

Zukunft

Futur
Future

10 Jahre

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nav

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



Editorial	4	Éditorial	4	Editorial	5	3
<i>Aus der PV-A</i>		<i>De la PV-A</i>		<i>From the PV-A</i>		
Zusammenfassung der Verbesserungen zum Sozialplan 2019–2022	6	Résumé des améliorations du plan social 2019-2022	20	Summary of improvements to the 2019–2022 social plan	34	
<i>Änderungen im Stiftungsrat der Pensionskassen 1 und 2 Novartis</i>		<i>Changements au conseil de fondation des caisses de pension 1 et 2 Novartis</i>		<i>Changes in the board of trustees of pension funds 1 and 2 Novartis</i>		
Meine Anfänge in der Schweiz	8	Mes débuts en Suisse	22	My beginnings in Switzerland	36	
<i>Der Vizepräsident Personalvertretung GAV berichtet</i>		<i>Le vice-président du comité des employées au CCT raconte</i>		<i>The Vice-President of the employee representative council CBA reports</i>		
Rückblende	9	Rétrospective	23	Taking a step back	37	
<i>arb – Angestelltenvereinigung Region Basel</i>		<i>arb – Association des employés de la région de Bâle</i>		<i>arb – Employees' Association, Basel Region</i>		
Basel und Life-Sciences: eine Schicksalsgemeinschaft mit Restrisiko	10	Bâle et les sciences de la vie: une destinée commune assortie d'un risque résiduel	24	Basel and life sciences: a common destiny with residual risk	38	
<i>Angestellte Schweiz</i>		<i>Association Employés Suisse</i>		<i>Employees Switzerland</i>		
Die beste Versicherung gegen Arbeitslosigkeit ist die Arbeitsmarktfähigkeit	12	La meilleure assurance contre le chômage: l'employabilité	26	The best insurance against unemployment: employability	40	
<i>Kolumne von Roger Thiriet</i>		<i>Chronique de Roger Thiriet</i>		<i>Roger Thiriet's column</i>		
Uralt und immer wieder neu – die Fasnacht in Basel	14	Très ancien mais toujours renouvelé – le Carnaval de Bâle	28	Old yet new again – Fasnacht in Basel	42	
<i>Gastbeitrag</i>		<i>Tribune</i>		<i>Guest contribution</i>		
Zeitzeugen kommen zu Wort	16	Des témoins racontent	30	Surviving witnesses have their say	44	
Mitglieder werben Mitglieder	19	Les membres recrutent de nouveaux membres	33	Members recruit members	47	

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

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@novartis.com

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Firstly, the entire Executive Committee and I would like to wish you a belated happy New Year. I hope it got off to a good start and that it continues that way.

This year, it is our aim to ensure that reporting is focused to the greatest extent possible on the ongoing restructuring. The new social plan is of particular importance in this context and it will hopefully also receive the necessary attention. The measures to maintain employability are especially welcome and represent an absolute first of their kind. This brings to mind the praise of our predecessors in 1929, who said: "...As far as business interests permitted, our suggestions and wishes were taken into account in a manner worthy of gratitude..." This also means that Novartis should be recognized, with gratitude, for the fact that the new social plan only came to be with the company's endorsement. This is proof of its sincerity and intention to prevent hardship before it occurs wherever possible. In any event, the entire negotiation delegation, on both the employee and employer sides, deserves our thanks for its great and practically immense effort and commitment, which at times far exceeded what the business conditions called for.

Did you know that Silvia Müller, a long-standing member of the Board of Trustees and of the NAV Executive Committee, took well-earned early retirement at the end of the year? We would like to thank her for her hard work and continuous support, and send her our very best wishes – may she enjoy many relaxing and exciting years ahead. As her replacement, Eliana Mussin will now join the group of substitutes for Pension Funds 1 and 2. Be sure to read Eliana's article about what motivated her to serve on the NAV and to devote herself to the benefit of all employees.

