



0111

4/2017

Etappenziel

Destination intermédiaire
Intermediate destination

nav

novartis angestellten verband
association des employés de novartis
novartis employees' association



Editorial	4	Editorial	4	Editorial	5	3
<i>Gastbeitrag: IT-Sicherheit</i> Wirksamer Cyberschutz in widrigen Zeiten	6	<i>Tribune: Sécurité informatique et numérique</i> Garantir la sécurité face aux cyberdangers	20	<i>Guest contribution: IT security</i> Staying Safe in Dangerous Cyber Times	34	
<i>Gastbeitrag: Datenschutz</i> Digitale Revolutionen – eine Momentaufnahme	8	<i>Tribune: Protection des données</i> Révolutions numériques – un instantané	22	<i>Guest contribution: Data protection</i> Digital revolutions – a snapshot	36	
<i>Angestellte Schweiz</i> Was macht die Digitalisierung mit uns?	10	<i>Association Employés Suisse</i> Quels effets la numérisation a-t-elle sur nous-même?	24	<i>Employees Switzerland</i> What is digitization doing to us?	38	
Mitglieder werben Mitglieder	12	Les membres recrutent de nouveaux membres	26	Members recruit members	40	
<i>Weiterbildung</i> «Gemeinsam auf dem Weg mit dem NAV Weiterbildungs- angebot» (Fortsetzung)	13	<i>Formation continue</i> «Avancer ensemble avec l'offre de formation continue NAV» (continuation)	27	<i>Further training</i> “Working together with the NAV series of professional development events” (continuation)	41	
<i>Etappenziel</i> Das ist der Stand der Dinge	14	<i>Objectif d'étape</i> Voici la situation actuelle	28	<i>Stage finish</i> Where we stand at present	42	
<i>Gastbeitrag:</i> <i>Von Bienen und von Honig</i> Bienenpower	16	<i>Tribune: Des abeilles et du miel</i> Merveilleuses abeilles	30	<i>Guest contribution:</i> <i>Of bees and honey</i> Bee power	44	
<i>Kolumne von Roger Thiriet –</i> Tours de Bâle	18	<i>Chronique de Roger Thiriet –</i> Tours de Bâle	32	<i>Roger Thiriet's column –</i> Tours de Bâle	46	
<i>arb – Angestelltenvereinigung Region Basel</i> ARB Rechtsberatungsangebot	19	<i>arb – Association des employés de la région de Bâle</i> ARB offre de consultation juridique	33	<i>arb – Employees' Association, Basel Region</i> ARB offer for legal advice	47	



Impressum

Mitgliedschaften
Angestellte Schweiz
arb Angestelltenvereinigung Region Basel

Redaktionsteam
Claudio Campestrin, Susanne Hänni, Davide Lauditi
und Roland Hirt

Kontaktadresse
NAV Novartis Angestellten Verband
Geschäftsstelle
Novartis Campus, Forum 1
WSJ-200.P.84/Postfach
4002 Basel
Telefon +41 (0)61 697 39 00
E-Mail nav.nav(at)novartis.com

info erscheint vierteljährlich
Laufende Nr.: 80/2017
Auflage: 2700 Exemplare

Redaktionsschluss info 1/2018
23. Februar 2018

Übersetzungen
Inter-Translations SA, Bern
CLS Communication AG, Basel

Titelbild
de.fotolia.com

Sämtliche Artikel finden Sie auch unter: www.nav.ch

Grafik/Satz
cdesign, Reinach

Druck
Runser Druck & Satz AG, Basel

Jegliche Wiedergabe von Artikeln und Bildern, auch auszugsweise, nur mit schriftlicher Genehmigung der Redaktion.

La reproduction/publication d'articles et de photos, ainsi que d'extraits d'articles, ne peut se faire sans l'accord écrit de la rédaction.

The reproduction of this publication and its pictures in any form is forbidden without the expressed written consent of the editorial team.

It gives me great pleasure to welcome Titus Melynck, Global Head Information Technology Security at Novartis, as a guest contributor in this issue. There have been increasing reports of major attacks on a whole range of IT systems recently, so I feel it is important to give our members a deeper insight into this area.

Daniel Szpilman, another guest contributor, picks up the same theme and gives us an initial overview of the Swiss data protection act. Then Stefan Studer, Managing Director of our umbrella organization Employees Switzerland, shares his views on the rise of digitalization.

We are convinced that digitalization and the accompanying automation will bring about profound changes to the world of work in "Industry 4.0", so we have another in-depth report on that topic.

The subject of this year's training series "Resilience" is gradually drawing to an end. It has been very pleasing to note that even though the CEO Dialog has been taking place at the same time, many members have been prioritizing our event. After all, ours is a one-time event; the CEO Dialog is recorded, so you can catch up anytime you like.

Along with my view on where we stand at present, another guest contributor, Michael Mildner, sweetens our day with a fascinating and instructive excursion into the world of bees and honey. Personally, I love honey and am a heavy user of this splendid food. That's why I readily agreed to publish the article; I hope it will be enjoyed as a welcome counterbalance to the preceding articles on digitalization.

Finally, take your inspiration from Roger Thiriet's column and set off on your own personal tour whenever the mood takes you.

Although it is still a bit early, let me take this opportunity to wish all members and their families a happy winter and Christmas season, a good end to the year and a pleasing result to your stage finish.

Happy reading; we look forward to hearing from you. Please recommend us to your colleagues so we extend the reach of our organization.

If you have any questions or would like more information, please do not hesitate to contact us.

*In this spirit, allow me to extend to you my early best wishes for the new year,
your NAV President
Claudio Campestrin*





GUEST CONTRIBUTION: IT SECURITY

Staying Safe in Dangerous Cyber Times

Titus Melynk

Head IT Security Technology & Operations



It must be 3:00 or 4:00 AM based on the darkness in the room. How many hours have I slept? I feel wide-awake which is never a good sign. My eyes drift to the nightstand where I keep my smartphone. As if sensing my anxiety, the screen illuminates. Someone I had designated as a VIP has just sent me an e-mail. My mind races, who would be sending me an e-mail at this time? Are our systems

under attack? Has another self-propagating crypto-ransom malware been released into the wild? The world had seen the dam-

age that WannaCry and NotPetya caused. Our security team has been diligently ensuring that our systems are hardened and our security patches are up to date. When a new type of malicious software, referred to as malware, is discovered, they analyze how it infects machines. In our experience, it often spreads when a user clicks on a web link or opens a malicious Office document. We have seen malware that steals users' personal web e-mail passwords. It then sends malicious e-mails to their company e-mail accounts. Perhaps this early morning message is letting me know a new attack is underway.

