the best possible decision for the client, rather than the most easily defended one. Recent research proved that interpreters and translators are less ethically stressed and emotionally exhausted when they are trusted to make use of their own professional and moral judgements in line with their moral values, loyalties and ideologies (Jones, 2004; Ulrich et al., 2010; McLennan et al., 2018; Hubscher-Davidson, 2022). However, the impact of the aforementioned factors on the level of performance is to be further investigated.

Limitations and Methodological Issues

The increasing interests to ethical stress in relation to various individual factors and working conditions in different fields determine the development of many new theories and utilizing different assessment tools. The articles related to the analysis of ethical

stress in the spheres other than interpreting / translating were mainly excluded from this research. Their findings were taken into account mostly for the general outline of the terms related. The major drawback of recent studies and experiments is their relation to laboratory/agency settings.

Conclusion

The aim of the present literature review was to examine theories of ethical stress analysis in translation and interpreting as well as factors that lead to ethical stress in translation and interpreting and emotional, psychological and professional issues resulting from ethical stress.

This study has found that ethical stress in translation and interpreting occurs when the requirements of the job do not match the capabilities, resources, needs or values of the interpreter / translator due to linguistic demand category and non-linguistic one, which includes environmental, interpersonal and intrapersonal demands. However, the correlation between individual and situational factors causing ethical stress in translation and interpreting and the extent of their influence on translators / interpreters has not been sufficiently analysed and, therefore, it is an important issue for further research.

Ethical stress research has shown that under certain circumstances demanding nature of the work translators and interpreters do may trigger moral distress, emotional exhaustion, vicarious trauma, and, eventually, burnout. Still, little is known about the various ways in which they can be affected by situations of ethical stress and strategies to cope with it. Despite huge body of stress-related literature, very little research has been carried into psychological consequences for the interpreters and translators when they face socio-ethical dilemmas. The conflict between professional values and job tasks may result in professional dissonance translators / interpreters face. Recent studies confirmed the positive relation between (the level of) ethical stress and job satisfaction as well as performance. Still, the correlation between the (relative) autonomy to make one's judgements and decisions and the level of ethical stress as well as impact on performance needs deeper investigation. Therefore, further research into ethical stress of interpreters and translators under real working conditions and its implications on their performance and general well-being is essential.

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Appendix

Table 1
Studies of Ethical Stress in Translation and Interpreting: Causes and Implications

No	Study	Title	Aim	Methodology	Findings
1	Barghout et al. (2015)	The Influence of Speed on Omissions in Simultaneous Interpretation: An Experimental Study	This study aimed to elucidate one of the strategies that that expert interpreters resort to when confronted with different speed rates	Ten professional interpreters from the United Nations	At higher speeds interpreters omit more redundant information, and it would appear that omission is a strategy the interpreters resort to for coping with speed
2	Dam & Zethsen (2016)	"I Think It Is a Wonderful Job". On the Solidity of the Translation Profession	This study aimed to explore the sources of translators' job satisfaction and the factors that motivate translators to stay in profession despite sub-standard working conditions and low status of translators' profession.	Content analysis of the narratives of 15 seasoned translators.	Translators have a shared understanding of the downsides of being a translator, they are also in agreement on the attractions of the job.
3	DeTienne, et al. (2012)	The Impact of Moral Distress Compared to Other Stressors on Employee Fatigue, Job Satisfaction, and Turnover: An Empirical Investigation	This study aimed to investigate the relationship between moral stress ad three important factors of organizational health – employee fatigue, job satisfaction, and turnover intentions – while controlling for other potential job stressors, as well as several demographic valuables	Survey data from 305 customer-contact employees	Even after including the control variables in the statistical models, moral stress remains a statistically significant predictor of increased employee fatigue, decreased job satisfaction, and increased turnover intentions
4	Drugan (2017)	Ethics and Social Responsibility in Practice: Interpreters and	This survey aimed to widen the focus of attention from interpreting and translation to the	Online survey of UK universities (40 BA Honours Social Works	Insufficient attention has been paid to professional clients who rely on interpreters and

