

Chapter 1

Volunteers and Volunteering



志愿服务 迎接奥运



Section I Dedication of Love — Volunteers and Volunteering

The well-known Indian poet Rabindranath Tagore once wrote, “A flower sweetens the air with its perfume, yet its last service is to offer itself to you.” Those people who dedicate themselves to help others and serve society, just as Tagore said, are like flowers devoting themselves to sweeten the lives of others. Such people, we call “volunteers”. What they do for others and for society we label “voluntary service”. What are the exact definitions of these simple words—“volunteers” and “voluntary service”? Let’s begin with an explanation of “Volunteer”.

I. Messengers of Love — Volunteer

The word “Volunteer”, comes from the Latin word “valo” or “velle”, meaning



Serve with Smiles · Beautiful Heart & Beautiful Environment

“hope, determination, or willingness”. In the western countries, people believe volunteers are the ones who work not for personal benefits, nor are they forced by law to labor, but work for free to improve society and provide charity to others. The Volunteer Association of China puts forward this definition of volunteers: “People who are willing to provide services or assistance to society or to others, not for material gains, but from a sense of conscience, faith and responsibility.” In China, we have different names in different places for volunteers. In Hong Kong we call them “YI GONG (workers of duty)”, and in Taiwan we call them “ZHI GONG (workers of will)”.

Today, in China, the development of voluntary services has become a symbol of civilization and social progress. Volunteers can be found in every walk of our lives.

II. The Spreading of Love — Voluntary Service

What then are the voluntary services? Some people believe that the good deeds in our daily lives are voluntary services. Others think that a mere donation of money

without physical or emotional involvement cannot be defined as voluntary service... So then, what on earth is voluntary service?

We believe that voluntary services are non-profit and non-remunerative efforts which individuals make for the purposes of improving the welfare of others in the neighborhood, the community and in society.

There are many forms of



I Am Your Guide in Beijing

voluntary services: from the traditional mutual assistance between the neighbors, to today larger organizational efforts to relieve pain, resolve conflicts and diminish poverty.

According to the American Social Work Board, a group of people who are willing to work together to pursue public benefits are called voluntary groups; individuals who participate in the work of these groups are called volunteers; and this kind of group work is called voluntary service.

We believe voluntary services have 3 features: (1) They are actions for others freely given. Voluntary service is provided by individuals out of loving hearts. People choose to work for the good of others, free of any compulsion by a third party or outside powers. (2) They are contributions that are non-money-rewarding. People give of their time, skills, resources and kindness to provide assistance to their neighbors, communities and society, without expectation of receiving payment. (3) They are initiated by caring hearts. People help others to create a better society.

Voluntary services today have developed into a large social movement with rich content and it is expressed in various forms. There are both self-assisting services and mutual-assisting services. There are voluntary services in the fields of charity, sports, and publicity. As Chinese society develops in the years ahead, more forms of voluntary service will be created, and volunteers will play increasingly important roles in improving peace and development in our country.

III. Why Become a Volunteer? — The Motivation to Serve Voluntarily

To serve voluntarily is a personal contribution and sacrifice to others full of difficulties and hardship. However, many people are willing to participate. Why?



Volunteer Allegiance Ceremony

A great deal of research has been done on this topic. Some believe that human beings are born to be gregarious; offering assistance to others is his/her innate instinct. Others believe that kindness and helping others will bring a good result and joy to the parties. Still others believe that volunteers join in these activities just to satisfy their curiosity, to make friends and to obtain social experiences. However, if we look at the nature of voluntary service, all the above reasons are not adequate to motivate people to serve voluntarily. What on earth are sufficient motivations for voluntary service?

1. Spiritual Pursuit

“A person’s value shall be decided by what he contributes, not by what he obtains,” said Albert Einstein. When volunteers contribute of themselves, they feel they are needed and subsequently rewarded by the praises of others. This is not money, nor material reward, but an internal spiritual value. It gives meaning to life, fills society with warmth and kindness, and encourages volunteers to devote themselves to these activities.

2. Social Mission

Voluntary service originates from charity donation. Today’s volunteers carry forward this mission and actively respond to the calling. In many ways they devote

themselves to this work and blessings to others around. When volunteers work for the public interest, they not only contribute themselves, but they also establish an active interaction with society. They stimulate people’s sense of duty to society. When they demonstrate a spirit of humanism and service, they also help reduce responsibilities of the government, solve social



| Volunteer, | Serve, | Enjoy

problems, and they are in fact changing society. Again as Albert Einstein said, “Only in devoting oneself to serving society, human being will discover the meaning of his short and risky life.”

3. Knowledge Learning

When a volunteer serves, he/she is not only helping others, but also learning new knowledge and skills. This will help them mature and build good character. Voluntary service is team work. In the team, volunteers learn how to establish good relationships with others, as well as how to strengthen a spirit of teamwork and effective team coordination. This is especially helpful among young volunteers because they can improve their professional skills in the process of learning good teamwork. They will know society better, understand the theories (which they learned from school) better, and also receive inspiration and education. Today’s voluntary service is becoming more professional and more formal. Before beginning their work of service, volunteers have to receive formal training. This is a very important aspect toward a comprehensive improvement in the quality of voluntary service.

4. Self - fulfilling Values

The famous American psychologist Abraham H. Maslow believed that the ultimate goal of life is self-fulfillment. In his definition, self-fulfillment includes caring others and going beyond oneself. Though people seek material gains in their daily lives, their hearts never stop seeking a mere fulfilling sense of personal goodness. To fulfill one’s spiritual needs, to pursue higher personal spiritual level, to develop one’s potentials and to fulfill personal values are perpetual goals of volunteers. Voluntary work not only makes their lives meaningful, also satisfies their spiritual needs and fulfills their personal goals for doing something valuable in life.

5. Life Experience Enhancement

Different experiences make our lives colorful. Voluntary service, even if it is of short duration, can be delightful and beautiful. Some volunteers have tasted much of the spice of life, and at the same time have received the experience of a life time. The teachers who participated in the Supporting Rural Area Education Program said, “We are touched by the villagers and the villagers also touched us.” As volunteers,



A Little Help to Serve Society

they felt deeply the heart-to-heart communication. In order to broaden their sense of life experience and build a more meaningful life, more and more people are joining the team of volunteers.

6. Mental Well-being

Voluntary service can help volunteers cultivate a joyful heart and a more active mentality. When caring for and helping others, volunteers' own mental stress is relieved and more wholesome characters are built. We learned the story of Katherine Pener from an introductory article on American volunteers. Katherine, as a volunteer, counseled cancer patients for 22 years. She writes, "I can guarantee that all the volunteers will feel better emotionally, physically, and mentally, no matter whom you are

and what you do. All the volunteers I know are always smiling." Through serving voluntarily, people build good character of self-respect, self-reliance, and independence, all of which contribute to sound mental health.

IV. Dedication, Fraternity, Mutual-aid and Progress — The Spirit of Volunteerism

United Nations Secretary-General Kofi Annan pointed out in his remarks at the opening ceremony of the "International Year of Volunteers 2001" that "At the heart of volunteerism are the ideals of services and solidarity and the belief that together we can make the world better. In that sense, we can say that volunteerism is the ultimate expression of what the United Nations is all about." His remarks expressed the essence

of volunteerism. They also conveyed the sincere admiration that most people have for volunteers. Volunteerism is composed of: Dedication, Fraternity, Mutual-aid and Progress.

1. Dedication

The original meaning of “dedication” is to respectfully give or submit without asking for a reward. The spirit of contribution is admirable; it is the core value of volunteerism. Volunteers promote the development of society and social progress without expecting reward, fame, benefit or privilege. All their actions embody the admirable spirit of contribution. In 1938, Dr. Norman Bethune gave up a wealthy life in Canada and traveled thousands of miles and came to China. He provided medical care for the Chinese army and helped establish medical schools in military areas. He wrote and edited numerous textbooks; he taught medical students. In the autumn of 1939, while trying to save a wounded soldier he cut his hand and septicemia set in. He sacrificed his life for China. His life remains an inspiring international expression of a personal dedication.

2. Fraternity

Volunteerism advocates that the volunteers should appreciate others, show kindness to others, love others and respect others. This is also friendship. The love of volun-



Dedication



Help Others · Return Society

teers goes beyond nationality, profession, wealth, culture, and race. It is a love of equality, and it fills society with warmth of sunlight. A good example is the Doctors Without Borders (Medecins Sans Frontieres). This organization, in spite of race, politics or religious beliefs, provides humanitarian support to the victims who suffered because of catastrophe, disasters and wars. What they contributed is the love beyond borders. On October 15, 1999, MSF received Nobel Peace Prize in recognition of its members' continuous efforts to "give to those victims professional assistance as quickly and as efficiently as possible".

3. Mutual-aid

Volunteerism is also characterized by a profound spirit of mutual-aid. Mutual-aid advocates philosophy of "Help each other, help oneself". Volunteers use their hands, minds, knowledge and loving hearts to organize all kinds of caring activities, to assist those who are in times of difficulty and crisis. The spirit of mutual assistance among volunteers awakens kindness and charity in lots of people promoting them to devote the extra money and time they have to others. They assist others to cope with hardship, and eventually have become independent, self-reliable and productive members of society. Then the helped continue their job and help more people. This is what the mutual-aid is all about.

4. Progress

The spirit of making progress is an important part of volunteerism. When volunteers serve others and society, they improve themselves and also facilitate social progress. The spirit of progress can be felt everywhere in voluntary activities. We would conclude that it is a major reason why people are willing to dedicate themselves to voluntary service and seek the harmony of society.

Volunteerism is a noble and precious spirit, which encourages people to work not so much for individual benefits, but to pursue the common welfare while at the same time fulfill their own values. Language is not good enough to describe the charm of volunteerism, so let us praise it with our hearts and souls!

V. The Noble Pursuit — Values of Voluntary Service

Voluntary service is highly esteemed and valuable. It contributes a great deal

toward the individual and social development. Volunteers are highly respected and voluntary services are considered valuable. What are the values of voluntary service?

1. Spiritual Values

Voluntary services stem from high spiritual values. Volunteers are not seeking material gain. Through these services, the spirit of contribution is spread. People's sense of duty is strengthened. Meanwhile, volunteers nudge forward the pursuit of spiritual well-being in the whole society. The pursuit of goodness is not only a core teaching of age-old oriental civilization, but a long-standing element of western value system.

2. Social Values

Voluntary services also embody tremendous social values. Very often the main purposes of volunteers are to assist needy, poor, weak, and disabled persons. Working on many public projects, such as facilitating the development of urban and rural areas, building communities, rescuing people during disasters or other dangerous large-scale social events, volunteers help promote development of society and promote social progress. Through helping others and serving society, volunteers enhance relationships and mutual welfare, eliminate the distance between people, and build up a harmonious society. Voluntary groups and organizations are significant complements to governmental agency and the free market. In their own unique ways, volunteers provide enormous beneficial services to society. Moreover, through joining together to provide voluntary service, people from different walks and levels of life can have better understanding of, and deeper communication with, each other. Social conflicts are mitigated; social problems diminish; and people can more fully trust each other. Volunteers contribute a great deal to all the above-mentioned achievements.



