

## WHO WANTS TO BE A BILLIONAIRE?

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*Розглянуто організацію благодійної діяльності найзаможнішими та найбільш відомими особистостями сучасності та їх роль у роботі різноманітних філантропічних фондаций.*

It is billionaires who are setting the standard for wealth and philanthropy these days. There are 1209 of them in the world today, 102 of them women.

Three things stand out from the reports about the mega-rich:

\* Mexico's telecommunications tycoon Carlos Slim (US\$74b): Slim's "Telmex Foundation is one of the largest philanthropic institutions in Latin America. In addition to activities in health, nutrition, conservation and disaster relief, it has provided university scholarships for hundreds of thousands of talented students who would otherwise be unable to pursue higher education." Slim has also propped up the New York Times with his wealth, which is no mean act of charity.

\* Much of the new wealth comes from the luxury market. The fourth richest man in the world is Frenchman Bernard Arnault, whose wealth grew from US\$27b to \$41b in the past year based on the Luis Vuitton, Moet and Hennessey brands, which apparently are going down well among the newly rich from Mumbai to Shanghai. Facebook billionaires have risen to six, thanks to the hundreds of millions of us who have the luxury of time to socialize on the internet. And then there are the countless gamblers who have driven the fortune of US casino magnate Sheldon Adelson from \$14b to \$23.3b.

\* The good news is that there is generosity among the staggeringly wealthy. According to Forbes, Bill Gates – long the richest man in the world – would still have been first on the list (as he was for many years) if he had not so far given away \$28 billion of his wealth to his foundation, for which he works. Warren Buffet, who comes a close second to Gates, pledged in 2006 to give away 99 per cent of his wealth to the Bill and Melinda Gates Foundation and family charities. He has so far given \$8b to the Gates Foundation.

The moral of this story is a rather predictable one: "Don't work too hard for money, because it isn't going to get you much if you ignore everything else," says Kenny. Hopefully, the billionaires are listening.

## ALCOHOLISM IN THE WORKPLACE: WAYS OF SOLVING THE PROBLEM

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*Алкогольна залежність серед працівників є істотною проблемою, що становить загрозу суспільній безпеці та погіршує продуктивність праці. У доповіді перелічено фактори, які сприяють її виникненню. Неодноразово підкреслюється важлива роль керівника у вирішенні цієї проблеми (мотивація підлеглих та надання допомоги).*

Drinking among workers can threaten public safety, impair job performance, and result in costly medical, social, and other problems affecting employees and employers alike. Productivity losses attributed to alcohol were estimated at billions. Several factors contribute to problem of drinking in the workplace. Drinking rates vary among occupations, but alcohol-related problems are not characteristic of any social segment, industry, or occupation. It is associated with the workplace culture.

The culture of the workplace may either accept and encourage drinking or discourage and inhibit it. A workplace's tolerance of drinking is partly influenced by the gender mix of its workers. Some male-dominated occupations therefore tend to have high rates. In predominantly female occupations both male and female employees are less likely to drink and to have alcohol-related problems than employees of both sexes in male-dominated occupations.

Work that is boring, stressful, or isolating can contribute to employees' drinking. It has been associated with low job autonomy, lack of job complexity, lack of control over work conditions and products, boredom, sexual harassment, verbal and physical aggression, and disrespectful behavior.

Employers are in the unique position to mitigate some of these factors and to motivate employees to seek help for alcohol problems. There exist EAPs (employee assistance programs) which may be provided by labor unions, management (as part of the employee benefit package), or through a union-management collaboration. Workers may take greater advantage of the services provided by an internal EAP located on the worksite than an external program. Supervisors may refer employees to an EAP based on deteriorating job performance. EAPs usually train supervisors to recognize problems and to refer employees for diagnosis, treatment, and other assistance.