Felice Bertolami had a similar experience as Eliana: he ran in the last Employee Representative Council (PV) GAV election and has since been serving as vice president of the PV-GAV Basel. He will give you some insight into his various tasks, so you can see for yourself what an impact he makes in the process.

Naturally, all of the other articles are also well worth a read, and I can only urge you to read this issue in its entirety – it will be time well spent.

The official portion will begin at 4 p.m. and the preparations are already underway. The entire Executive Committee is pleased to invite you to this event, as the Annual General Meeting is the supreme governing body of the NAV. Of course there will also be a guest speaker and you will get an opportunity to have in-depth discussions and meet new people at the drinks reception afterwards. You will receive all relevant information about the event in due course.

If you have any questions or would like more information, please do not hesitate to contact me or anyone else on the Executive Committee.

*In this spirit, your NAV President –
Claudio Campestrin*

Now to promote my
own agenda just a bit:
Our **Annual
General Meeting**
will take place on
**Wednesday,
April 10, 2019.**

Summary of improvements to the 2019–2022 social plan

Social responsibility

The tension and unrest in the workforce last fall was palpable and comparable to a strong thunderstorm that was slowly approaching.



Davide Lauditi
PV-A Chairperson
NAV Vice-President

lots of rumors were circulating and speculation was rife, since a great deal was still unclear at the time. It was known that the existing social plan would come to an end in December 2018. Negotiations with the company to extend the scheme were already underway. The announcement made on September 25, 2018, put an end to the speculation and it became clear that there had never been such an extensive restructuring (in Basel's Rhine Valley works) in the entire history of Novartis. The associated information from the company was provided without delay and it became clear to everyone relatively quickly that not only would convincing consultation proposals need to be worked out, but that a bespoke social plan would also need to be negotiated.

The consultation stemming from the announcement made on September 25, 2018 was divided into two tranches. The consultation proposals for Wave 1 were presented to the company on December 7, 2018, as an "umbrella proposal". The name derives from the fact that the proposals were developed not only for the employees affected by Wave 1, but are also intended to cover further tranches.

Some of the core proposals are as follows:

- Submission of the NTO and NBS consultation proposals (waves 2-6)
- Further ERC consultation proposals will follow in later waves
- Measures for the optimization of the staff planning process
- Preparation of employees affected in the near future for newly created positions
- Evaluation of a Spin-off instead of a partial closure of the production in the plant Schweizerhalle
- Further training and subsequent recruitment for "Cell & Gene Therapy"

January 18, 2019, the proposals for the NTO consultation and NBS consultation (Wave 2–6) were presented to the company. In the meantime the company had endorsed the submitted ERC consultation proposals of wave 1. One of these accepted proposals was to present further consultation proposals in the next four years. This will enable the ERC to verify the commitment of the company to ensure that the restructuring will not lead to any quality or performance problems or work overload for employees who are not affected. We therefore ask that you provide us with feedback on this matter in particular.

2019–2022 social plan improvements at a glance:

- Employees under the age of 45
- Employees under the age of 50
- Employees aged 50 to 54: time purchase
- Employees aged 50 to 54 with 25+ years of service
- Employees aged 60 to 61

Employees under the age of 45

The new structure and collaboration between the Novartis Career Center (NCC) / Job Broker and Bestplacement has been significantly improved. This measure increases the opportunity for all affected associates to find a job internally.

Employees under the age of 50

Employees over the age of 45 with more than 10 years of service can now submit professional development / retraining applications valued at up to CHF 30,000 (maximal up to CHF 7,500 so far).

Employees aged 50 to 54: time purchase

The basic severance amount will be increased by an additional 3% per full year of service. An employee aged 54 with 22 years of service and a monthly gross salary of CHF 9,000 would have previously received a severance payment of CHF 106,920. This employee will now receive an additional amount of CHF 70,567 and with it, the opportunity to use this extra payment for the 'purchase' of up to a maximum of six months' additional full employment (a so-called "time purchase").