Youth · Green · Hope

3. Economic Values

Voluntary services produce huge economic benefits. Since volunteers do not seek direct payment or benefits for themselves, so many public projects and non-profit organizations welcome their participation in their activities. Because labor is donated, they save money in expenses, thus directly or indirectly producing values and profits.

At the 1996 Summer Olympiad organized in Atlanta, about 60,000 volunteers were involved, saving 0.13 billion US Dollars. The 2000 Sydney Olympiad had approximately 47,000 volunteers involved and saved more than 90 million of US Dollars. In 2004, more than 60,000 volunteers served for the Athens Olympiad, realizing a savings of 0.12 billion US Dollars.



Voluntary Service · Improve Myself

4. Educational Values

Serving voluntarily can help young people develop healthy personalities. Volunteerism is a very important way for young people to participate in society's activities and at the same time mature in many aspects of adulthood. Through voluntary services, young people enrich their life experiences, cultivate their sense of citizenship, improve their organizational and coordinating abilities, and strengthen their confidence and sense of responsibility. They improve in overall healthy well-being, both physically and mentally, while also elevating their skills and personalities. All of these benefits contribute toward a sound and healthy society.

In addition to the values stated above, voluntary services are directly meaningful to the people who are served. They feel that they are loved and cared for. They feel confident and an important part of society. This helps them better integrate into larger family of Chinese society.

Section II Borrowing Experiences from Abroad — Voluntary Service in Foreign Countries

I. Long History — Origin of Voluntary Service in Foreign Countries

Voluntary service in foreign countries has a long history. The prestigious British scholar Mike Hudson believes that we can trace the origin of voluntary service back to the religious charity activities of ancient times during the Roman Empire or even to an earlier era. “Charity” is from the Latin word “caritas”, meaning “love for the others” or “Do goodness and give generous alms to the needy or poor ones”. The ancient Egyptians issued a law code, encouraging people to offer help to needy persons, for instance, ferrying poor people access waterways for free. In the ancient societies of Rome and Greece, charity was an assistance to help people given by philanthropies. At that time, charitable donations mainly focused giving to public affairs, not to individuals. Marcus Tullius Cicero, a Roman citizen, believed that “The one who has a good heart and leads the lost is like one who uses up his own torch lighting the way for others’. His torch will not fail because it ignites the torch of others.” His statements, though viewed from our modern perspective, still shine with the light of humaneness.



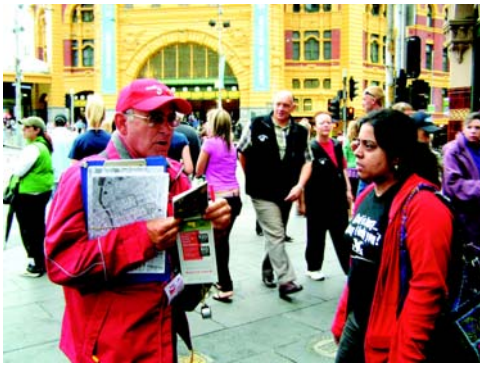
Ignite the Light of Life

Contemporary voluntary services originated in the beginning of 19th century. Certain religious charity events had emerged at the time and some countries started calling people to join in the work for social welfare. “Charity Organization Society” was established in London; North American immigrants from Europe provided mutual assistance and set up various voluntary groups. A large number of people from different levels of society with a heart for charity became the first groups of volunteers.

At the end of the 19th century and the beginning of 20th century, social welfare was already well developed in the countries of Europe and North America. A series of laws were issued to encourage voluntary service. The realization of social welfare programs relied upon not only the work of professional social workers, but also the recruitment of numerous volunteers. Voluntary services were gradually recognized, encouraged, and awarded by the governments of these countries.

After the World War II, voluntary service in the western countries developed rapidly. Volunteers began to penetrate all areas of society and many voluntary organizations, one after another, were established. Voluntary service became further standardized and became a significant power for the adjustment of societal structure and social relationships.

II. Vigorous Development — Current Situation of Voluntary Service in Foreign Countries



Voluntary Guide at the 13th British Common Wealth International Sports Meeting

Today, voluntary service in foreign countries has become a necessary part of social development. Volunteers can be found in every field of social life, such as medical aids on fields of battle, the reconstruction of homes, the care of orphans, the city and village constructions, the protection of environment, various types of social progress, etc.

Voluntary service is closely related to the education of youth. Many parents start to cultivate a spirit of volunteerism in their children when they are still very young. They take them to activities and events where

they can experience voluntary service. Children’s mental and physical skills, sociability and ability to adapt are very much developed during this process so they can increasingly manage their lives well during maturation.

Voluntary services are closely related to getting opportunities for better education and employment. In the United States, some voluntary groups frequently organize parents with low incomes to discuss issues such as neighborhood crime and domestic abuse. They help them form educational partnerships. They also sponsor projects to help communities realize the importance of environment and maintenance of environmental issues. They also recruit professionals to provide medical services for at-risk groups. All these activities mitigate potential conflicts and enhance harmony among people.

United States	<p>Highly developed voluntary services</p> <p>A Long history of voluntary services and social organizations</p> <p>75% of Americans donate to charity organizations</p> <p>3 out of 4 American citizens are regular donors</p>
United Kingdom	<p>A Long-standing tradition of charity and voluntary services</p> <p>One half of British citizen participates in voluntary services</p> <p>Volunteers on average contribute 4 hours a week in services to others</p> <p>October 25 designated “Volunteer Day” in the United Kingdom</p>
France	<p>A spirit of volunteerism is part of the modern social ideology in France</p> <p>Under certain circumstances French male citizens must serve voluntarily after the age of 18</p> <p>Volunteers make up some 19% of the total population of France</p>
Germany	<p>In 1954 the widely-known volunteer movement was initiated “Serve Others for a Year”</p> <p>Many volunteers committed to environment protection activities</p> <p>1 out of 3 German adults spends 15 hours a week in voluntary service</p>

Republic of Korea
 Currently there are about 1,600 voluntary organizations
 Approximately 350,000 volunteers
 The voluntary movement had experienced a dramatic rise after the Seoul Olympiad

Japan
 Volunteerism education has become part of official education courses, and 7.6% of Japan’s colleges introduced courses relating to voluntary services
 Young people are actively taking part in voluntary services abroad

III. Various Beauties — International Voluntary Organizations and Related Holidays

At present, both volunteers and voluntary groups are growing in numbers. In order to advance the development of voluntary activities especially in areas of justice and peace, a number of international societies have been established and several holidays celebrating volunteerism have been designated. These organizations and special holidays are playing important roles in facilitating the development of volunteerism internationally.

1. International Association for Volunteer Effort (IAVE)

IAVE is an international non-governmental organization that promotes, celebrates, and strengthens volunteerism worldwide. IAVE has both individual and organizational members in some 80 countries around the world.

IAVE was founded in 1970 by a small group of women from many different countries who shared a common vision. They believed that volunteers could contribute solutions toward rectifying human and social problems. Furthermore they believed that volunteerism would build bridges of understanding among people of all nations and walks of life. The founders of IAVE recognized the importance of international exchange, information sharing, best practices models and mutual support as important means for encouraging and strengthening volunteerism worldwide. The first IAVE



World Conference was held in the same year. IAVE World Conferences have been held every two years since 1970 and membership has grown steadily. From January 14th to 18th, 2001, the 16th Biannual World Volunteer Conference was held in Amsterdam, the Netherlands, and at this conference the “Universal Declaration on Volunteering” and the “Global Agenda for Action” were approved, giving an outline of orientation, vision, goals and implementation for voluntary services in the 21st century.

2. United Nations Volunteers (UNV)

Commitment with the rapid rise of volunteering all over the world, United Nations officials were concerned about a steep rise in social problems worldwide. In an attempt to match the growing need with available manpower, the UNV was created by the UN General Assembly in 1970. The UNV is administered by the United Nations Development Program. UNV is a special operations partner in the United Nations system and is responsible for the administration of many activities related to international volunteering. The UNV works in cooperation with governments, with community-based initiatives, with humanitarian relief and rehabilitation efforts, and in support of human rights, especially electoral and peace-building processes. Each year about 4,000 qualified and experienced people join the UNV and provide voluntary services in the developing countries. In the past 30 years, about 30,000 UN volunteers have been dispatched to work in more than 140 countries.

3. The Coordinating Committee for International Volunteer Service (CCIVS)

The CCIVS was created in 1948 under the aegis of United Nations Educational Scientific and Culture Organization (UNESCO). The purposes of CCIVS are to pursue peace, prevent warfare, spread humanism, reconstruct homes and coordinate different volunteer groups to organize voluntary services. The objectives of CCIVS are: to facilitate the promotion and development of a movement of voluntary service on national, regional and international levels; to advance peace and progress of human individuals; to work continuously for better understanding and friendship among peoples.

4. The International Committee of the Red Cross (ICRC)

The ICRC was established in 1863 with its headquarters in Geneva, Switzerland.

It is a humanitarian organization and it initiated the Red Cross and Red Moon Movements. The ICRC shoulders an important mission, i.e. to supervise and implement international humanitarian rules. The ICRC insists on a just and unbiased position and works in different places in the world so as to help those who are affected by armed conflicts or domestic turmoil. The ICRC maintains communication with the governments of different countries. It however, is independent at all times of every other government or authority. Assisting the victims of armed conflicts and serving the injured in time of war, are the core components of its humanitarian work.

5. International Volunteers Day (IVD)

In 1985, the General Assembly of United Nations named December 5th as International Volunteers Day (IVD). The purpose of the day is to encourage governments and organizations to celebrate contributions volunteers make to their societies, and to remind people from all walks of life to actively support and participate in voluntary work. Today more than 100 countries celebrate volunteerism on this special day. IVD is widely accepted by people as a symbol of international volunteering.

6. International Year of Volunteers (IYV)

On November 20, 1997, the 52nd General Assembly of the United Nations passed Bill No. 52/17, designating 2001 as the year of international volunteers. The main purpose of establishing IYV was to deepen the understanding of volunteerism and stimulate volunteers' creativity and involvement. It also establishes a network calculated to achieve the best possible result in the further development of voluntary work.

Section III The Beauty of Harmony — Voluntary Service in China

I. The One of Benevolence Loves Others — The Age-old Volunteering Culture in China

In China, it is only recently that we have employed the word “volunteer”.

However, the tradition of voluntary service has existed for a long time. Thousands of years ago, Chinese people already practiced the good traditions of helping the needy and the poor and mutual assistance among neighbors. The spirit of volunteering is deeply rooted in traditional Chinese culture. The spirit of volunteering in China is composed of a profound humanitarianism and the pursuit of social harmony, which are actually twin brothers in Chinese traditional culture. They can be expressed in two words benevolence and love.