I reach for my phone and the fingerprint scanner unlocks it which replaces the arduous process of typing in my long password. It is an e-mail from my mother. Her Facebook account has been hacked and she has no idea what to do. It was sending messages to her friends with weird-looking web links. This is obviously a bad thing but not a BAD thing. I audibly sigh in relief and send her instructions on how to change her password. I

messed her Facebook friends not to click on the link. Opening my tasks app, I set a reminder to show her how to turn on two-factor authentication to protect herself from future attacks.

As companies improve their cybersecurity, attackers are changing their methods. Rather than try to bypass corporate intrusion prevent systems, dynamic security binary code analysis, and other security measures they are going after users' personal accounts. This is why it is important that users protect their own personal computing systems as strongly as they do their company systems. In this era of next generation attacks, everyone should be taking additional measures to protect themselves.

At Novartis, we have implemented security technologies that require an attacker to overcome multiple security controls before they can compromise critical systems. Technologies like the MobilePASS grant this next layer of protection. An attacker not only needs to compromise a user's ID and password, but must also gain access to the MobilePASS application and user PIN. This type of protection is referred to as two-factor authentication.

Authentication is how we tell a system that we are who we say we are. There are three methods for doing this: Provide something that only you as an individual would know (i.e. password), something that only you would have (i.e. your particular smartphone, special security software installed on your system), and lastly your unique physical characteristics (i.e. fingerprint, retinal image, facial recognition). Most security systems use one of the three factors. For example, many smartphones can be unlocked with a fingerprint. Highly secure systems will require two or all three factors. For example, a system might require that you type in a password and then provide a random-generated PIN created from an app that only you have access to before granting access.

Enabling two-factor authentication on your personal accounts is a great way of increasing your security. It usually takes the

Here are links to how to enable two-factor authentication for the most popular systems:

Apple Two-Factor Authentication

<https://support.apple.com/en-us/HT204915>

Protect your iCloud, iPhone, iPad and other systems with Apple's two-factor authentication system. It integrates nicely with the Apple watch as well.

Google 2-Step Authenticator

<https://www.google.com/landing/2step/>

Protect your Gmail, Android device, and other systems with the Google authenticator.

Microsoft Two-Step Verification

<https://support.microsoft.com/en-us/help/12408/microsoft-account-about-two-step-verification>

Protect all of your personal Microsoft accounts, which also integrates with your smartphone and smartwatch. Xbox Live, Hotmail, Outlook.com and other services will gain protection when enabled.

Facebook Two-Factor Authentication

<https://www.facebook.com/help/148233965247823>

This is the link I sent my mother. Attackers are targeting social media because it is an effective way to spread malware.

Twitter Log-in Verification

<https://support.twitter.com/articles/20170430>

Twitter will send you a text message with a pin that is required for successful log-in.



form of a PIN that is sent via SMS text message or generated on an app on your smartphone. This means that an attacker would need to steal your username, password, and your smartphone in order to log into your accounts.

Luckily, the damage from the hacking of my mother's Facebook account was minor. We were able to regain access and none of her friends clicked on malicious links sent by the attacker posing as my mother. The best security mitigation is to be vigilant. Be wary of unusual e-mails and messages even if they are from people you know. You can learn more about how to protect yourself by visiting the Think First Novartis website. <http://go/thinkfirst>.

Digital revolutions – a snapshot

As you start reading this article, thousands of data records will be created and processed. It is hardly surprising that Big Data is on the rise and, with it, intense and lively discussions about issues relating to data protection. Switzerland's data protection act came into force in 1993. "It was modern information and communication technology that only made this development towards the information society possible in the first place," wrote Federal President Otto Stich in 1988 in the Federal Council's message to the Swiss Parliament. A complete redrafting of the data protection act has been under discussion for years now. The Federal Council hopes that the new law will come into force in the summer of 2018.

Daniel W. Szpilman

Guest author



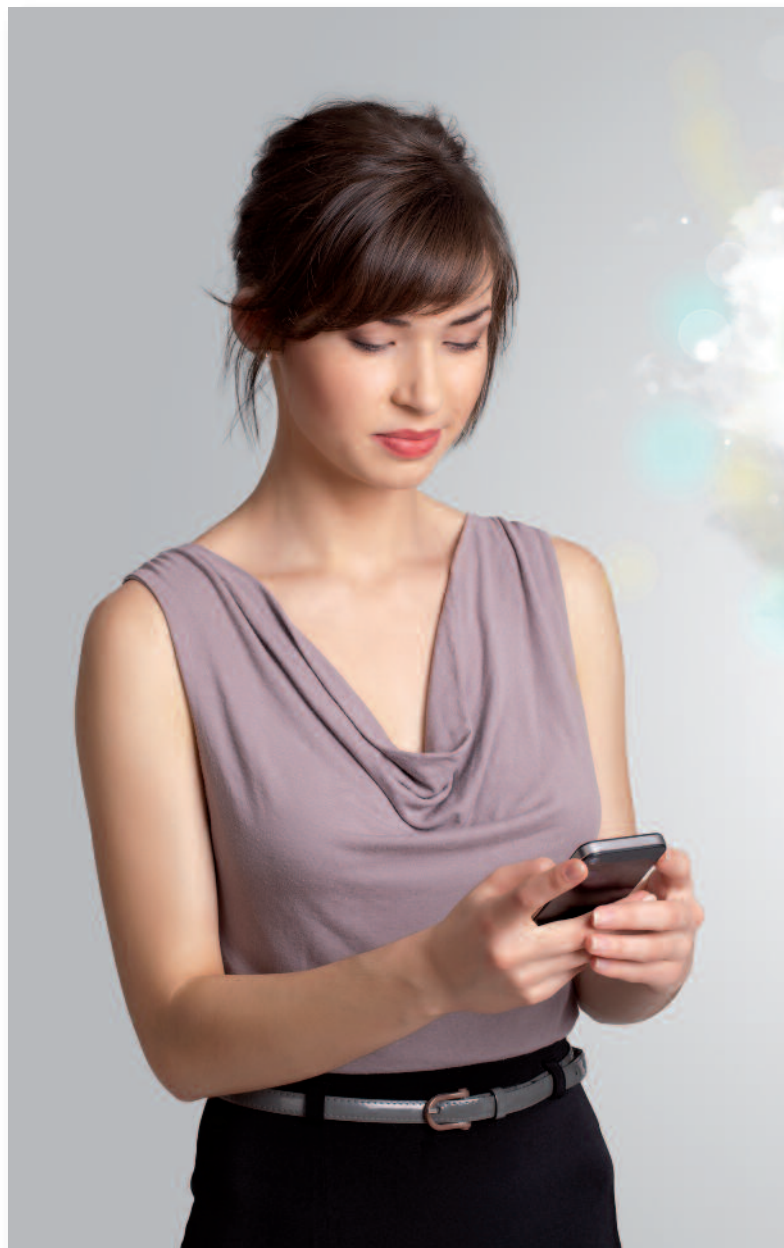
It will certainly take more than a single article in a magazine to fully discuss the key considerations associated with what has now become the ubiquitous subject of data protection. Weighing in at 279 pages, even this snapshot in the form of the final report on the evaluation of the federal act relating to data protection, produced as part of the current total redrafting of the Swiss Federal Act on Data