		Translators Engaging with and beyond the Profession	broader society in which interpreters and translators work	students, 59 Masters Social Work students)	translators, social workers and social work students prior to their first work experience placement, and that ethical aspects of professional communication can be compromised as a result.
5	Garcés (2015)	The Impact of Emotional and Psychological Factors on Public Service Interpreters: Preliminary Studies	This study aimed to investigate and examine the influence of emotional and psychological factors on conference interpreters, public service interpreters and PSI students; interpreting in mental health; burnout syndrome in PSI.	Data for the research has been drawn from interviews and questionnaires.	Public service interpreters are exposed to challenging settings and sensitive topics, other common factors (physical, psychological, environmental), occupational demands that may affect their work and can affect physically and psychologically their personal and professional lives.
6	Gumul (2021)	Reporting Stress in Simultaneous Interpreting. The Analysis of Trainee Interpreters' Retrospective Reports and Outputs	This study aimed to determine the sources of stress for trainee interpreters and the coping strategies and/or stress-prevention strategies they adopt.	A corpus of 5,005 retrospective comments of trainee interpreters	The most frequently mentioned stressors are the delivery rate of the speaker, lexical search under time pressure, interpreting failure in the preceding part of the text; stress is reported more frequently in the retour than the native; economy of expression strategies is adopted.
7	Hetherington (2011)	A Magical Profession? Causes and Management of Occupational Stress in the Signed Language Interpreting Profession	This study aimed to bring into discussion causes and management of occupational stress within the sign language interpreting profession	Qualitative methodology in the form of semi-structured interviews. 6 participants – sign language interpreters	Occupational stress within the sign language interpreting profession has been underrepresented in literature, yet a significant incidence of occupational stress among interpreters has been observed. Further research is

					required.
8	Jiménez & Pinazo (2001)	"I Failed Because I Got Very Nervous". Anxiety and Performance in Interpreter Trainees: An Empirical Study	This study was aimed to investigate the relation between the fear of public speaking and anxiety; fear of public speaking and performance in interpreting; anxiety and performance in interpreting	197 subjects – final year Translation and Interpretation students at the University Jaume	Low confidence in public speaking is related to high scores in state anxiety; though there is no positive relation between fear of public speaking and performance in interpreting, as well as between level of anxiety and performance in interpreting.
9	Jones (2004)	Ethics, Aesthetics and Decision: Literary Translating in the Wars of the Yugoslav Succession	This study aimed to investigate how issues of loyalty, ethics and ideology condition the action of a literary translator.	Case-study observations	The implications of the "constrained autonomy" of a literary translator: all translating acts have ethical and socio-political repercussions; partiality informed by awareness of the demands of the wider social web may often be a more appropriate stance than neutrality; that the power structures within which the literary translator acts are more important than target language or translating strategy per se in determining source-culture representation, and that time /workload /chance factors may also play a role.
10	Korpal (2016)	Interpreting as a Stressful Activity: Physiological Measures of Stress in Simultaneous Interpreting	This study aimed to examine whether the speed of speaker's delivery influences the level of stress experienced by interpreting trainees during a	Ten interpreting trainees, students of the interpreting programme at the faculty on Modern Languages and Literatures of	This study serves as an empirical verification of the argument that high rate of delivery may indeed be a problem trigger in simultaneous interpreting.

				Adam Mickiewicz University	
			simultaneous interpreting task		
11	Kurz (2003)	Physiological Stress during Simultaneous Interpreting: A Comparison of Experts and Novices	This study aimed at examining the stressfulness of simultaneous interpreting (SI) in experts and novices to determine whether professional experience has impact on physiological stress response	Case studies	Experienced conference interpreters can be expected to cope with the high demands; training and experience help them adopt the right strategies, whereas in novices measurably higher physiological stress was recorded.
12	Määttä (2015)	Interpreting the Discourse of Reporting: The Case of Screening Interviews with Asylum Seekers and Police Interviews in Finland	This study aimed to provide new insights into the analysis of complex networks of power relations that determine whether human rights can actually be exercised through public service or community interpreting	Ethnographic data emanating from participant observation as an interpreter for migrants, asylum seekers, and international offenders	Many problems related to public service interpreting that are thought to stem from cultural differences or the interpreters' general lack of competence can be interpreted as resulting from language ideologies, reified in the practices in which they appear.
13	Mehus & Becher (2016)	Secondary Traumatic Stress, Burnout, and Compassion Satisfaction in a Sample of Spoken-Language Interpreters	This study was aimed to better understand levels of secondary traumatic stress, burnout and compassion satisfaction within the spoken-language interpreter community; to determine the relationship between each of these scales and trauma history, gender and refugee status.	119 respondents in the online survey	Responses show high levels of secondary traumatic stress but also high levels of compassion satisfaction relative to population norms; none of the estimated relations were significant at the present alpha level.
14	Schwenke & Gnilka (2014)	Sign Language Interpreters and Burnout: The Effects of	The purpose of this study was to explore an integrated model	238 interpreters (self-identification as an	The study provided evidence for the effects of perfectionism, stress

	Perfectionism, Perceived Stress, and Coping Resources	of both adaptive and maladaptive perfectionism, stress, coping resources, and burnout among sigh language interpreters	interpreter was preferred)	and coping resources on burnout. Adaptive perfectionism was not associated with burnout maladaptive was. Perceived stress plays a mediating role in the relationship between maladaptive perfectionism and burnout.