China's ancient educator and thinker, Confucius, believed "benevolence and love" to be the top moral standards of "JUN ZI (a man of honor, a righteous man, or a gentleman)". Confucius also held that one should fulfill his obligations in society and the nature of these obligations were "to love people", i.e. "benevolence". One should have a heart of love and benevolence in order to complete his social obligations. Confucius believed that, to some extent, "righteousness" is in opposition to "profit". The seeking of profit is equal to unrighteousness. Confucius said, "The man of honor seeks righteousness, while the man of disgrace only cares for profit." Another representative of Confucianism, Mencius, inherited these thoughts of



Confucius

"benevolence and love" and advocated that "Goodness should be spread." Mencius said, "Respect the old people in your family and respect the old among others. Care for the children in your family and care for the young in others." The famous book of Confucianism *LI JI · LI YUN* mentioned, "When the truth walks in the world, peace will come"; "Man should not only be close to his family members, nor only care for his own children." All these ancient philosophies in China instructed the Chinese that people should care for, and love each other, help each other. Furthermore, loving others and caring for others should not be done with the expectations of personal gain; otherwise it fails to meet the standard of love and risks being condemned. These thoughts express the spirit of contribution without seeking rewards which is the essential character of work of volunteerism.

Another great Chinese thinker, Mo-tse, believed in “Love each other” and “Shun Conflict”. Mo-tse thought all people from different levels in life were equal and should love each other. For Mo-tse, to love each other was the only way of helping society and doing good to people in general, because one person’s benefit is part of the benefit of society as a whole; to seek benefit for society is to do benefits to oneself. Mo-tse said, “One who loves will be loved; one who does good will have good done to him.” Mo-tse advocated that one should not only help others with material benefits, but also provide spiritual aid. In Mo-tse’s book *SHANG XIAN XIA*, he wrote, “One who has strength should go rapidly to help; one who has wealth should be encouraged to share; one who has knowledge should be persuaded to teach.” If someone is in trouble, one should actively give a hand; otherwise, he does not “love others”. In the process



Giving Coal to the Poor

of helping others, one will himself, experience gains of “love”. These teachings also conform to the spirit of volunteerism in contemporary times.

In this cultural context, “free house”, “free rice” and “charity giving”, which also parallel with modern volunteer work in our modern era, also emerged in ancient China. The founding Emperor of MING Dynasty, ZHU Yuanzhang, regularly commanded his subjects that when there are events of marriage, death, disease or difficulty,

“the rich should contribute their wealth and the poor should contribute their strength”.

China’s religious culture is also very closely related to the spirit of volunteering and has a history of assisting in the development of volunteer activities in China. In our country, though Buddhism and Taoism and other religions have different teachings, they all advocate the concept of “charity”. All the religious teachings help guide their followers’ actions as well as encourage them to help others so as to realize the hopes of the people and to maintain peace. Religious groups have also established formal organizations which give assistance to people and society.

Traditional Chinese culture is one of the internal forces which drive the development of Chinese people. The helping, loving spirit it advocates is the central motivation stirring us to volunteer. Chinese volunteers give of themselves because they have inherited this good tradition.

II. Persistent Pursuit — The Modern Practice of Chinese Volunteering

1. Deep Concerns — Support from the Communist Party and National Leaders

In China, Volunteer work is continuously developing. Our national leadership and the Communist Party pay a great deal of attention to voluntary work and actively support voluntarism throughout the country.

Chairman MAO Zedong: Learn from Comrade LEI Feng

With the founding of the People's Republic of China, voluntary work began to develop formally. On March 5, 1963, Chairman MAO called people to “Learn from Comrade LEI Feng”, which later gave rise to the phenomenon of “learning from LEI Feng” all over China. Now, half of a century later, this good tradition still lives. The spirit of LEI Feng is like an evergreen tree which forever flourishes in China. A very important part of the spirit of Comrade LEI Feng is to “serve the people”. This is also the core value of volunteering. LEI Feng devoted his whole life to a personal motto — “I will dedicate my limited life into the unlimited service for the people”. His spirit remains an inspiration to those of us who live in the present day. This spirit is the basis for the development of today's voluntary works.

President DENG Xiaoping: Initiator of the Voluntary Planting of Trees

In 1981, President DENG Xiaoping advocated that the whole nation should begin a volunteer campaign to plant trees. At the 4th Conference of the 5th People's National Congress, people's representatives discussed and passed an initiative entitled, Decision to Initiate a National Movement of the Voluntary Planting of Trees, and designated March 12 as the Day for Planting Trees. DENG Xiaoping advocated this project, and was actively involved in its



Plant Trees · Beautify Environment

implementation. Since 1982, it has been his habit to plant trees on this Day; he has been indeed, loyal to his initial vision. His calling is also an expression of the patriotism of the Chinese people; their generosity in volunteer work, and their spirit of never-giving-up. These are all good values which volunteers

carry forward.

President JIANG Zemin: Warm Encouragement and Strong Initiatives

Comrade JIANG Zemin gave his warm encouragement to the work of volunteers. In 1994, China Youth Volunteers Association was established; it has become the most influential volunteer group in China. In December 1997, Comrade JIANG wrote an epigraph for the Association, “The work of young volunteers is a very noble project in contemporary socialist China. It expresses the good traditions of the Chinese people, such as helping others and supporting the poor and the needy, and it is a good sign of hope. Work diligently to develop more fully this huge movement of volunteerism. You will help create an ethos of dedication, fraternity, mutual-aid and progress for the entire society. I hope you will continue your efforts in future and carry forward these good traditions. Work hard, continue to create, move forward bravely and make new and more significant achievements to realize a revival in China.” His statements gave official recognition to volunteer work and also encouraged volunteers to further progress in their endeavors.

HU Jintao: Salute the Thousands of Young Volunteers

In December, 1994, when the China Youth Volunteers Association was established, Comrade HU Jintao called China society to “salute the thousands of young volunteers who diligently serve our society”. Comrade HU deeply cares about the development of voluntary projects such as, “The Relay Race for Support of the Poor (RRSP)” and “College Graduates Voluntarily Serve the West (CGVSW)”. On July 12, 2005, Comrade HU gave his approval to the program of CGVSW and pointed out that college

graduates are precious resources in China. The implementation of CGVSW will release new ways for the college graduates to mature wholesomely, and will be helpful in the facilitation of economic and social development of the west of China. At present, many young students have joined either CGVSW or RRSP and they go to the poverty-stricken counties of the west to support local education systems, provide medical services, and help the peasants.



Volunteering · Ethos of New Times

With the strong encouragement of the leaders of the Communist Party and government bureaucracy, volunteer work is developing fast in China. Volunteers now come from many different levels of society; fields of their activities are broader; and more forms of volunteerism have been created.

2. Vast Emergence — China's Voluntary Organizations

(1) National and Local Organizations. There are both national voluntary organizations and local voluntary groups in China. The China Youth Volunteers Association is the largest national voluntary organization group in the country, and the Beijing Volunteers Association is one of the most influential local groups.

China Youth Volunteers Association was established on December 5, 1994, with a mission to provide voluntary services and to promote the spirit of volunteerism. They inherit the Chinese tradition of “Dedication, Fraternity, Mutual-aid and Progress”; through organizing and instructing young volunteers work in many places all over China. Volunteers help raise the level of social welfare services, facilitate the creation of a good social ethos, advance the quality of good character among young people, and



Logo of China Youth
Volunteers Association

make contributions which help to promote the coordination, development and progress of both China's economy and its society.



Logo of Beijing Volunteers Association

Beijing Volunteers Association was established on December 5, 1993, with a mission to advocate for a wholesome social ethos, structure a sound social security system, facilitate overall social progress, and assist young people to develop in a healthy manner. Their objectives are to serve volunteers, expedite the development of volunteering, strengthen the fabric of the socialist community and form a harmonious society. This organization works hard to promote the spirit of volunteerism and guide people from all walks of life to participate in large-scale social events, local community and constructions, public projects, rescue operations and economic development. They have organized a series of events, such as, “The Capital College Graduates Support Society Voluntary Group”, “Go to Public Organizations”, “Youth and Smile Movement”, “Beijingers Speak English”, and others. They have also sponsored several activities to care for the social vulnerable groups and to protect the environment.

(2) College voluntary groups. College students early on became the pioneer groups of young volunteers. Since the 1990s of the past century, college students' voluntary groups have grown tremendously and colleges one after another all over China have established their own voluntary groups. More and more college students have joined the teams providing voluntary services, and they have become influential forces. There are several important voluntary groups among them, including: Peking University Society of Loving Hearts, Tsinghua University Redbud Volunteers General Team, Young Volunteers Association of Renmin University of China, and Beijing Normal University White Pigeon Volunteers Association.

(3) Community volunteer groups. Since the Opening and Reform policy was implemented in China, community voluntary services (actually they were the earliest of the voluntary groups) have begun to emerge. The first community voluntary organization was organized on March 18, 1989 in the city of Tianjin. Since then, community voluntary services have been multiplying. At present, there are more than

70,000 national voluntary organizations, and more than 16,000,000 community volunteers provide their services. These volunteers are ordinary Chinese people from all over China and the services they provide figure in the daily lives of ordinary citizens. They play important roles in several areas such as mutual assistance between neighbors, support for the poor and the needy, assistance to the elder and the disabled, and beautifications of the urban environment.

On March 18, 2005, the Committee of Community Volunteers of China Social Work Association was established. This Committee guarantees effective organized operations for community volunteerism. It plays very important role in the administration of community volunteer resources, the standardization of community volunteer organizations, and the improved functioning of community voluntary services. To further advance the development of community voluntary services in China, the Committee awarded Beijing SHI JING SHAN District the honor of “Model District of 2005 National Community Voluntary Service”. The Committee also awarded honors of “Model Street of 2005 National Community Voluntary Service” to JIU XIAN QIAO Street, CHAO YANG District, City of Beijing; WANG JIANG Street, XIA CHENG District, City of Hangzhou; CHANG QING Street, XIA CHENG District, City of Hangzhou; HAN ZHENG Street of Wuhan City and SHE KOU Street, NAN SHAN District, Shenzhen City. Mr. HOU Haiqing from QUAN YE CHANG Street, HE PING District, Tianjin City and another nine persons were awarded the honor of “2005 Star Volunteer of China Community Services”.

In addition to the above-mentioned groups, numerous voluntary organizations from many areas work actively in China. They continue to protect the environment, spread science and technology, and improve education.