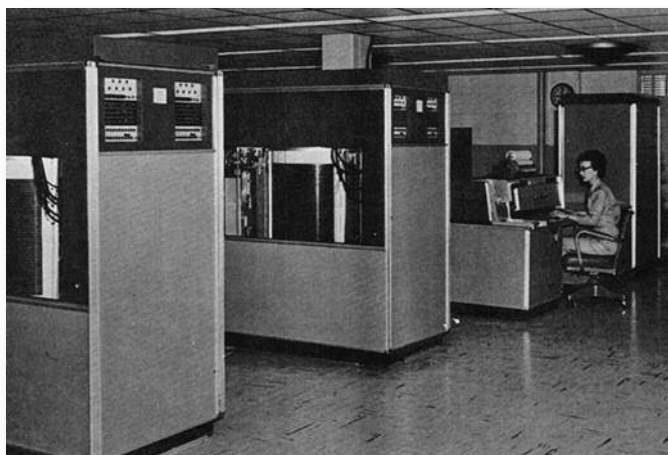
Protection (FADP), is not exactly an easily digestible morsel of legalese – albeit, a very interesting one. It would therefore be naïve to attempt to explain the revision of the data protection law proposed by the Federal Council on a single page. Nevertheless: data protection concerns us all and should now also interest everyone – especially since the advent of social media, Snowden and other media scandals. What has changed over the past few years in the area of data protection can hardly be described.

The FADP, which came into force in 1993, aims to "protect the privacy and the fundamental rights of persons about whom data is processed." This is what experts have written in their final report on the evaluation of the Federal Act on Data Protection. However, they also conclude that the current data protection act which was passed in 1993 should be brought into line with European standards.

What were you doing in 1993? I, to take an example, was only a few months old then. In 1993, Bill Clinton was President of the United States. The Czech Republic and Slovakia separated and became independent states. The European internal market came into being and Nelson Mandela had been awarded the Nobel Peace Prize together with Frederik de Klerk. 24 years later, the world looks completely different. Who would have imagined at the time that we would be able to use iPhones to make calls around the world and see each other whilst doing so? Yes, who would have thought back then that children would no longer be familiar with the process of writing a letter by hand? And that coding would comprise part of practically every school curriculum?

In 1993 there were around 50 servers on the World Wide Web. According to a survey by Netcraft, this figure currently stands at around 1.8 billion. What's more, 2.7 zettabytes of data exist today. That is equivalent to a trillion gigabytes, or 10 to the power of 21 bytes, or several centuries of HD movies. Today's data servers consume as much energy each year as the entirety of Sweden. The US company Walmart processes more than one million customer transactions per hour and more than 5 billion





people around the world make calls, surf the internet or send text messages using a smartphone.

It took ten years to decode the human genome initially; this process could now be completed in a single week. The world has become faster, more complex, more intricately meshed. Computers cost a fortune back then, access to the internet was almost exclusive and, from a physical perspective, hard drives were not the lightweight units that we can carry about now as

USB sticks or portable hard drives. A few years earlier, in 1953, the most advanced data storage system was the IBM 350, part of the IBM 305 computer. The internal memory alone was 1.73 m high, held a staggering 3.75 megabytes of data and comprised 50 aluminum disks that were 61 cm in diameter. This memory was not sold, but hired out at 650 dollars per month. It wasn't until 1969, the year of the first moon landing by a person that the IBM 350 was taken off the market. Today, I carry 64 gigabytes on my key ring and have 2 terabytes of storage space online. That's a revolution.