Employees aged 50 to 54 with 25+ years of service

If, after this "time purchase", the employee is still unable to find a new job, the company will offer a fallback solution at the employee's request. Employees will need to meet cumulative conditions to benefit from this. If these conditions are met, employees will have the option of a fixed-term employment contract up to the age of 54. The basic annual salary will be 50% of the previous salary (gross), excluding bonuses, allowances, benefits / additional payments and lump sums, though a maximum of

CHF 65,000 p.a. or CHF 48,000 p.a. as a minimum (based on a 100% workload).

On reaching the age of 55, the “departure with vested pension benefit” or “departure with external membership of the pension fund, severance payment and early retirement from age 58” provisions will apply.

Employees aged 60 to 61

We were able to extend to 60 and 61-year-old employees what previously only applied until the age of 59. This hardship case fund foresees now the simplified processes as well for this age category (men: CHF 0–112,000; women: CHF 0–93,600). From age 60 and 61, this amount will reduce linearly to CHF 0 upon reaching the age of 62.

Social responsibility

We will be pleased to report further about the “Announcement dated September 25, 2018 – Restructuring” and on the improvements to the 2019–2022 social plan. Employee representatives or NAV delegates will, where necessary, also offer



personal consultations for those affected by the restructuring.

Are changes necessary in a business environment? I think so, but in my opinion they should not always have to end with a restructuring. In having the 2019–2022 social plan and all the measures that will be taken over the next few months and years, I can state that, in spite of being very disappointed initially with this new restructuring: yes, Novartis as a company is honoring its social responsibility. Let me also take this opportunity to express my thanks to everyone for their constructive and joint help in devising the new social plan.



My beginnings in Switzerland

Having moved to Switzerland right after completing my studies, I was immediately impressed by the Swiss pension model. Since I am now a substitute on the Board of Trustees of Pension Funds 1 and 2, I would like to share my perspective with you, dear readers, in this article.

36

INFO MARCH 2019



Eliana Mussin

NAV board member and succeeding member to the boards of trustees at PF 1 and PF 2

I have been working in Switzerland since 2000 and have been a substitute for Pension Funds 1 and 2 at Novartis since January 1, 2019.

Since entering the Swiss working world as an auditor, I have been fascinated with the country's pension model. In particular, the positive impact and opportunities offered by a pension fund are a key component to ensuring that all employees maintain their standard of living after retirement. This collaborative system between employer and employees has fascinated me from the beginning, which is why I specialized in it during the early years of my career and mainly audited the pension funds of various Swiss companies and large corporations. Indeed, I spent nine years specializing in this field and acquired in-depth expertise. As

a native Argentinean, I know how lucky we are to have the Swiss pension system, and that we are further privileged to have the strong Novartis Pension Fund on our side. For this reason, I believe it is important that we as employees actively and collaboratively voice our opinions about the Pension Fund, participate in discussions and help design solutions that preserve the Pension Fund.

Current economic situation

Pension funds are currently facing a number of tasks and challenges which they have no choice but to overcome. These are caused in particular by current fiscal developments (low-interest-rate policy), demographic change (aging population) and rising life expectancy. To combat these, various legal changes are planned or will be implemented for pension funds (adjustment of the retirement age and conversion rate); these will affect all of us. The corresponding leeway must nevertheless be identified, coordinated with the employer and utilized accordingly.

Furthermore, it is the nature of the topic that it often feels foreign to us or we don't want to spend the time to deepen our knowledge in this specialized area. Firstly, most of us think of retirement as an event that will happen in the distant future and secondly, most of us lack the necessary time and interest to examine and study the complex subject matter of the Pension Fund Act.

My vision of serving on the Board of Trustees of Novartis Pension Fund 1

Since my election as an incoming member of the Board of Trustees, little has changed economically: interest rates remain very low, the stock markets are volatile; a good year, is usually followed by a bad one, such as 2018. This does not make the work of those responsible for the Pension Fund any easier, but it will definitely keep it exciting.

I intend to do my part to ensure that the benefits promised to you on your insurance certificate today will become a reality for each and every one of you when you retire.