3. Various Forms of Volunteering in China

Today, Chinese volunteers have organized various voluntary services on their own or have participated by means of voluntary organizations. They include:

(1) Community voluntary services. Community voluntary services are important elements of community services. Since people began to form community voluntary services in 1989, volunteers have played very active roles in improving residents’ economic conditions, entertainment activities and community welfare. In recent years,



Serve the Community

many communities all over the nation have established service systems with multiple levels and in different geographical areas. Previously volunteers provided only living assistance to residents; but now, they have begun to provide more sophisticated professional services such as psychological counseling and skills training. People who are served were formerly social vulnerable groups; but now, they have begun to work on projects of larger public interest. Additionally, all forms of voluntary organizations have begun to realize that community services are very important. They now enter communities with the intention to seek more space to develop. Especially in recent years, the Central Committee of China's Communist Young Pioneers decided to implement the Young Volunteers Community Development Plans as the general objectives and conducted close cooperation with critical government agencies. The Committee initiated and organized many activities, such as "Gold Sunset · Serve the Elders", "Loving Hearts Help Growing-up", "Millions of Young Volunteers Help the Disabled", voluntary legal advice, voluntary movement to fight drugs, and "Four Entrances into Communities". All of these volunteer efforts are pushing community voluntary services

to develop significantly and they produce wide and profound influences in the whole society.



Young Volunteer Helping Students

(2) Support Education. College students are the main force in the groups of young volunteers. They have traveled widely to areas of poverty and assisted in local schools. Their focus is to give better education and training, and they have made great achievements toward these goals. RUI JIN Educational Volunteers Group from Renmin Uni-

versity of China has become actively involved in the lives of local people. Volunteers not only have taught science and technology, but also have shared more advanced subjects and ideologies to local students. Volunteers coined a slogan, “Being a seed, a ruler and a mirror”, and shared experiences and many difficulties together with local students. Currently, most of the colleges in China regularly send out their own voluntary groups to support education. Voluntary service has proven to be an excellent way to help college students mature personally and at the same time help to facilitate China’s education system.

(3) Environmental protection. The deterioration of the environment has called into action a large number of volunteers into environmental protection activities. They have initiated many new projects with substantive measures for improvements in the environment, and established a number of influential environmental protection organizations. Volunteers have planted trees, improved natural conditions in desert areas, purified water sources and reduced white pollution (plastics) in highly affected areas. They have made significant contributions to advance environmental protection and retard deterioration.



Environment Volunteer Cleaning the Everest

(4) Provide voluntary services for large-scale social events. Volunteers have also played an important role in large-scale social activities. They participated in the 4th World Convention of Women, the Fortune Forum in Shanghai, the World Horticulture Exhibition in Kunming, and the APEC gathering, providing friendly, effective, and high quality services. Their contributions won admiration from China and from abroad. At the 21st Universiade, 40,000 rainbow volunteers provided professional voluntary services meeting international standards to athletes from all over the world, receiving high acclaim.

(5) Protection of rare animals. Volunteers have also made significant contributions



Protect Chiru · Cherish Wild Animals

toward the protection of endangered species of wild life. The Tibetan antelope (or Chiru), is a first-class nationally protected animal. Chirus live on Tibet, a Plateau at an altitude of 4,300 to 5,100 meters. “Shahtoosh”, wool from the Chiru, is very rare and valuable. For decades man has slaughtered the Chirus for their

valuable wool. The home of the Chiru has become an abattoir. This development aroused the concern of a large number of people. Beginning in the 1990s, volunteers pioneered a program in Kekexili for protection of the Chirus. They initiated an awareness project called, “Protect the Chirus; Treasure the Wild Animals”. Today, voluntary work for the protection of the Chiru is widely recognized and acclaimed as a significant turning point in the rescue of the Chiru from extinction.

(6) Overseas Volunteering. Since the 1960s and 1970s, Chinese government has provided international aid to many developing countries in Asia and Africa. In more recent years, China has actively participated in overseas voluntary services. Chinese volunteers have left their own country to work along with others on the world stage. In 1981, the United Nations Volunteers signed agreements of cooperation with Chinese government deciding to release their respective volunteers to work for each other when necessary or desirable. They also devised a plan allowing young Chinese volunteers to provide overseas services. In May 2002, the first group of young Chinese volunteers embarked for an assignment in Laos. At the beginning of 2005, the Central Committee of China Young Pioneers and the China Youth Volunteers Association sent 18 volunteer divers to Thailand on a project to help with the cleaning of the coral reef in the deep waters after the tsunami. Chinese citizens also collected donations in kind assistance to aid tsunami victims and American hurricane victims. With more frequent involvement

in all kinds of international affairs for China, an increasing number of China volunteers will participate in overseas voluntary activities and develop better.

4. Voluntary Activities in Hong Kong, Taiwan and Macao

Voluntary activities have also developed well in Hong Kong, Taiwan and Macao.

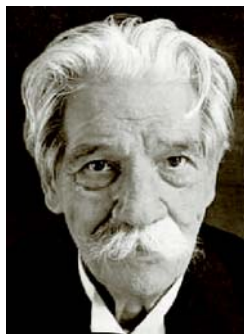
Voluntary services in Hong Kong originally began and were provided by foreign churches located in Hong Kong. One of the most influential charity organizations is the Tung Wah Group of Hospitals. It was founded by a group of Chinese businessmen with a strong motivation to serve others. Another large-scale charity institute is the Oxfam of Hong Kong. It began operations in 1976 with a mission to give respect and care to anyone deprived of his basic rights, such as food, housing, employment opportunities, education and medical services. In 1970, the “Voluntary Workers Association” (i.e. today’s Agency for Volunteer Service) was established to promote voluntary work in Hong Kong. It was followed by many new social organizations, each one mobilizing citizens to join volunteer services. Volunteering in Hong Kong entered a new period of many types of services.

Organized voluntary services emerged at a very early time in Macao. In the 1970s, volunteer work in Macao took on a systematic and organized nature (previously it simply followed older traditions of charitable assistance). After Macao returned to the China Motherland in 1999, many kinds of voluntary organizations in Macao, utilizing different forms of training, started to strengthen the independent abilities of charitable work. Trouble shooting, helping volunteers to pay more attention to social affairs, and reinforcement of the volunteers’ sense of duty and responsibility all improved dramatically.

Voluntary activities have played a very important role in the process of social development. In 2001, Taiwan issued a measure called “The Law of Voluntary Service”. It stipulates that “Providers of voluntary services shall conduct follow-up education and training for volunteers; both basic training and special training.”

A Volunteer's Story

The Story of Albert Schweitzer



Albert Schweitzer is a very well-known scholar and humanist. He was called “the saint of Africa”. Schweitzer was born on January 14th, 1875. He had always felt a strong yearning towards direct service to humanity. When he was a child he happened to see the sculptured bust of a black man, which left a deep impression on his mind. “It seemed to me that he was thinking, and that sadness on his face is telling me the pains of that continent of darkness.” He was so touched that he resolved to devote his life to one of voluntary service to the African people.

From an early age he demonstrated a passion and a talent for playing the organ, for theology and for philosophy. When he was 29, he by chance came upon an article in the Paris Missionary Society’s publication indicating an urgent need for physicians in the Africa. He then decisively gave up his academic career and enrolled as a medical student. Several years later, Dr. and Mrs. Schweitzer left for Africa to build a hospital at Lambaréné in Congo, and built the Schweitzer Hospital along side the Ogooue River. In this severely underdeveloped area of Africa, he devoted all of his energy, wisdom and love. He died at Lambaréné when he was 90 years old. During his service in Africa, he frequently returned to the big cities of Europe to perform at organ concerts in an effort to raise money for his hospital.

Dr. Schweitzer dedicated his whole life to fight against every form of violence and brutality, against the destruction of the environment and against nuclear weapons. He believed that any form of destruction to the human body or to the soul is against goodness; conversely, every help, rescuing relief, or deeds which are beneficial to the growth and development of life are goodness. In 1952, Schweitzer was awarded the Nobel Peace Prize in Oslo.

More than 40 years have passed since Dr. Schweitzer passed away, but he is still one of the most respected and admired figures by the volunteers all over the world. His

life remains an example which encourages and touches volunteers of this era. At present, the well known International Albert Schweitzer Association is working hard to organize all forms of voluntary activities, perpetuating both the work and the spirit of Dr. Schweitzer. The International Albert Schweitzer Foundation continues his work in Africa.

Information resource: <http://nobelprize.org/peace/laureates/1952/schweitzer-bio.html>.

Questions:



1. What is a volunteer? What is voluntary service?
2. What is the spirit of volunteerism?
3. When does the International Volunteers Day occur?
4. What examples of a voluntary spirit can be found in Chinese traditional culture?
5. Are you familiar with the China Youth Volunteers Association? What voluntary activities has it organized since its establishment?

Chapter 2

Olympic Movement and Olympic Volunteers





Section I Olympic Movement

Over its existence of more than a century, the Olympics has formed a core value of Olympism; a system of organization and operations composed mainly of the International Olympic Committee, International Sports Federations (IFs) and national or regional Olympic Committees; and a series of events that culminate in the Olympiad. Olympic volunteers should develop a systematic and comprehensive understanding of these aspects of the Olympiad.

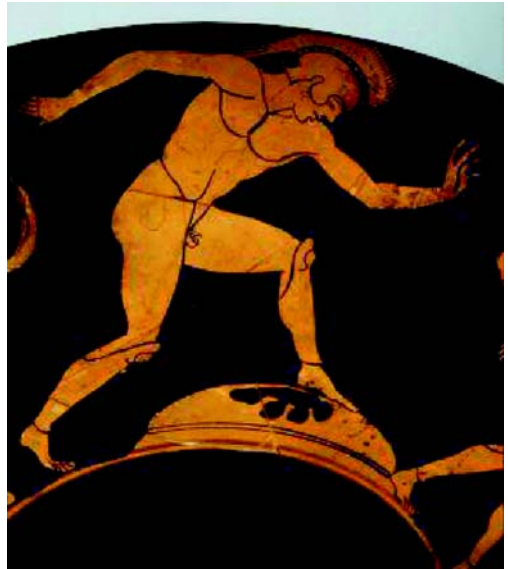
I. Origin and Revival — Olympics in Ancient Times and the Modern Olympic Movement

1. An Old Story — The Ancient Olympics

In ancient times, the Olympics were set up to worship Zeus—King of Olympian gods of Greece. It was held at the holy place of Olympia in ancient Greece once every 4 years. From 776 B.C. to 393 A.D. (a total of 1169 years), 293 Olympiads were held, deeply influencing ancient Greek life over a long period.

The ancient Olympics included more than 10 athletic events: races, pentathlons, wrestling, boxing, fighting that combined wrestling and boxing, horse races and chariot races, etc. Champions were treated as heroes, and people even worshipped some of them.

The ancient Olympics also involved much more than sports. During the Olympic Games, politicians and diplomats from all the Greek cities signed conventions in Olympia; orators gave public speeches;



Athlete at Ancient Olympics(1)



Athlete at Ancient Olympics(2)

poets declaimed; and merchants exhibited their commodities. Some very wealthy people even organized their private athletic competitions during the Olympiad to choose husbands for their daughters. To guarantee peace during this grandest national religious activity in Greece, people agreed to a “Holy Armistice”. In a time when wars and battles frequently broke out, the postponement of ongoing wars for the Olympic Games truly was a miracle in the history of human civilization.