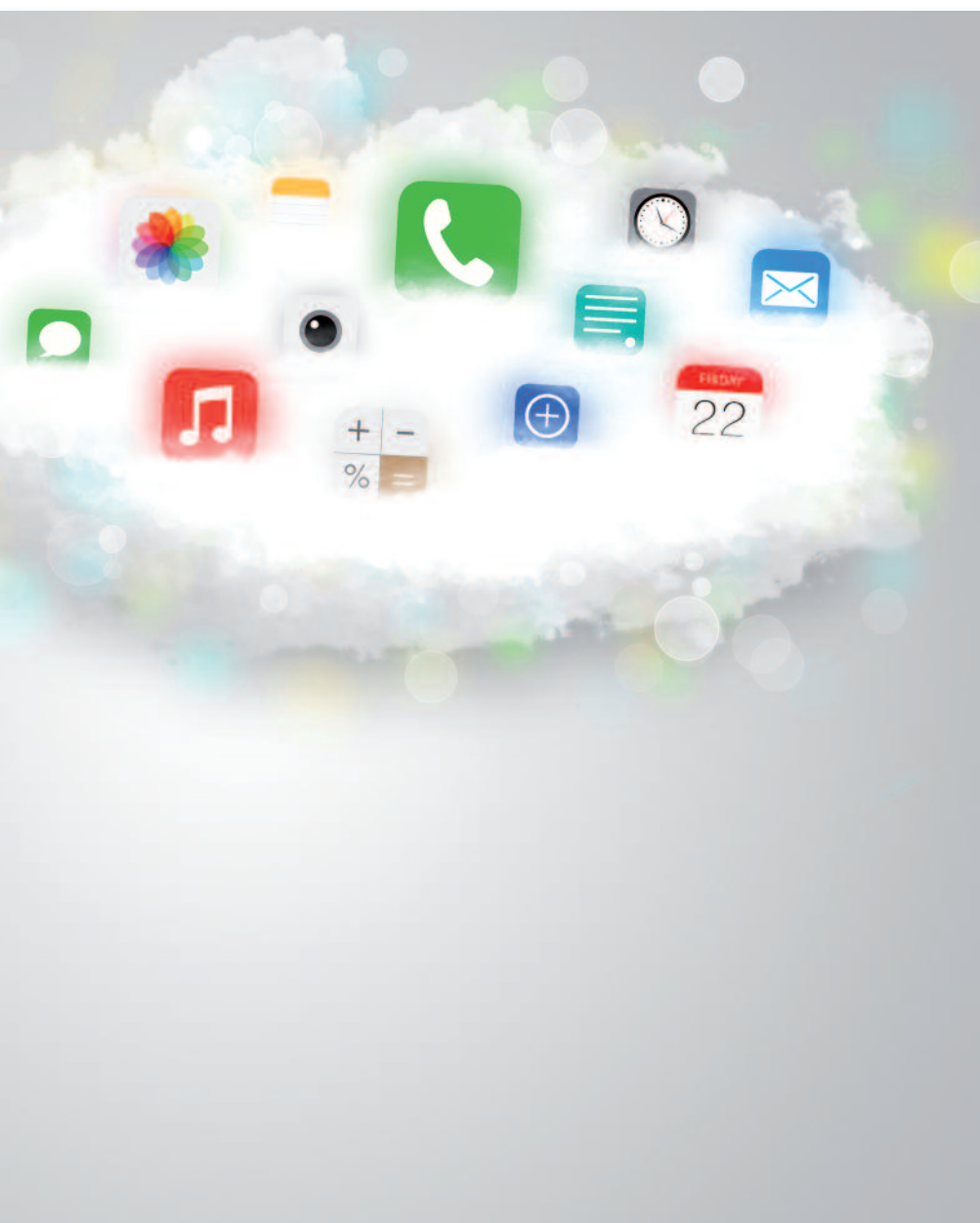
It is now hard to grasp the advances that have been made. A few years can be revolutionary in science, and especially in the field of data. Is it therefore surprising that a data protection law is slated for redrafting? What's more, in one of the most modern and digitized countries in the world? In redrafting the Federal Act on Data Protection, the Federal Council wants Switzerland, above all, to be able to ratify the requirements of the Council of Europe's Data Protection Convention and adopt the EU Directive on data protection in the field of law enforcement. In doing so, the Federal Council also wants to uphold the legality of cross-border data transmission. It is planned that the self-determination of affected persons and the transparency of data processing will be increased, and the information-related obligations of the

bodies responsible for this processing will be extended. It is also planned to clarify the right to information by the persons affected. A strengthening of powers awarded to the Federal Data Protection and Information Commissioner is expected.

One could, at this point, mention lots of other objectives that the Federal Council wishes to achieve through this redrafting. Our harmonization with the developments in the European Union are certainly mandatory if Switzerland wishes to be continue to be recognized as a country with adequate data protection. What's interesting in all this however is the codification of problems and challenges that would have been unthinkable years ago.

Even while you were reading this article, a lot of data has been created and edited. It is also likely that, until all the political players have reached agreement on a new model, many new questions will probably be raised that need to be answered in the future. When the new Federal Act on Data Protection comes into force in 2018, the old data protection act will have been in force for 25 years. Developing a legislative model in this field that will hold sway for a further 25 years is quite a skill – especially so in this field.

Individual aspects of this will be presented in greater detail in the 2018 issues of *info*.



What is digitization doing to us?

The subject of digitization and its consequences for the world of work and society seem to be omnipresent now. The media at home and abroad that have an interest in this address the issue almost daily. What strikes me in all this is the following: the conclusions of the numerous studies and articles on digitization are, in part, completely contradictory. Perhaps most conspicuous is the question that bedevils us all: is digitization destroying jobs on a grand scale, or is it creating new ones that will, at least in part, compensate for the losses?

Stefan Studer

Managing Director Employees Switzerland

The uncertainty here is considerable across the board, as these statements in new studies show. "The threat to jobs is likely to be significantly lower than the potential for automation," states the finding in a report by the German government. This is however brought into perspective a little later: "But what is not so clear is how quickly and comprehensively technological developments will lead to job losses, and precisely which jobs will be impacted by this." In general, it is assumed that "digitization will lead to significant increases in efficiency. The potential for rationalization as a result of digitization, both in the field of industrial manufacturing and administrative work, is enormous." This cautiously positive approach from Germany stands in contrast to the horror visions offered up by prominent representatives from Silicon Valley who expect

office workplaces to be halved as a result of the structural change. The statement that Industry 4.0 will accelerate the structural change towards an increased number of services remains undisputed.

The following is also clear: digitization will radically change our world of work and, with it, people and society. However, uncertainty reigns over exactly what our jobs will look like in ten or twenty years' time. The key expression and factor here is artificial intelligence (AI). On July 23, Erich Horvitz, Head of Research at Microsoft stated in the "NZZ am Sonntag" that AI would create "completely new types of jobs" since these systems would need to be updated and improved on a rolling basis. "A completely new class of people" would be needed for this "difficult task." Nevertheless, he remains optimistic that "completely new types of jobs will emerge."