Taking a step back

In April 1979, I joined Ciba-Geigy in Schweizerhalle. It only seems to have been yesterday and yet 40 years have passed by. With the benefit of hindsight, I can now see that things are not as they once were.



Felice Bertolami

Futur board member to the NAV board and Vice-President employee representative council CBA

The current situation – the announcement made on 25 September 2018 – the mass redundancy, has caused unprecedented uncertainty, disappointment and steadily increasing stress and strain at work.

Whereas one used to be able to identify with the company with pride and satisfaction in the past, this is now becoming increasingly difficult for all colleagues since nobody could have imagined that, after decades of loyal company affiliation, this allegiance suddenly now counts for nothing.

All of the employees deserve a great deal of praise for the fact that, despite the shock and the wide-ranging impact, the workforce remains fully committed and is continuing to give its best.

As a long-standing employee, my earlier thoughts went as follows: I can look after myself and there is no point in trusting an association or a trade union; but time has shown me that I was mistaken.

The more I informed myself and looked around, the more I became aware that all of the employees are very important to the NAV and that the NAV represents everyone's best interests in equal measure, without prejudice and without any party or trade union struggles in the background.

Thanks to the efforts of Davide Lauditi, Chairman of the Employee Representation for employees with individual employment contracts (PV-A), I, as an NAV member, was given the opportunity and support to run as a candidate in the most recent elections for the Internal Employee Representative Council (IPV).

At this point, I would like to thank all my colleagues once again for all the votes that they cast and for the trust they have placed in me.

As things stand now

After around 8 months in office as Vice-President of the Employee Representation for employees with a collective employment contract (PV-GAV), I must extend my thanks to all IPV members – both PV-GAV and PV-A (representing employees with individual employment contracts); both for their support and excellent cooperation since I have had to tackle many new

tasks and the adage that strength comes in numbers certainly still remains the case. We can achieve a great deal as a united force; I can certainly already attest to this after such a short period in office and after so many changes. The outcomes of the wage negotiations and the new social plan are undeniable proof of this.

Looking back now as an employee representative, I have to ask myself why I didn't offer my support earlier, since for decades, as an employee, I have actually benefited from everything our Internal Employee Representative Council (IPV) has achieved before I was elected – without having to lift a finger.

A lot that we take for granted and as being normal, be it rights, wage increases, holidays, shift allowances, family allowances, work-life balance, anniversary gifts, social plans and much more, has only been able to be achieved on our behalf thanks to the tremendous work carried out by the IPV. Unfortunately, all this is not self-evident. It is the result of dedicated teamwork over a number of years – something that each of us should continue to bear in mind.

Outlook

Without your support I would not be where I am today, yet I implore you to do one more thing, if you haven't already done so: join the NAV as a member. The company has shown us unequivocally where it stands, let us now also respond in kind. By acting as one, we can also show that we are a force to be reckoned with.





ARB – EMPLOYEES' ASSOCIATION BASEL REGION

Basel and life sciences: a common destiny with residual risk

The following article explains why restructuring is becoming an increasingly tangible threat for employees and the Basel region in the current environment. For some time now, a job at Novartis has no longer been "the safest job in the world." A stronger, colder wind is blowing.



Hans Furer
Managing Director of ARB

Historical background

Let us go back in time for a moment: In the 70s and 80s, Basel was characterized by two opposing forces. On the one hand, a leftist movement emerged that sharply criticized pollution by the chemicals industry and thus caused the economic elite to assert that "the left is anti-business." Fabian Koechlin can be consid-

ered as the figurehead of this movement. It was about disposing of waste (hazardous waste and landfills) and air pollution and ultimately culminated in the catastrophe in Schweizerhalle. On the other hand, respectable Basel chemicals companies developed and evolved into chemical-pharmaceutical companies that have today unequivocally become "life sciences groups." Without the lasting shift in the chemicals industry toward pharmaceutical companies and later life sciences groups, the two powerhouses of Roche and Novartis, which generate hundreds of billions of francs in revenue, would not exist. At the same time, there was a political discussion in the 70s and 80s as to whether Basel needed alternatives that would make it less dependent on these life sciences groups.