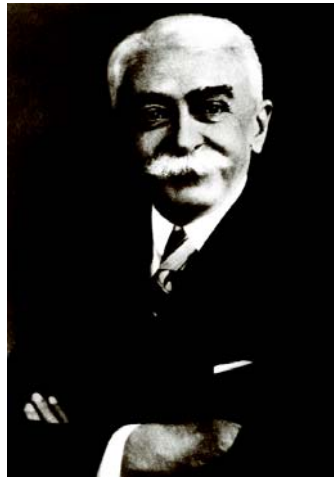
The ancient Olympics flourished and decayed with Greek culture. From the 4th century B.C. to the year 146 B.C., Greece was successively conquered by Macedonia and Rome, and the power of Greek cities greatly decreased. The ancient Olympics then followed their decline.

The ancient Olympics left many marks on human society. The athletic patterns created by the ancient Olympics, sports traditions which lasted for more than a thousand of years, as well as the Olympic ideals, not only profoundly influenced modern sports activities, but also helped give rise to the contemporary Olympic movement.

2. Father of the Modern Olympics — Coubertin

Pierre Frédy, Baron de Coubertin, is widely regarded as the founder of the modern

Olympic Movement and made outstanding contributions. Coubertin was born in a noble family and showed a strong interest in sports. In his younger years, he made up his mind to be a researcher in education and history and very much hoped to save his country by education and sports. In 1888, he was appointed Secretary General of French School Education and Sports Training Preparation Committee. In 1889, while representing France at the International Conference of Sports Training in Boston, Massachusetts in the United States, Coubertin grasped the circumstances of world sports. He believed that development of modern sports should be internationalized and that people should borrow experiences and traditions of the ancient Greek athletics to advance it. He came up with the idea of reviving the Olympics, and made diligent efforts to realize it.



Pierre Frédy, Baron de Coubertin

In 1891, Coubertin founded *Sports Review*, and spread his views using this magazine. In 1892, Coubertin traveled in all the countries of Europe and proclaimed his Olympic ideals. On November 25 in the same year, he gave his famous speech at a conference celebrating the 5th Anniversary of the establishment of the Union of French Societies of Athletic Sports (USFSA), which was the first time he officially publicized the proposal of founding the modern Olympics.

In 1893, Coubertin opened an international sports coordination meeting in Paris, where he united people in the circle of sports and discussed the establishment of the Olympiad. In the next year, he wrote his proposals in a letter to the public and mailed it to numerous sports clubs in many countries and gained a lot of support.

With his efforts and the help from sports clubs in many countries, all kinds of prepara-



Members of the First International Olympic Committee

tion for the Olympics were eventually completed. From June 16 to 24, 1894, representatives of 49 sports organizations from the United States, Great Britain, Russia, Switzerland, Spain, Italy, Belgium, Netherlands, Greece and 3 other countries attended the International Athletic Sports Representatives' Convocation held in Seminary School Sorbonne. During the proceedings of the Convocation, 21 countries sent their letters of supports and congratulations. At this Convocation, representatives passed out a decision establishing the International Olympic Committee (IOC), and appointed 15 members from 79 formal representatives to committees of the first IOC. The representatives also decided that the IOC member of the host country would chair the Committee.

The convocation also decided to open the first Olympiad in Athens, the capital of Greece. Demetrius Vikelas, the Greek committee, became the 1st President of the IOC. Coubertin was appointed to be Secretary General. The convocation further decided to hold the Olympiad once every 4 years, and events would include track and field, swimming, swordplay, wrestling, boxing, horseback riding, shooting, gymnastics and balls. From April 6th to 15th, 1896, the first Olympic Games of the modern era were finally held in Athens as scheduled. It became an important symbol of the birth of the modern Olympic movement, a succession of the old glory and a beginning of modern progress.



Birdview of the First Modern Olympic Games(1896) ,Athens , Greece

II. Find Out the Truth — Spirit of the Olympics

1. Olympic Charter

The Olympic Charter is a legal document of supreme authority which gives instructions for the Olympic Games. It is issued by the IOC. The charter gave very clear definitions to the organization, mission, principles, membership and agencies of the Olympiad and explained functions and duties of different organs as well as basic procedures of Olympic activities. This legal document is the most primary instrument for all participants, and is also the cooperative basis for respective parties.

With the development of the Olympic movement, the IOC has made many revisions to the Charter while retaining principles of the Olympic Games. The current charter is composed of 6 parts: “Fundamental Principles”, “The Olympic Movement and its Actions”, “The International Olympic Committee”, “International Federations”, “National Olympic Committees” and “the Olympic Games”.

2. Olympism

The Olympic Games are different from ordinary sporting events. It is a social movement based upon sports and guided by certain philosophical thoughts, i.e. Olympism. The Olympic Charter points out, “Olympism is a philosophy of life, exalting and combining in a balanced whole the qualities of body, will and mind. Blending sport with culture and education, Olympism seeks to create a way of life based on the joy found in effort, the



Sculpture in front of the Olympic Museum, IOC

educational value of good example and respect for universal fundamental ethical principles.”

The central ideal of Olympism is the harmonious development of man, and it tries to reach the goal through sports. Thus it emphasizes that sport must be blended with education and culture. Good examples are an important educational instrument and obtain good effects. Olympism greatly enlarged the spiritual contents of sports. It let sports serve for the harmonious development of humanity so as to establish a society of harmony where men are respected and contribute to world peace. The Olympiad thus shoulders an historic mission; it endows high educational and cultural values as well as gives a solid philosophical base and long-term objective to the Games.

3. The Goal of Olympism

The Olympic Charter points out, “The goal of Olympism is to place sport at the service of the harmonious development of man, with a view to promoting a peaceful society concerned with the preservation of human dignity.” The goal of Olympic



Pursuit of Peace · Setting Hope Free

Movement is to educate those practiced in accordance with Olympism and its values, “to contribute to building a peaceful and better world”.

The Olympic Movement tries to promote peace through sports which builds up mutual understanding among nations and peoples. Its goal expresses the need of contemporary international society, and has a practical meaning for humanity in the twenty-first century. With this goal, the Olympic Movement not only promotes individual development and its drive for perfection, but carries an important historical mission and a social duty, promoting mutual understanding between different countries and various cultures, and furthering world peace.

4. The Olympic Spirit

The Olympic Charter also points out that the Olympic spirit embodies “mutual understanding with a spirit of friendship, solidarity and fair play”. The Olympic spirit is an important part of Olympic philosophy. Without the spirit of mutual understanding, friendship, solidarity and fair play, Olympism would not be well implemented, and the Olympic Movement would not realize its goal of promoting world peace and building a better world.

The Olympic spirit emphasizes friendship, solidarity and mutual understanding, because in this way people can get rid of their prejudices, and fight against any form of discrimination with regard to a country or a person on grounds of race, religion, politics, gender or otherwise. In this way, people can understand other nations and people as world citizens, can learn how to respect other people; can treat others and themselves with an objective and fair attitude; can learn the good things from other cultures with a humble heart, and can grow and mature so as to promote international communications advocated by the Olympic movement. In addition, the Olympic spirit stresses fair play, because without fair competition, sports are meaningless. Only fairness will promote friendship and solidarity among athletes.

5. The Olympic Motto

The Olympic motto “Citius, Altius, Fortius” expresses the aspiration of the Olympic Movement. Henri Didon (Archimandrite of Aqueare Monastery), good friend of Coubertin, encouraged his student at an outdoor sport meeting, “Here your motto is citius, altius, fortius.” Coubertin borrowed this sentence and used it for the Olympic



Citius · Altius · Fortius

movement. In 1920, the International Olympic Committee officially affirmed the Olympic Motto and first used it in the Olympiad in Antwerp. Since then, this motto (in Latin) began to appear on many IOC publications.

“Citius, Altius, Fortius” has ample content. It fully expresses the spirit of the Olympic movement — ongoing progress, humility, and courage. In the arenas, while facing strong competitors, one should be brave to fight, strive and succeed. Athletes should never be complacent, should compete with self, and even go beyond self and reach new goals. While facing nature, people should be brave to confront it, to overcome all kinds of limitations brought by nature, and increase their own freedom.

6. Olympic Wisdom

“Taking part is more important than winning” is an axiom of the Olympic movement. It came originally from the Bishop of Pennsylvania when he spoke at the Olympiad in London on July 19, 1908, “In the Olympic Games, to win is not so

important as taking part.” Coubertin coined his words, declaring, “The most important thing in the Olympic Games is not to win but to take part.” He further stated, “Just as in life the most important thing is not to win but to strive hard; not to beat others but to make every effort.”

The greatness of “taking part” is that all the participants grow with strong character, a sincere attitude, a spirit of dedication and willingness to achieve Olympic ideals, all of which are much meaningful than grades and medals. While taking part, athletes overcome their own fears and find themselves pursuing “Citius, Altius, Fortius” to reach their goals. Thus we can say that participation is the spiritual base of most of the athletes when they join the Olympic Games.

III. Organization Structure and Athletics — Solid Cornerstone

1. The International Olympic Committee

The International Olympic Committee (IOC) has its headquarters in Lausanne, Switzerland. It was established in 1894 with headquarters in Paris, France, and then relocated to Lausanne known as “City of International Cultures”. The IOC is an institution of supreme authority in the Olympic movement, an international, non-government, non-profit organization; it also serves as director, advocator and arbitrator of the Olympic Movement. The IOC has status as a legal institute, and it follows the Olympic Charter when leading the Olympic movement. The decision the IOC made in accordance with the Charter is final. Agencies under the IOC include the IOC Session, Executive Board, Secretariat and IOC Commissions.



IOC Headquarters

2. The International Sports Federations

The International Sports Federations (IFs) are recognized as international non-governmental organizations administering one or several sports at international levels and encompassing organizations administering such sports at national levels. According to the Olympic Charter, the missions and roles of IFs are to set up technical standards and administer sports. They include: to establish and enforce the rules concerning the practice of their respective sports and to ensure their application; to ensure the development of their sports throughout the world; to contribute to the achievement of the goals set out in the Olympic Charter; to express their opinions on the candidatures for organizing the Olympic Games; to assume responsibility for the technical control and direction of their sports at the Olympic Games and at the Games held under the patronage of the IOC; to provide technical assistance in the practical implementation of the Olympic Solidarity programs.

3. The International Paralympic Committee



Logo of International Paralympic Committee

The International Paralympic Committee (IPC) is an international representative organization to enable athletes with disabilities to achieve sporting excellence. IPC is the global governing body of the Paralympic movement and organizes the Summer and Winter Paralympic Games and co-ordinates the World Championships and other competitions. IPC is an international non-profit organization, formed and run by 161 National Paralympic Committees (NPCs) and four disability specific international sports federations. The IPC headquarters and its management team are located in Bonn, Germany. Supreme authority is the General Assembly, under which Governing Board, Management Team and many committees are established. The current President of the Governing Board of IPC is Sir Philip Craven from the United Kingdom.