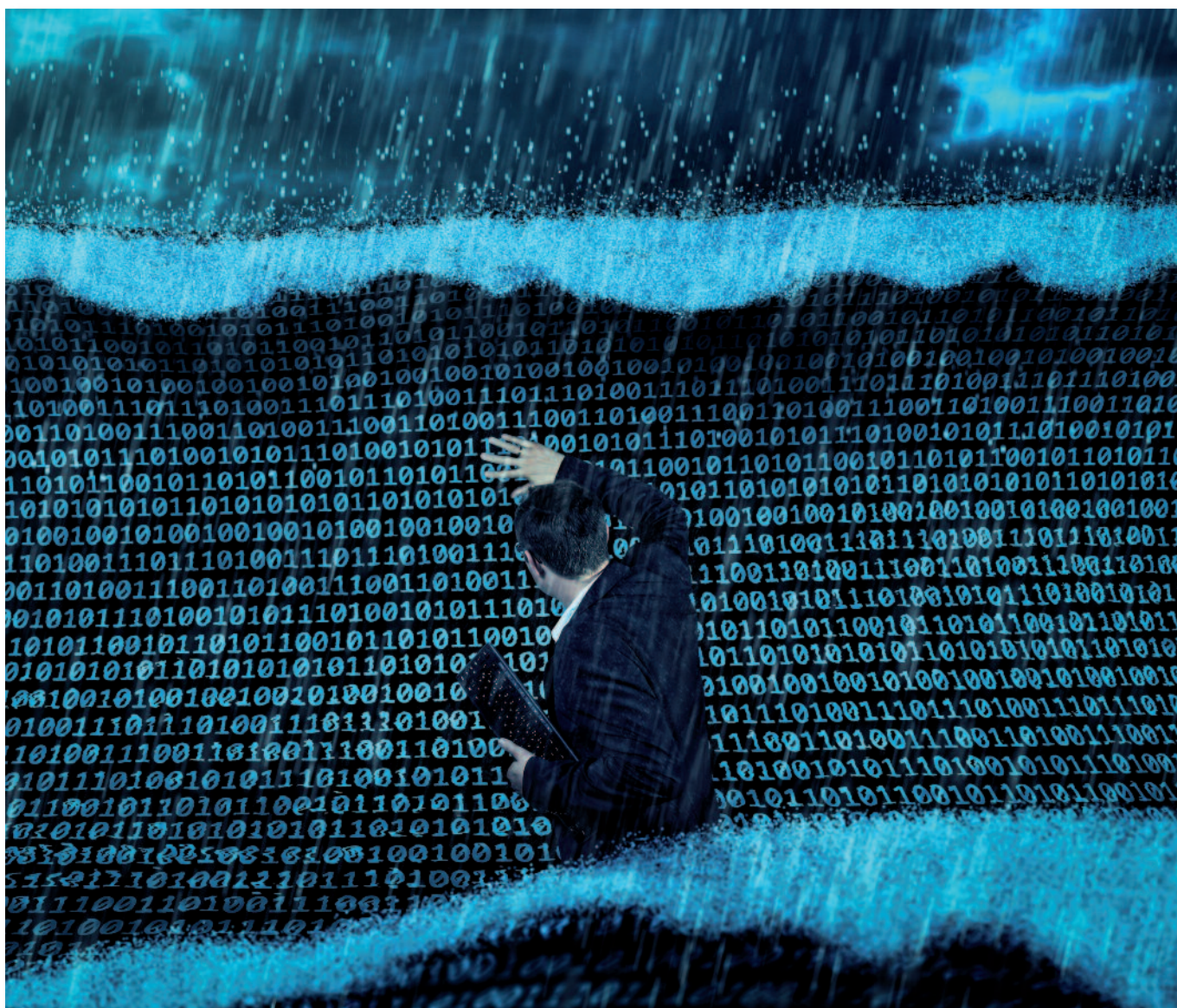
What does such a statement mean for us "mere mortals" in order to be able to survive in this digital world? How will employees need to adapt, prepare themselves and develop professionally? And how will enterprises need to organize themselves, develop and change? One approach might be to reverse the question in the heading: "How can we put digitization to best use?" When it comes to the world of employment, Zurich-based industrial psychologist Felix Frei has distilled it down to this formulation: "Digitization relies on maximum agility." This can only be possible if organizations do not build hierarchical structures, but employ role-based networks instead. These, in turn, will only function if *everyone* assumes responsibility. And they will ultimately only be able to do this if they *all* also have the capacity to make independent decisions." In plain English, this means: leadership will in future no longer be able to take place and function through authority – it will need to be convincing. But we are some way from being there. In an article in the "SonntagsZeitung" on July 23, HR expert Matthias Möllney estimated that 70 percent of management personnel were insufficiently prepared to manage staff in a digital working world.

Network-like organizational structures that are based on the responsibility of employees across the board will necessarily require a different mindset in management personnel. Möllney sees it like this: "A boss will in future be someone who has 'higher-level networking', i.e., a team player and coach. Orders from the top down – that's now outdated." This rethinking is critical. That's because job seekers will no longer opt for a particular company in future, but a management culture.

Provided that they will actually be looking for, or appointed to a permanent position. Digitization also offers scope for greater independence and flexibility in how the working day is structured and better integration with family life. It allows working location and time to be made much more flexible. This potential is currently far from fully exhausted. But here again, there are entirely opposing appraisals of the opportunities and risks that such new digital forms of work will offer.

One positive aspect could be their promotion of collective action and an economy-based around sharing. The above-mentioned report prepared for the German government states that "digitally based work can potentially offer new opportunities to everyone who is impeded in accessing conventional employment





markets, i.e., elderly people, people who look after families and who are caregivers at home, people with disabilities, inhabitants of remote regions etc." Being a "nonbiased tool," digitization could also "create new opportunities for innovation." The "cloud worker," for example, typifies the "independent self-employed person" who is able to complete their work flexibly as part of, yet physically remote from the company, and also offer their services internationally via platforms. This enhanced flexibility in working time and location allows new forms of work and a combination of different working models to be promoted.

But what is the downside to increased flexibility, both inside and outside the company? Being reachable continually brings longer working hours with it. And higher stress levels. What we need to do here – and this will become one of the key tasks of employee organizations –, is to find a balance between occupational health and safety and the drive by employees and employers towards greater flexibility. From a German standpoint, "improved social security for self-employed people is a prerequisite for greater social acceptance." The expression "worker-entrepreneur" stems from Germany and was penned by sociologist G. Günter Voss and describes the new type of employee who is now forced to negotiate his labor, akin to an entrepreneur.