Merger of Ciba and Sandoz

This step occurred in 1996 as the disbelieving population heard the announcement on morning radio: "Sandoz and Ciba



are merging.” A total of 14,000 jobs would be lost. The region dissolved into panic and all of a sudden people realized that it was no longer about the environment and hazardous waste, but about whether Basel could continue to base its economic welfare on chemicals, pharmaceuticals and life sciences. Nowadays, that question has long been answered: Basel is dependent on the two life sciences groups (what would happen if they left Basel?) and the governments of Basel-Stadt and Baselland, including the canton of Aargau, are going to great lengths to ensure that their common destiny is fostered on a mutually benevolent basis with strong relationships with group management and other responsible parties.

Excellent social plans

The year 1996 came as a shock for employees. They had never experienced anything like it and for decades it had been said that a job at Ciba or Sandoz was safer than any government job with a fixed term of office. Luckily, their fears never came true. Instead of jobs being lost, jobs were created. And it got even better. With every new restructuring measure, employees were offered excellent retirement conditions, once even a package under which 55-year-olds could retire at extraordinarily good conditions: people who took the package and retired were later hired as advisors (self-employed persons) by the same company and in some cases earned more than they did as employees. In this way, many employees of the large groups benefited from the comfortable situation.

Today's precarious situation

Even today, the social plan – when compared to other industries – is at a very high level. Nevertheless, conditions in recent years have changed. People have become more cautious; the

excellent conditions have been downgraded to good conditions. What's more, looming redundancies in the chemicals and life science industry were “calculable”: first came announcements that the position was in jeopardy, then attempts were made to transfer employees internally to other divisions via a job pool, and it was not until the end – when there was really no other alternative – that notice of termination was given. This almost never happened. And in many ways it made the job search easier for those affected. It is not easy to suddenly go from a very good salary into the “free market,” since everyone at least to some extent adapts their lifestyle to their salary from a financial standpoint.

Caution is advised

Today we have come to the point where we must expect that social plans could deteriorate. The NAV and others must fight back against this development. And anyone who is facing redundancy must indeed also expect that redundancies will take place, i.e. restructuring has become a real threat for employees. Things are not as they once were, when many people rightfully assumed “it won't be that bad.” The situation has once again shown us that the region truly is part of a common destiny, and should the two large groups one day catch a bad cold or cough, the region will suffer the direct consequences (as will its wallet). This is also why nowadays, when restructuring and job cuts are announced, the risk for employees is greater than it used to be and why the cantons have to be more vigilant (even when it comes to financial planning).

Accepting a common destiny

Personally, I hope that the common destiny of the region, life sciences companies and employees will remain somewhat stable and that we are not faced with some catastrophe. Of course, I do not wish to incite fear. But although nowadays corporations worth billions are as solid as a rock, takeovers, restructuring, spin-offs, problems with new drugs in the pipeline, etc. are also a major source of risk. And unfortunately, the fact is we cannot develop any alternatives in this region right now. It's like broad-leaved trees in the forest: their crowns take away 97% of the light and don't allow any smaller trees to grow until the large ones have died off. Luckily for trees, they can grow to be hundreds of years old. This, above all else, is what I wish with all my heart for both Novartis and Roche.

The best insurance against unemployment: employability

40

INFO MARCH 2019

Restructurings are presently the order of the day in companies – a large process of this kind is currently underway at Novartis. To ensure that employees who have been made redundant do not end up on the streets, they will need to be employable on the job market. Employees Switzerland has been campaigning for the better employability of its members for 100 years.



Hansjörg Schmid

The labor market has always been subject to constant change and has been repeatedly shaken by political and economic crises. This is clearly evident when you leaf through past issues of the Employees Switzerland association magazine. The situation is no different today – with the exception that the pace of change has accelerated. It means that large and also smaller companies are frequently undergoing restructuring processes on a permanent basis. On top of this, we are currently experiencing an acute phase of upheaval because of digitization. Our work is changing dramatically and many jobs are becoming very insecure.