Other international sports organizations for people with disabilities are only groups of one kind of disability or single sport, while IPC is comprehensive, representing all persons with disabilities from the beginner to the elite level as well as all forms of sports.

All the national Paralympic committees who founded IPC strongly believe that the future of the Paralympic movement will rely on the solidarity of athletes with different disabilities and sports competitions joined by all of them.

4. The National Olympic Committees

The mission of the NOCs is to develop, promote and protect the Olympic Movement in their respective countries, in accordance with the Olympic Charter. The NOCs are legal representatives of the IOC in different countries and regions and they are responsible for developing the Olympic Movement in their respective countries. They have exclusive authority for the representation of their respective countries and for sending athletes to the Olympic Games. To further solidify and connect as well as protect respective interests, NOCs in different countries also established General Sessions held every 2 years to protect rights and enhance coordination. Additionally, there are 5 continental associations of the NOCs: the Association of National Olympic Committees of Africa, Pan American Sports Organization, Olympic Council of Asia, European Olympic Committees, and Oceania National Olympic Committees. These associations are authorized by the IOC (such as the Asian Olympic Games is organized under the direction of OCA). The roles of NOCs are: to promote the fundamental principles of Olympism at a national level within the framework of sports; to ensure the observance of the Olympic Charter in their countries; to encourage the development of high performance sport as well as sport for all; to help in the training of sports administrators by organizing courses and ensuring that such courses contribute to the propagation of the fundamental principles of Olympism; to take action against any form of discrimination and violence in sport; to adopt and implement the World Anti-Doping Code.



Logo of China National Olympic Committee

5. The Olympic Games

The Olympic Games include Olympic Summer Games, Olympic Winter Games, Summer Paralympics and Winter Paralympics.

The Olympic Summer Games (OSG), held once every 4 years, are important to the Olympic Movement. From 1896 to 2004, 25 Games were actually held and 3 Games



Emblem of the First Modern Olympic Games (1896), Athens, Greece

(1916, 1940 and 1944) were interrupted because of World Wars I and II. Games of I Olympiad only saw 241 male athletes from 14 countries, 9 sports and 43 events. At the 28th Olympic Games in 2004, 202 countries or regions sent out more than 10,000 athletes (men and women); sports were added to total 28 competitions and 301 events were held. In the past 100 years, each OSG saw the dedication of the athletes and also recorded the history of human sports.

The Olympic Winter Games are also an important part of the Olympic Movement. As early as the beginning of the 20th century, the popularity of snow and ice sports increased greatly. Pierre de Coubertin previously imagined having winter games, and the IOC had discussions on this topic; however, no agreement was reached. At the 1922 Paris meeting of the IOC,

Coubertin convinced other representatives to have a trial run, so an International Winter Sports Week was organized in Chamonix (France) before the 1924 Olympiad (VIII). The project was very successful, and two years later this “Week” was officially recognized as the first Olympic Winter Games. Since then, the IOC decided to hold OWG in the same year as OSG. After 1992, it was decided that OWG should be separated two years from OSG. Winter Games are mainly snow and ice sports. The 2006 Torino Olympic Winter Games had 7 sports and 84 events.

Paralympic Games are worldwide and comprehensive sports games organized by the International Olympic Committee and International Paralympic Committees especially for those athletes who have disabilities. The Paralympic movement was started in 1948 by Sir Ludwig Guttmann and other celebrities during the proceedings of the London Olympiad. It was a competition of athletes in wheelchairs and held in Stoke Mandeville, England, so it was called “Stoke Mandeville Sports Games”. After that, the Games were held once a year and gradually expanded its borders to other countries. In 1952, it turned into an international game. In 1960, for 2 weeks following the end of the Roman Olympiad (XVII), 400 athletes from 23 countries participated in these world games for the disabled, and IOC called it the first Paralympic Games. Starting

from 1964, the IOC decided that the host country of the Olympic Summer Games will also organize the Summer Paralympic Games, with sponsor city optional. In 1988, IOC issued a new policy: OSG and Summer Paralympics shall be held in the same city. On June 19, 2001, the IOC and IPC signed a cooperation agreement: Starting from the 2008 Beijing Olympiad, one organizing committee will be responsible for operation of both Games. The city who applies for hosting the Olympic Games must spontaneously hold the Paralympics. Within 1 month after the Olympiad, Paralympics will be held on the original sites where Olympic Games were conducted.

The first Paralympic Winter Games were held in 1976 in Ornskoldsvik, Sweden. There were competitions in Alpine and Nordic Skiing for 250 amputees and visually impaired athletes from 14 countries. At present, Official sports affirmed by IPC include Alpine Skiing, Nordic Skiing (Biathlon and Cross-country Skiing), Ice Sledge Hockey and Wheelchair Curling. Each sport includes several events.



Volunteer Guiding Paralympic Athlete

IV. Five Rings Interlaced — The Olympic Symbol with Abundant Meanings

1. The Olympic Symbol

The Olympic symbol expresses the activity of the Olympic Movement and represents the union of the five continents and the meeting of athletes from throughout the world at the Olympic Games. The Olympic symbol consists of five interlaced rings of equal dimensions (the Olympic Rings), used alone, in one or in five different colors,



The Olympic Symbol—Five Interlaced Rings

which are, from left to right, blue, yellow, black, green and red. The rings are interlaced from left to right; the blue, black and red rings are situated at the top, the yellow and green rings at the bottom in accordance with the following graphic reproduction. It was designed by Baron Coubertin.

The International Olympic Committee requires all the countries to take action to protect the Olympic Symbol; to avoid mistaken use of the Symbol; to avoid causing harm to the image of the Olympic Movement. Without authorization from the IOC, no group or individual can use this symbol in advertising or for commercial purposes.

2. The Olympic Flag



The Olympic Flag

The Olympic flag has a white background, which symbolizes purity. It is 3 meters long and 2 meters wide with the Olympic symbol in its five colors located in its centre.

The Olympic Flag was made upon the request of Coubertin. It was first used in 1914 at the 6th Olympic Games held in Paris, to commemorate the 20th birthday of the Olympic Movement in modern times. In 1920, the National Olympic Committee of Belgium presented a similar flag to the IOC, and this one has been used as the official flag of the International Olympic Committee and was raised at the Opening Ceremony of the 7th Olympic Summer Games in Antwerp (1920). Since then each Olympiad has a formal flag handing-over procedure while using one flag with the same features as the original one, just slightly bigger. The Flag of the Olympic Winter Games was given by the city of Oslo, Norway, in 1952. The method of handing-over and using the flag is the same as the Summer Games.

3. The Olympic Emblems

Olympic emblem is the symbol of every Olympiad and the image representing the supreme authority of the Olympic Games. Olympic emblems are expressions of Olympic spirit; also reflect features of the host country and national styles.

According to the Olympic Charter, permission of the IOC must be secured for

emblems designed by host countries to be used for advertising and commercial services. This regulation guarantees the authority of the Olympic emblems.

Olympic Winter Games also designed their emblems. Most of these emblems use the Olympic Flag or the flag of National Olympic Committee of the host country as a background, associating distinctive winter scenes or patterns of winter sports.

4. The Olympic Mascots

An Olympic mascot is a visual representation of the Olympic Games. Host countries, for successful completion of the Games, select distinctive animals in their countries as mascots. The designing of the mascot has to be vivid and festive. Olympic mascots are Olympic designations and their designs have to be submitted by the Organizing committee of a host country to the Executive Board of the IOC for approval.

An Olympic mascot was not existent at the beginning of the modern Olympic Games. Designing a mascot for the Winter Games started in 1968 for the 10th Winter Games held in Grenoble. The mascot was called “Schuss”, portrayed as a little cartoon-like character on skis, with a huge head and a slim body. Schuss is an elf with a strong will. The word “Schuss” means “high-speed skiing”. People began to design a mascot for the Summer Games of the 1972 Munich Olympic Games. Artists of the Federal Republic of Germany elaborated a design of a small dachshund as the mascot for the Games.

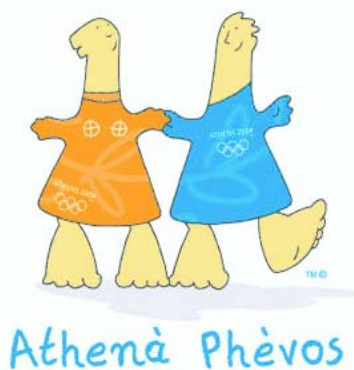
The official Athens 2004 mascots are Phevos and Athena. Their creation was inspired by an ancient Greek doll. They have big feet, long necks and small heads. Athena is in yellow dress and Phevos is in blue. Their head and feet are gold and all of



The Emblem of the 2000 Olympic Games, Sydney



"Waldi" –Mascot of the 1972 Olympic Games, Munich



"Phevos and Athena" —Mascots of the 2004 Olympic Games,
Athens

these features make them very lovely. According to Greek mythology, Athena and Phevos are brother and sister. Athena is goddess of wisdom and patron of the city of Athens and this city got its name from her. Phevos, the god of light and music, is known as Apollo. Phevos and Athena represent Greek and the spirit of the modern Olympic Games: mutual understanding, fair play, friendship and solidarity. They also express the 4 core values of the Athens Olympiad: ancient artifacts, participation, celebration and humanity.

Section II Olympic Volunteers

Olympic volunteers play an important role in the organizing of the Olympic Games and expressing the Olympic spirit. With the further development of the Olympic Movement, more volunteers now participate in the Games.

How do you define "Olympic volunteers"? When did Olympic volunteering start? How did Olympic volunteering develop? With these questions, let us look at the concept of Olympic volunteers and the evolution of Olympic volunteering.

I. Olympism and Those with a Volunteering Spirit

A broader concept of Olympic volunteers refers to all the people who voluntarily contribute their labor, skills and time for the development of the Olympic Movement.

Olympic volunteering was born and grew out of the social needs and developing needs of the Olympic Games. At the end of the 19th century, governments in Europe gradually paid more attention to volunteering work and began to encourage its development. Volunteering was hailed by many people. At the same time, in the process of spreading modern sports from Europe to the world, many countries set up sports clubs

with the number of these increasing quickly. These organizations were all founded with volunteered time. This involvement in sports laid a foundation for playing in the Olympic Games.

The rise of Olympic volunteering originated from a combination of Olympism and a volunteering spirit. It is this volunteering spirit that Coubertin, the founder of the modern Olympic Movement, followed and used to revive the Olympic Games in modern times. All the



Volunteers at Athens Olympic Games

non-professional officials working for the IOC, NPCs and IFs are volunteers. The IOC, the supreme authority of Olympic Movement, is also an “international, non-government, non-profit organization with unlimited terms”. The nature of the IOC determines the nature of the Olympic Movement — a non-profit project of public interest. Olympic volunteering, as a special form of voluntary services, clearly expresses the volunteering spirit of “Dedication, Fraternity, Mutual-aid and Progress”. The marriage between volunteering and Olympism give birth to Olympic voluntary services.