I do not believe however that this expression will become entrenched. But it does indicate how the perception of work

could change with the advance of digitization. What does this mean for us as employee representative organizations? We too need to radically rethink our approaches to be able to overcome future challenges in the interests of our members. We must work to ensure that digitization contributes to creating more negotiation avenues (and not to their constriction). Such negotiation avenues and options can only be fully utilized through life-long learning. We have to strengthen a leadership that has the ability to convince and compel. But, at the same time, we must invest in the personal development of the individual. The digital world will also fundamentally change our attitudes to work and to our employer.

Ongoing professional development will increasingly acquire strategic importance. Not only will it deliver new knowledge and skills to drive through technological change, but it will also support vocational mobility and flexibility. Switzerland's dual education system, its level of education and specialization will help Switzerland to meet the challenges that also come with digitization. However, it is important that people remain centermost in all of this, to stop us from becoming victims or even slaves to digitization. That's why we must work to ensure that the rationalization gains from digitization also translate into shorter working hours.

MANAGEMENT MEMBERS CAN ALSO BE REPRESENTED BY NAV

Members advertise for members

Our campaign continues. Many participants have already won an attractive prize. By recruiting just

one new member you too will take part in the next prize draw.

Annual subscription: Fr. 130.–



Joining NAV

☐ I would like to join NAV

☐ I would like to play an active role in NAV

☐ Mr. ☐ Mrs.

Personnel No.

Date of birth

Surname

First name

Site

Tel. No.

Home address

Post code/Place

☐ Management

☐ IEA

☐ CBA

I was recruited by

Surname

First name

Site

Tel. No.

Please fill out the application, sign and send to the NAV office, WSJ-200.P.84 (Forum 1).

Continued from the last issue:

“Working together with the NAV series of professional development events”

Susanne Hänni

Board Member NAV – training offerings



... we now push ahead together and look at the subject of resilience which, in short, can be defined as: internal resistance – flexibility and the psychological immune system.

On Tuesday, 12 September 2017, a further presentation on the above subject entitled:

“Self-inflicted mental sabotage – seeking out causal core beliefs” was again presented in a compelling and easily understandable manner by Patricia von Moos.

The NAV hopes that, with the help of this 60-minute presentation, you will have put destructive thought patterns behind you and already integrated core beliefs (positive affirmations) such as *“I am good the way I am”* – *“I am worth it”* and *“I am important”* in your everyday life.

We are continuing to address this subject and will be pleased to welcome you again on **Tuesday, 20 March, 2018 at 4:00 pm in the WSJ-510.U1.AUD.**

At this event you will receive further information about:

Grade: unsatisfactory! – Between self-criticism and self-compassion

Resilience means finding a different, more constructive way of dealing with one’s weaknesses or shortcomings than self-criticism or self-judgment. Persistent self-criticism can lead to a loss of self-confidence and doubts about one’s own potential, thus preventing stable inner balance and a positive attitude towards life.

In this presentation, you will learn how to build up a new kind of compassionate attitude towards yourself through the application of self-compassion. The focus here will be on caring acceptance and self-centered friendliness towards oneself, combined with a relaxed awareness of what is or is not (yet) within one’s grasp now.



Have we aroused your interest?

If so, we look forward to welcoming you on Tuesday, 20 March 2018, 4:00 pm until approx. 5:30 pm WSJ-510.U1.AUD for the presentation by Patricia von Moos – **“Grade: unsatisfactory! – Between self-criticism and self-compassion.”** Electronic invitations will be sent out in good time.



STAGE FINISH

Where we stand at present

The Novartis Employee Association – NAV, your association, is organizing lots of activities this current year: find out in more detail in this article about what is happening inside the association, the social partnership with Novartis and the work in the Boards of Trustees of Novartis Pension Funds 1 and 2.



Claudio Campestrin
NAV president

As you can see in the column, a staging post historically meant a place behind the front line. Although the terminology is military, this is not meant to give the impression that we are under siege. In fact 2017, the first year since I took office, is moving slowly but steadily to a close. Good enough reason to pass a first review over this part of the past year and take a look at 2018.

Novartis Employee Association (NAV): Association activities

A central event in the life of the association was this year's Annual General Meeting, at which the vote took place confirming my succession to Henriette Brunner as Chair. Leading the association is exciting and challenging. The Executive Committee works together in a collegiate and constructive manner, not least because every member has an opinion. This creates diversity and is very much appreciated, since it consistently generates good and constructive solutions and alternatives.

The meeting of the delegates of the umbrella organization Employees Switzerland (AS) confirmed at the end of June that NAV will join the Board of AS. This ensures that our interests will continue to be represented at the national level.

Our office has moved once again and should now be in its new location right next to the Novartis main cash desk on the ground floor of Forum 1. The new address is: Forum 1-WSJ-200.P.84. It will be staffed on a reduced basis for a trial period, and is available to members throughout the day from 10:00 am to 4:00 pm on Mondays and Tuesdays.

Two previous employees in the office have retired: Berta Treier reached the age of 70 at the end of May, and Angela

Oberrieder did so at the end of September 2017. We would like to thank them for their long and valued support of the association's activities and wish them all the best and good health for the future.

The fact that Angela Oberrieder continued to work after her regular retirement allowed the association to play a pioneering role and gain experience in keeping employment going. If politicians and business leaders are serious about employees continuing to work after their 65th birthday, there are several key factors that have to be borne in mind; physical health has to be considered, as it is not always easy to ensure that it is possible to do a job without limitation despite age-related conditions. Understanding and consideration have to be shown by both sides – the employee and the employer. It is also important to think about IT – the technology landscape is changing so rapidly that skills acquired can quickly become obsolete unless they are constantly updated.

We would like to thank both colleagues for the valuable experience we gained and wish them both many more enjoyable and enriching years to come.

Social partnership

The year got off to a relatively calm and orderly start for the Novartis Employee Association and its representatives. The social partnership was running as planned and the various bodies were meeting as expected.

The announcement of the restructuring of Novartis in Switzerland on May 18, 2017, came as something of a surprise and fundamentally reoriented the priorities in the conversations between the social partners. The employee representatives immediately organized the consultation meetings in their usual calm manner. Many town-hall meetings were held with the areas affected by the restructuring and valuable insights obtained, as a result of which constructive suggestions were brought to the consultations with the firm.

It also meant that internal solutions were found for many of those affected ahead of these negotiations.

All activities are going ahead as planned and we would like to emphasize that the NAV employee representatives are displaying great solidarity and cooperation.