All of the above, however, is no reason for employees to bury their heads in the sand and give up all hope. Fortunately, there are a number of ways to remain prepared for the job market. The magic word here is employability.

Employees Switzerland has always been committed to supporting its members to remain totally prepared for the labor market. Naturally, exhorting members simply to address the issue by themselves falls far short of what is required. The association offers specific services to improve employability and also lobbies businesses and politicians to ensure that employees receive an appropriate level of support.

Training the key to employability

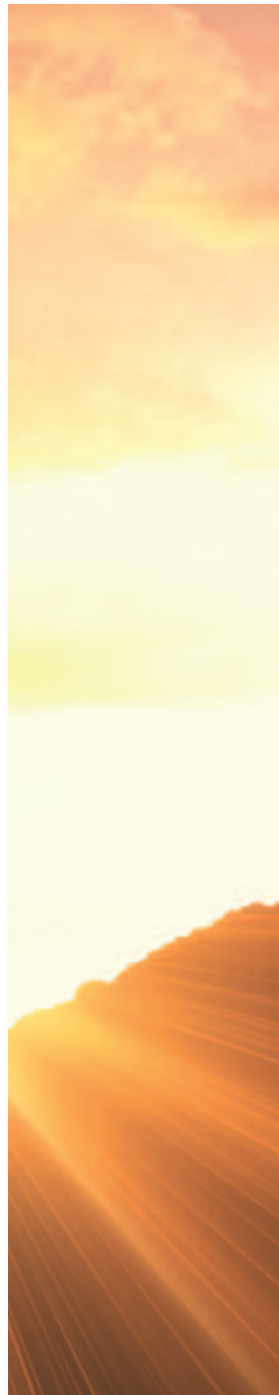
It is obvious that training is the most important tool to keep the working population employable. Training is therefore of pivotal importance for Employees Switzerland. The association itself offers a broad range of professional development courses, focusing on the one hand on the training of employee representatives and, on the other, on self-development courses. To coincide with our anniversary year, a “New World of Work” series of events has also been put together; the series seeks to inform members about what they can expect to encounter in the digital world of employment. These events will specifically inform participants about ways that will help them to remain prepared for the job market.

In its policy paper on training, Employees Switzerland also underscores the essential role of skills acquisition for employability. At a political level, the association is committed to ensuring that our education system is fit for purpose and that it also prepares the population adequately. Here, it is important to Employees Switzerland that equal opportunities are guaranteed at all levels throughout education. There must be no discrimination because of gender, age, place of origin, etc.

It is essential that not only those who are already well educated should benefit from further training, but also those groups who are less educated or less likely to have had a good education. It is the standpoint of Employees Switzerland that social partners should participate in the structuring and management of the education system. It is also important to the association that the graduates of Swiss training programs are not disadvantaged in any way on the international job market. Employees Switzerland is committed to the dual education system and demands measures that will counter the shortage of skilled workers. The authorities, especially in the cantons, must establish framework conditions that will make initial training and professional development accessible and relevant to the times.

Training courses as key requirements of social plans

When companies undergo restructurings, those who are made redundant are repeatedly found to have training shortcomings, making them partially unprepared for the job market.





That's why it is essential for training courses to also become central planks of social plans. Employees Switzerland is putting forward a strong case for this in their social plan negotiations.

Naturally, not having any shortcomings in the first place would be far more preferable. It is not only the employees who need to act here, but also the employers. The employability of the workforce is important for everyone in society and must therefore be tackled jointly. This is precisely why professional development objectives need to be a part of every annual employee performance review.

Keeping your skills honed through training

Of course, as an employee you should never wait until you fall victim to a restructuring process and only then make efforts to acquire further training. Carrying out a personal-skills audit from time to time can be very rewarding.