II. From Unknown Helpers to Important Backbones — Steps of Olympic Volunteers

1. Great Unknown Heroes — Olympic Volunteers in Early Times

The history of Olympic volunteers can be traced back to the end of the 19th century. When the first Olympiad was held, more than 900 volunteers showed up and most of their work was related to organizing the Games. The scale of the Olympic Games was relatively small then, and people did not know the Olympics as an international comprehensive sports meeting, so the success of the Olympics basically relied on family

ties and friends. Although there was no clear mention of the term “volunteer” in any official reports issued at the 1900 Paris Olympics, 1904 St. Louis Olympics or 1908 London Olympics, the volunteering spirit and altruism of the people who took part in the organization of the Games was alive and well. They were the great unsung heroes.

2. Participations of Scouts and Army — Emerging Voluntary Groups

In 1912 at the 5th Olympic Games in Stockholm, scouts and armies who provided services for the Olympics were mentioned for the first time in formal reports. Since then at several Olympiads, scouts have been active service providers. What they did is relatively simple but very important, such as sending messages, maintaining safety and order; bearing flags and moving equipment. After World War II, voluntary groups, mainly composed of scouts and armies, continued their services at the Olympics. But their service was not yet well organized, and they did not receive the recognition or appreciation they deserved.

3. Landmark of Olympic Development — Helsinki

The 1952 Olympic Games held in Helsinki was the milestone of development of Olympic voluntary services. After World War II, the size of the Olympic Games

The official reports of Helsinki Olympic Games for the first time mentioned about female volunteers. 2,192 volunteers provided services for the Games and 574 of them were women. Though a female guide worked at the 1912 Paris Olympic Games, most of Olympic volunteers in the earlier times were boy scouts. Women's large-scale involving in Olympic volunteering activities is an effective way to realize equal participation. Under supports of various groups of the international society, with women's starting to involve in political and social lives, their roles as Olympic volunteers are recognized more important.

dramatically increased with active participation of socialist countries and Third World countries. This continuing development of the Olympic Movement brought tremendous pressure to the sponsoring city. To save

expenses, organizing committees started to request help from large groups of volunteers. During this period, organized youth and student groups began to join the scouts and armies to provide voluntary services, with contents and organizational form improving with experience. Compared with the work of volunteers in the last period, volunteers in Helsinki began to provide more technical services, such as maintaining sports fields,

consulting, tourism and translation; consequently the selection of volunteers became stricter. Helsinki's organizing committee for the first time conducted training for volunteers to better qualify them for complicated organizing work and all kinds of services, thereby laying a solid foundation for training conducted in the future.

4. First Formal Voluntary Groups — Lake Placid

The 1980 Winter Games in Lake Placid is another turning point in volunteer development. 6,703 volunteers formed the first formal group of Olympic volunteers in history. These volunteers did not belong to any organization and they were made up of merchants, students, teachers, housewives, doctors, lawyer and lovers of ice and snow sports. After thorough trainings, volunteers were assigned to different positions (sports officials, events organizers, messengers, postal carriers, note-takers, press correctors, timekeepers, judges and jurors) by organizational committees according to their respective skills, specialties and experiences. Volunteers at Lake Placid Games had the characteristics of voluntary workers in modern times. Other Olympiads after 1980 inherited the service practices established in Lake Placid and it meant Olympic organizing committees began to place volunteering on their calendars and in overall planning.

5. Economic Values of Volunteering — Los Angeles

Additionally, the 1984 Olympiad in L.A. made a huge step toward formally instituting volunteer work. Organizing committees established departments of volunteers who began to have a seat in the organizing committee, and also made great development in organization and administration. Different from previous Olympic Games, the L.A. organizing committee paid more attention on the economic value of volunteers, and their participation dramatically saved money for the host city.



Los Angeles 1984 Olympic Games

Poster of Los Angeles 1984 Olympic Games

6. Official Definition of Olympic Volunteers Came Out — Barcelona

At the beginning of the revival of modern Olympics there was no clear definition for volunteers. The concept of Olympic Volunteers was clearly defined for the first time by the official reports issued at the 1992 Olympic Games in Barcelona. It no doubt

clarified the positions of volunteers in the Olympic Organizing Committee. Though the IOC did not establish a special committee to manage volunteering affairs, the contributions of volunteers were largely recognized.

After the Barcelona Olympics, volunteers began to move forward to improve organization and quality of work. The 1996 Atlanta Olympiad had 60,422 volunteers and the 2000 Sydney Olympiad had 46,967 volunteers. It meant tremendous human resources, which required a higher-level of organization to recruit and train volunteers as well as to delegate responsibilities and manage operations. While stepping into the information era, needs for high-tech personnel in different fields dramatically increased and new requirements for volunteers were raised, especially in the technology and language areas.

7. Visitors Feel They Are Back Home — Athens



ΑΘΗΝΑ 2004



Emblem of Athens 2004
Olympic Games

In 2004, the Olympic Games returned to Athens. The Athens Organizing Committee fully recognized that volunteers were very important to the success of the Olympiad so they paid more attention to volunteer work. A department of volunteers, equal to the department of human resources, was established, and more energy and money were put into these volunteer projects to guarantee their success.

The volunteers of the Athens Olympic Games were composed of two parts: (1) 45,000 volunteers trained by the Organizing committee, mainly serving the Olympics; (2) 3,000 volunteers organized by Athens municipal government, providing consulting services to tourists. The 2 teams wore different uniforms, and had distinct assignments, but they greatly complemented each other.

Athens had a well-educated team of volunteers of high moral standards. They expressed their love for their country and the Olympics with their diligence, warmth and considerate work. Their joyful smiles and warm-hearted services inspired every athlete and visitor, making them feel they were right at home. The success of the Athens Olympics was partly due to the concerted efforts of many volunteers.

See the following Charts: Number of Volunteers in various Olympic Games.

Chart 2-1 Number of Volunteers in the Olympic Winter Games

Time	Host City	Number of Volunteers
1980	Lake Placid	6,703
1984	Sarajevo	10,450
1988	Calgary	9,498
1992	Albertville	60,422
1994	Lillehammer	9,054
1998	Nagano	32,579
2002	Salt Lake City	26,000
2006	Torino	27,000

Chart 2-2 Number of Volunteers in the Olympic Summer Games

Time	Host City	Number of Volunteers
1984	Los Angeles	28,742
1988	Seoul	27,221
1992	Barcelona	34,548
1996	Atlanta	60,422
2000	Sidney	46,967
2004	Athens	60,000 (including Paralympic volunteers)
2008	Beijing	100,000

Worth Borrowing

Since 1896, the history of Olympic volunteering has spanned more than 100 years. From fragmentary and self-motivated aid to the formal establishment of departments of volunteers, it has experienced an ongoing process of systematic formalization and specialization. Good management specialties from different sponsoring cities proved worthwhile. Now we will see how other countries recruit, train and inspire their volunteers.

I. Recruitment of Volunteers

Increased numbers of volunteers means increased human resources. “What is the best way to recruit and encourage volunteers?” is the question each organizational committee has to answer.

The government led the call for volunteers in the 1948 London Olympics, 1980



Poster of Seoul 1988 Olympic Games

Moscow Olympics and the 1988 Seoul Olympics. These 3 Games share the following in common: highly prioritized organization of the Games and the entire nation and use of state organs which were very involved in the success of the Olympic Games. The President of the Organizing committee of Seoul Olympic Games gave a speech on September 30, 1985, to encourage people to take part in voluntary services, saying, “I hope our people will join the Olympic Services with such beliefs: this is a job of glory. Volunteers will not only get rewarded, but will give honor to their country. I do not have to say too much because everybody knows that the Seoul Olympics is a very rare and precious opportunity to the people who live in our times. To successfully organize the Olympic Games is our historical mission which needs our efforts. Let’s try our best to absorb the wisdom and strength of the whole country and

successfully complete this historical mission, so that history will forever remember this moment and our names.”

Using civil associations to recruit volunteers was first adopted at the beginning of the Olympic Movement. That encouraged civil associations already existent locally, nationwide, or on family levels, to take part in voluntary services. This method was also used in the 1996 Atlanta Olympics. In April of 1992 an organizational committee declared it would form a group of “Olympic Powers” using civil, community and commercial organizations from the state of Georgia. They were willing to make extra contributions to the Olympic Games beyond their usual activities. Over 1,600 civil organizations — from alpinist clubs and professional associations to cultural organizations and garden clubs— participated in this group. This “Olympic Power” coordinated by an Organizational Committee shouldered the responsibility of voluntary services.

People who are willing to serve voluntarily can sign up for applications to assist at the Olympics. This is the method widely adopted in the 1920s, and the 1992 Barcelona Olympics took full advantage of it. Recruitment of volunteers in Barcelona was initiated several months before the city was given official sponsorship. The Organizing committee expected solid cooperation among all the participants from the beginning, thus establishing an open recruiting system. First they spread news of the recruitment plan and dispatched Olympus buses with huge letters saying, “Be a Volunteer — It’s Worthwhile” to run across every corner of Spain. Meanwhile they started recruitment, and when it was over, nearly 102,000 people had signed up.

Recruitment in the 2000 Sydney Olympics combined several methods. The Organizing Committee realized that staff by itself was not enough, and they had to recruit from many social groups and volunteers to meet the goal. About 30,000 volunteers were gathered with assistance from professional organizations. The Com-



mittee also made good use of colleges and 6,000 college students joined voluntary services. Their services were closely connected with their majors (many students obtained academic credits). Other methods of recruitment effectively used by the Committee included: sign-ups for application, recruitment through sponsor businesses or suppliers, and calling for volunteers based on special needs.

The department of volunteers of the Organizing committee was responsible for recruitment in the 2004 Athens Olympics. It started in January, 2001. The first phase was the use of many kinds of advertisement in Athens and other places in Greece to make people better understand volunteering plans of the Committee. Participants of advertising included sports clubs, colleges, voluntary institutes and other governmental and non-governmental organizations. Forms of advertising included introductions, speeches, public announcements, articles published in newspapers, news press, and other activities. The second phase was sign-ups. The Committee publicized websites of voluntary sign-ups and mailing addresses. The first application was submitted on January 30, 2002. On March 4, 2004, the numbers of applications reached 150,000. Then on July 30, 2004, a total of 160,000 people signed up. 68% of them could serve more than 15 days; 18%



Athens Olympic Volunteers from Throughout the World

for 10 ~ 15 days; 14% for 5 ~ 10 days. 65% of the signers were Greek citizens, 10% were Greek citizens who lived abroad, and 25% were foreigners. The largest group (2,500) among the foreign volunteers was American; second, Spanish — nearly 2,000 people while 1,300 were Germans. The oldest one was 90, and the youngest, 14. 60% were

college students and retirees while 56% of the total were female.