Pension fund

At the beginning of the year, the 2016 financial statements for the pension funds had to be approved by the Board of Trustees. It can be stated in hindsight that this was another decent year for investments which allowed pensions to be kept at the current level, even though there have been no fundamental changes on the interest-rate front. Many economists assume that the current low level of interest rates will persist for a long time to come. This means that the work done by the pension fund trustees will remain crucial.

Along with the normal ongoing trustee meetings, the referendum on the Pension Reform 2020 was important. With the results counted, we now know that the reform package was rejected at the polls. Even if it had been approved, not much would have changed for the Novartis Pension Funds 1 and 2. Nevertheless, rising life expectancy and low interest rates remain genuine challenges for our pension funds. If we are to rise to

these challenges, there are three alternatives: lower pensions, higher contributions or a longer period of contributions – i.e., later retirement. As "preserving the accustomed standard of living" is set as an objective in the Federal Constitution, the option of cutting pensions is not available. How the level of pensions can be guaranteed with the two remaining alternatives is something politicians, electors and pensions will have to continue to wrestle with.

2018 outlook

Elections of new employee representatives will be held in the new year. As in politics, the electors are always right. We hope that you are satisfied with our commitment to the interests of Novartis employees and trust you will back your association.

Whatever the results of the election, we would like to reassure you of our full and continued support. We are always happy to be contacted by members and are delighted to exchange views with you, either in a personal meeting or at one of our many events: take part in the activities of your association, either at the next meeting of members on April 25, 2018, or at one of the training sessions. The next one is being held on March 20, 2018, and will complete the series on resilience. We will let you know of future plans in good time.

2018 will also mark the 20th anniversary of the foundation of the NAV. We would like to celebrate this birthday with you. Join with us in the festivities for the continued work of your association.

Bee power



Bees are not only the most important pollinators of our plants, they also produce delicious honey as well as propolis, royal jelly, pollen and wax. They incidentally also form perfectly functioning, highly complex colonies. The more you learn about bees, the more fascinating these wonderful creatures become.

Michael Mildner

Guest author and honey gourmet

Bees have lived on our planet for over 100 million years. They have been an important source of food for humans at least since the Stone Age, as shown by a 12,000-year-old rock painting from the cave of La Araña in the vicinity of Valencia in Spain. The painting depicts a honey robber who is being encircled by enraged bees.

But the relationship between humans and animals has melted quickly, with the result that bees have become man's oldest domestic companion. Today, honey is generally produced in a cultivated manner by beekeepers who are also committed to the survival of bee colonies in their fight against various challenges and dangers.

Incredible industriousness

Although beekeepers focus their efforts on obtaining honey, the pollination of plants is the critical "bee product" for nature. Around 80 percent of plants that require flower pollination are dependent on bees; without them fruit trees could not bear fruit nor could flowers form seeds.

On a single collecting flight, honeybees will visit around 1,200 plants before returning to their hive. Putting this into greater perspective: bees need to make 50,000 flights or travel around 75,000 kilometers to produce 500 g of honey! That means they need to fly more than 1,000 kilometers to produce a single spoonful of honey. These flying insects move within a radius of 3 to 7 kilometers of their own hive.

Wild bees also exist in addition to the various species and subspecies of honeybees. They form about 1,500 separate species which usually don't form colonies, but are solitary in the sense that females typically inhabit a nest they construct themselves.

Increasingly intensive agriculture that gives preference to monocultures brings with it enormous risks for all bees. Next to a lack of flowers, the use of insecticides can also disrupt bees' sense of direction and restrict or even prevent communication between them, with fatal consequences.

The cause of bee colony collapse disorder which is in evidence worldwide and extensively has still not been adequately explained. Possible reasons include parasites such as the varroa mite, pesticides or stresses caused by the commercial overuse of bee colonies, as described in the film "More than honey."

Good things from bees

In addition to flower pollen described above which is also used by people as a food supplement, beehives produce other valuable products like propolis and royal jelly.

Propolis (Greek for "in front of the city") is a type of resin that bees collect from the buds, fruits, flowers and leaves of plants. The bees use it to seal their hives against drafts; thanks to its antibacterial and antifungal properties, propolis also prevents the entry of pathogens. Mixed with honey or as a tincture, propolis can also be used by humans.

Royal jelly is an extremely exciting substance – it is the material that turns normal bees into queen bees. The jelly is produced in special glands by nurse bees. Ordinary bee larvae are only given royal jelly at the very beginning of their development. Queen bee larvae, on the other hand, are fed with this elixir exclusively. It makes them bigger and allows them to live for longer than the rest of the colony.



Wax is another product made by bees. The bees sweat it from their wax glands to form “scales”, process it with their mouth parts and then make it pliable with their secretions. The wax can then be used to build honeycomb cells and seal pollen cells. Wax is another genuine “masterly product” produced by bees: where is used to seal brood cells, it remains permeable to air, but as a seal on honey cells it allows no air to pass through.

Entire bee colonies are so complex and highly organized that entire tomes have already been written about the subject. I will only relate a few facts for you here: depending on the season, a bee colony will consist of 8,000 (winter) to 40,000 (summer) bees. A queen bee will lay 1,000 to 2,000 eggs a day in summer from which new queens will hatch after 16 days, workers after 21 days and male bees, the drones, after 24 days. The life of honeybees, which lasts only a few weeks, is strictly controlled according to the tasks they are destined to perform: there are cleaning and heating bees, nurse bees, bees for construction and wax production, guard bees and, of course, forager bees.

More than sweet ...

Yes, and then we have honey, probably the best known bee product. Honey is far more than merely the sweet and uniformly



viscous liquid from the supermarket that we spread thoughtlessly on our bread. It is actually the very opposite – good honey is a likeness of the landscape from which it originated.

This makes every honey unique because of its unique natural origin. The vegetation and environmental conditions will be different at each bee location and the differences in taste will often even be apparent between different, adjacent bee colonies at a single location.

On top of this, there is the care, passion and experience of the beekeeper, who cares for the bees and harvests the honey. If he or she does this at carefully selected locations using only a small number of colonies, the chance that honey lovers will get to savor a truly individual and outstanding honey increases markedly.

Apposite enjoyment: did you know that a large number of different honey varieties that differ greatly in color, consistency and naturally also in flavor await discovery in the pure and unspoiled regions of the Swiss Alps? On the palate they are reminiscent of anything from delicate alpine roses to pungent caramel-like pine forests and fresh citrusy notes from the Bergell; either dandelion yellow, dark brown or even pure white in color, their consistency can be creamy, liquid or firm. This gives Switzerland a uniquely diverse, premium-quality treasure trove of honeys, the likes of which can be found nowhere else in the world.

Note that cities and rural areas shouldn't be disregarded. They too have extremely interesting honeys to offer. The search to discover “your” favorite honey is most definitely worth pursuing, as is an interest in the fascinating life of bees!



Please feel free to contact the author if you have any questions or require further information:

Michael Mildner

Gempenring 21b, CH-4143 Dornach

E-mail: [mildner\(at\)intergga.ch](mailto:mildner(at)intergga.ch)

Website: www.swissalpinehoney.com

Tours de Bâle

Basel has hosted stage finishes for both the Tour de Suisse and the Tour de France. For Swiss Tourism's Grand Tour though, the city on the Rhine knee is the start of a popular sightseeing route through the Swiss Jura.

46

INFO DECEMBER 2017



The Greek philosopher Heraclitus knew that war is the father of all things. So logically enough, the term staging post is part of military vocabulary. This was what generals in centuries past called the place behind the front line where supplies for the troops were stored and support services like medical care, administration and maintenance units were stationed. These staging posts were sensibly situated a day's march apart; today that's about what you can do on a racing bike or a comfortable day's drive.



Roger Thiriet is a journalist and author, who lives in Basel. In his column he reflects the way the topic of the magazine relates specifically to his home city.

Tour de Suisse in Basel ...

Basel has often been the finishing point for cycle races in recent decades. The most frequent has been the Tour de Suisse, which headed toward the Rhine knee from Geneva and Berne, respectively, the first and second time the race was held. The fourth time round, on June 26, 1936, the cyclists pedaled 100 km through the Jura from La Chaux-de-Fonds to Basel, where the locals celebrated a stage victory by Swiss competitor Theo Heimann. Ten years later there was another Zurich–Basel stage and the legendary Gino Bartali crossed the line as winner. After several stage finishes in the following years, in 1960 the final stage ended in Basel and the beloved Swiss cyclist Fredy Rüegg was carried away from the finish line by his fans as the overall winner. No less popular and famous at the time was Rolf Maurer, who four years later completed the stage from Delémont to Basel in the yellow jersey and defended it right to the end of the tour.

... and the historic center of Basel

Older cycling fans from Basel have clear memories of the arrival of the TdS in 1980. Not because the stage from Boncourt to Basel was especially exciting, or because of the winner – the Belgian Daniel Willems. There was an unprecedented and spectacular section through the historic center of Basel, triggering lively discussions long in advance, both in the media and among cycling experts. Normally the race managers plot a course straight

for a finishing zone outside the city, somewhere around Saint Jacob, between the soccer stadium and the sports center, but the Basel organizing committee took the brave decision to add another spectacular loop for the cyclists through the historic city center. The peloton raced at breath-taking speed down Freie Strasse, through the bottleneck at the Münsterberg, past the Münster and back through historic Rittergasse to the finish at Schützenmatte. The spectators, and especially the camera crews, had a field day.

Le Grand Départ ...

Encouraged by the success of this first venture, the organizing committee, led by entrepreneur Ruedi Reisdorf, his colleague Hansruedi Ledermann (who later went on to set up Radio Basislik) and local cycling journalist Willi Erzberger, immediately came up with another idea and applied for the opening stage of the Tour de France, the world's largest cycle race. Reisdorf, who had earned a considerable amount of money with his transport firm and often enjoyed distributing it to sportsmen as a sponsor and supporter, asked for a meeting with the tour organizers and set off for Paris. When he got there he bid one million Swiss francs in cash which he had brought in a suitcase – the largest amount anyone had ever offered for the Grand Départ. His bid was successful. On Friday July 2, 1982, the prologue took place in Binningen; on July 3 the individual time trial went from Schupfart to Möhlin; then on the Sunday at 10:20 am the starter's gun sounded for the second stage, 250 km from Basel to Nancy.

... and Le Grand Tour

Basel has not just been a stage finish for the Tour de Suisse and the Tour de France; for the past few years it has also been so for Le Grand Tour of Switzerland, run by Swiss Tourism and the Grand Tour of Switzerland Association. This is a tour aimed not so much at cyclists as motorcyclists and drivers and takes the most scenic route to 45 Swiss tourist destinations, 12 of which are UNESCO world heritage sites. The highest point on the tour is the Furka Pass at 2,429 m above sea level, and the lowest is Lake Maggiore at 193 m. The core route is 1,643 km long and can of course be done in sections. In this instance Basel is not a stage finish but a starting point for one of the "starting stages." This runs 165 km from Basel to Neuchâtel via Saint-Ursanne and La-Chaux-de-Fonds. In other words, back to where 1936 saw the start of the stage of the Tour de Suisse that headed for Basel.

Service for arb members – Legal advice

The NAV Novartis Employee Association is a member of the Employees' Association Basel Region (www.arb-basel.ch). The ARB now offers new free legal advice by professional and experienced attorneys on legal matters.

Costs: no

Registration: only by prior registration by e-mail
([info\(at\)arb-basel.ch](mailto:info(at)arb-basel.ch))

Please tell us which association you are a member of. We will check your membership prior to the consultation and either confirm the desired appointment time with you, or suggest a new time if your preferred time is already taken. Please also tell us which area of law your matter relates to, or what your specific concerns are. It is best to send us your documents in advance by e-mail or post.

Venue for consultation: Furer & Karrer Attorneys-at-law
Gerbergasse 26, 4001 Basel

Advice provided by: Dr. Hans Furer
lic. iur. Regula Steinemann

The legal advice (it cannot be comprehensive advice) will last a max. of 30 minutes. Please bring all of the relevant documents with you.

Further action: If we as attorneys come to the conclusion that your interests will be best served by representation, then we will recommend you/put you in touch with suitable attorneys who specialize in your matter.



The NAV executive committee wishes you
a very nice holiday season and a very Happy New Year.
We would like to express our sincere thanks for your trust
in the Novartis Employees' Association and your loyalty.