II. Volunteers' Training

With a dramatic increase in Olympic sports and participants, the number of volunteers has also increased. Services are becoming diversified, starting to extend to every area in the Olympics. Volunteers dedicate both their strength and their intelligence, striving and setting higher standards. To satisfy the growing needs of the Olympic Games, the Organizing committee has increasingly begun to conduct early training for volunteers.

The 1952 Helsinki Olympics trained their volunteers for the first time, and it laid a foundation for the rapid development of volunteering afterward. 4 years later, at the 1956 Melbourne Olympic Games, scouts who would serve the Games received simple training. 3,500 scouts were instructed in how to give their best service under the calling of “The Magnificence of Olympic Volunteer Training”.

The 1960 Olympics held in Rome combined selection and training. Recruited volunteers received primary trainings; further selections were conducted according to certain standards, while select volunteers received advanced training. The 1976 Montreal Olympics took creative action. They associated Olympic voluntary services with school courses, which encouraged many young people to join the organization of the Games, and provided assistance to the Olympic family. This great idea not only satisfied the need for human resources, but also enriched educational courses.

The Olympic Winter Games held in Lake Placid in 1980 gave much training to their volunteers. Many sports groups spent the whole summer of 1978 in training and seminars. Immediately after the training, the Organizing committee assigned the volunteers to respective positions according to their skills and experience. In this way, volunteers were familiar with their job and started practicing before the Games, thereby guaranteeing increased success in the Games.

In 1984, Sarajevo, the sponsoring city of the Winter Games, and Los Angeles, the



Poster of Montreal 1976 Olympic Games

one for the Summer Games, arranged a series of training courses for volunteers. Basic training in Sarajevo introduced knowledge about this city — geography, society, politics and history. They also included organizations, sporting events, and special terms of the Olympics. So all the basic information a volunteer had to know was covered. Los Angeles also conducted training for their volunteers.

The 1988 Calgary Winter Games prepared a comprehensive brochure for all the volunteers. It contained ordinary training, professional training and training courses related to each position. They also provided many reference books and a series of videos. Ordinary training is a basic introduction to the Olympic Movement. Other trainings were conducted in different gymnasiums where instructors made demonstrations and explained every basic concept so that trainees could successfully complete their tasks.

The success of the Seoul Olympics in 1988 can be attributed to the experience obtained from the Asian Games. More than 110,000 people took part in volunteering work in Seoul and nearly 100,000 of them were involved in the Asian Games. To increase public involvement and strengthen solidarity in South Korea, the Organizing committee decided to assign half of the positions to volunteers (Eventually the ratio reached 55%). Volunteer training was composed of 3 parts: basic education, tasks and practice. These training courses helped shape the best service providers for everyone.



Emblem of 1992 Barcelona Olympic Games

Volunteer recruitment for the 1992 Barcelona Olympics started in 1986—several months before Barcelona was authorized sponsorship. To be effectively prepared, the Organizing committee started to conduct basic training and job-related tasks for people who applied for volunteering. They did it for 2 purposes: (1) To provide knowledge and encourage volunteers to achieve, (2) To select good ones from applicants.

The 1992 Winter Games held in Albertville used videos, multimedia technology, training textbooks and magazines when they trained their volunteers. As for job-related training courses, they focused on respective tasks and roles for each

volunteer at every sports site.

The Nagano Olympic Winter Games in 1998 set higher standards regarding

volunteers' language ability, technical levels and knowledge of media. With experience and advancements in technology, the Olympics required more from volunteers. The Organizing committee began to pay more attention to high-level professional training, especially information technology and language skills.

The Organizing committee of Sydney's Olympic Games held in 2000 cooperated with professional institutes. They used training services provided by cooperation partners (suppliers); these were helpful and reasonable, especially in light of the heavy load of personal training and their expensive costs.

Sydney Organizing committee gave the training assignment to the biggest training institute — TAFE News located in New South Wales. This is first time in Olympic history that a training institute independently conducted training services to all the employees, contractors and volunteers of the Olympics and Paralympics. This Institute provided more than 1,000,000 hours of training for 110,000 staff (formal employees included).

Services provided by volunteers of the Athens Olympics covered all sections except inventory logistics. When assigning work, volunteer's opinions were first considered, then job descriptions and individual specialties. After initial arrangements made according to work positions, volunteers received training in separated groups. Those who performed poorly or were disqualified were reassigned or persuaded to quit. Training mainly covered two parts: first, customer services; second, operational courses, including: (1) Basic information of Olympics, such as the history of the Olympic Movement and sports rules. (2) Familiarization with the gymnasiums; learning to provide basic services for athletes, coaches, officials and observers; learning to handle changes and crisis, including administering medical aid. (3) Learning technical skills: for example, those assisting at the hospital in the Olympic village need to learn medical terms to some extent. The period of training lasts for 2 weeks to 1 month. In addition to concentrated training, the Organizing committee also conducts training via the internet. Volunteers have to pass all the exams to be qualified.

III. Encouraging Volunteers

Whether in earlier Olympics or in modern times, the encouragement that volunteers receive is mainly spiritual. They are encouraged by their fulfillment of personal values and recognition and affirmation from the organizers and audience after they complete their assignments. That is why Olympic organizers often issue medals or certificates to encourage volunteers. Besides this, organizational committees also provide necessities and awards.

It was early in 1912 that the IOC started to present medals to encourage volunteers at the Olympic Games in Stockholm. A Swedish mother named Versall was presented a special Olympic Medal for her extraordinary contributions. Versall's 6 children took part in the Games, and even the youngest helped maintain order and handle messages.

The Organizing committee of the 1992 Barcelona Olympic Games designed a special symbol for volunteers and also made a series of products for them: hats, T-shirts, tags, pins and watches, which were funded by suppliers and other partners. The Committee combined encouragement with training: sending certain volunteers abroad to learn new languages. Voluntary organizations also initiated several activities and meetings with clear targets for participants, where all the volunteers enjoyed a relaxing and refreshing place so as to strengthen solidarity and friendship among them. When the Olympics were over, each volunteer received a certificate of Olympic services and a memorial medal. To remember the stories of volunteers, the Committee issued a volunteer journal composed of 2 sections. The first section published photos of all the volunteers who served at the Olympic Games, and the second section recorded names of all volunteers according to events in which they participated.

The 2000 Sydney Olympic Organizing committee held their volunteers in high regard. They treated them in the same way as employees and regarded them as a necessary constituent of the Olympic organization. Affirmation of their work was an encouragement. The Committee paid 700 Australian dollars on average for each volunteer for their training, uniforms, resting places, food and beverages and transportation, which are basic necessities. The Committee also provided several encouragements including tickets to watch ceremony rehearsals and discounts of

Olympic products. Volunteers organized a grand parade after the end of the Olympic Games and many people sent their gratitude to volunteers, thanking them for their dedication. 290 columns with names of 74,000 volunteers were set up in Sydney's Olympic Village.

The volunteers of the 2002 Salt Lake City Olympics received certificates of participation, a specially designed pin, watches provided by Olympic sponsors, two tickets to ceremony rehearsals and one uniform.

The 2004 Athens Olympics did not offer payment nor accommodations (except certain specialists), but each volunteer was given free meals, transportation, insurance, and entrance tickets (or tickets with discounts) during his/her services. Every volunteer also received clothes, a watch, a waist pack, and a cell phone printed with the logo of the Athens Olympic Games—all valuable collections. When the Games were over, the Organizing committee also offered all kinds of commemorations and rewarding ceremonies and issued volunteering certificates.

With the evolution of Olympic requirements for volunteers, rewards are also changing. More volunteers are beginning to connect their careers with voluntary services. Taking part in voluntary services at the Olympics is believed to be an opportunity of getting professional experience and can be an advantage for future career development, which is also an experience to remember.



History Remembers. Memorial Columns in Sydney Olympic Village

A Volunteer's Story

Athens Olympic Volunteers — Each Time the Service Grows My Heart and Soul

ZHANG Jichao, a senior college student at Tsinghua University, went to Athens to serve at the Olympic Games in the summer of 2004. She is one of the 6 student



ZHANG Jichao (left)

volunteers selected from Tsinghua University. Pride, excitement, inspiration and a spiritual harvest describe her unforgettable memories, recalling the 16 days and nights ZHANG Jichao spent in Athens.

In April of 2004, Tsinghua University Redbud Volunteers General Team initiated sign-ups for voluntary services at the Athens Olympic Games. Without hesitating, ZHANG Jichao filled out a form. As a member of this

Team, she started to provide many voluntary services when she was a freshman. This time the opportunity was one she had longed for. To realize this opportunity, she started to learn Greek and fully prepare herself. In July of 2004, after many selections and tests, she finally made it.

When ZHANG Jichao filled out the forms, she chose to provide “services in the Sports sites” because this is a service closest to the athletics. After her arrival in Athens, she was assigned to work in the internet bar in the Olympic Village. Though a little different from what she anticipated, she was not disappointed. When she stepped into the Olympic Village, she got excited at the mere sight of numerous athletes and volunteers busy at their jobs. Suddenly she realized that no matter what job they do, every volunteer is very important to the Olympics.

She worked at the network center located in the international area, where athletes go to use the internet. At the beginning her job was very simple—to show athletes how to navigate and maintain the network orders. Then she gets very busy afterward. Her college major, English, greatly helped her but also added extra work for her. She helped send messages, transferred posts and interpreted for Chinese athletes. Each day she worked on many kinds of small jobs, but still she felt excited.

ZHANG Jichao communicated with foreign volunteers and learned about their voluntary experiences. She was touched by an old couple in their 70s from Europe. They have been participating in Olympic volunteering for 5 years. Their job in Athens was to check ID cards at the entrance of Olympic Village. This is an exhausting job because they had nowhere to sit and no chance to visit sports sites or look inside the Olympic

village. But they did it without complaint. ZHANG Jichao was deeply moved by them as she experienced the essence of the volunteering spirit.

Though daily work was so tiring that she fell asleep on the subway, during working hours she and her colleagues always enjoyed their jobs and one another. Once one of her schoolmates rested against the wall while taking a break, and a foreign volunteer came up and said, “We are volunteers. No matter how tired we are, we have to keep a high spirit during work. This is the basics of volunteering.” Her schoolmate told her about it and whenever she felt tired, she would recall these words to inspire herself.

“Every time I recall my experience in volunteering, I remember a precious memory. We worked hard together and we shared happiness together, too.”

Information resource: Beijing Youth Daily, Feb. 23, 2006

Questions:



1. How many ancient Olympiads were held?
2. Who is the founding father of the modern Olympic Movement?
3. Where was the first Olympic Winter Games held?
4. Which Olympic Games officially defined the concept of Olympic Volunteers?
5. At which Olympic Games did the first formal group of volunteers appear?