The "Informa" program offers you one option for doing this; information about the program can be found (in German) on the

Employees Switzerland website (Offers/Educational Achievement, Update). Please be aware that Informa is only applicable to certain vocational fields. Informa enables interested persons to update their professional qualifications without having to complete a full lengthy training course. It gives you a simple, cost-effective and short route to gaining an educational qualification that is sought after on the job market. You will only need to take the modules that you have not already covered; credits will be given for existing knowledge. Members of Employees Switzerland will benefit from a reduced fee: 1900 instead of 2400 Swiss francs.

Old yet new again – Fasnacht in Basel

Change does not just happen in the economy. In many other areas of life as well, change is often the only constant. For example, some of the traditions surrounding the upcoming Basel Fasnacht, which have seemingly developed over centuries, are only a few years old.

“Nothing is as constant as change.” What the Greek philosopher Heraclitus said about life in general also characterizes Fasnacht for the citizens of Basel. Indeed, the origins of this tradition, to which UNESCO awarded its “world heritage” quality stamp two years ago, date back to the deep Middle Ages. However, today’s world-famous version didn’t develop until the last couple of years and decades.



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.

Always the same: the date

The only thing that hasn’t changed in all these years is the unusual date. “Morgestraich,” the kick-off to the days that Fasnacht-loving Basel-Stadt and Basel-Land inhabitants alike ceremonially refer to as the “three most beautiful days” of the year, is not celebrated until the costumes in all the other carnival hotspots have been packed away in their closets. For a while, this calendrical peculiarity was thought to be due to a provocation by Basel inhabitants, who became reformed in 1529, against the “carne vale” (goodbye meat!) observed by Catholics, who traditionally went all-out before the start of Lent when it came to food and alcohol. More likely,

however, is the assumption that the beginning of Fasnacht in Basel has less to do with a denominational differentiation than with military inspections of medieval guilds. These took place after Ash Wednesday and their closing celebratory parades through the city’s alleyways gradually blended together with the disguises of masked expellers of winter into a carnivalesque practice against a backdrop of military music.

Always new: “music” as the centerpiece

Not least, this version is supported by the musical expression of Fasnacht in Basel, which is unique in the world (and exclusively in the Basel dialect: without the “t”!). A drumbeat and the sounds of a piccolo form a combination that cannot be found anywhere else in the world with the same sense of Fasnacht exuberance and craziness. The melodies, which are played to measured marching in costumes and masks (known locally as “Larve”), in no way conceal their military origins. Traditional Fasnacht marches such as the “Arabi” or the “old Swiss marches” once accompanied British infantrymen and Swiss mercenaries into battle. In addition, though, new and different sounds always complemented the musical cacophony of Fasnacht. In the first half of the 20th century, for example, accordion and mandolin orchestras in skimpy costumes and half-masks completed the procession, which today would be considered a grave break from established Fasnacht convention and would be a no-go. In the mid-1920s, a brass band formation even snuck into the procession of pipers and drummers, called a “cortège” here, which played its intentionally dented instruments off-key on purpose. This early Swiss “Guggenmusik” (brass instruments) started a tradition that was even exported to Lucerne after World War I and which has today become a mainstay of Fasnacht activities there as well as in Basel.

#MeToo – women at Fasnacht

It is impossible to think of Fasnacht without women. However, it is important to know that in Basel, Fasnacht was exclusively reserved for men until the middle of the 20th century; at best, the fairer sex was welcomed at the numerous masked balls. When the first female pipers and drummers dared to join the Fasnacht festivities in costume, they had to wear gloves and couldn’t remove their masks until they were at home so as not to be “exposed” and sent away by the men. Were a clique (“group of musicians”) to remove their masks during a halt in the procession today, the pipers would almost exclusively be revealed to be women; an increasing number of women can be found among the ranks of the drummers, too. While the large musical groups and brass bands were still strictly the territory of men until the



middle of the 20th century, today you can count the remaining all-male groups on two hands. Indeed, impassioned female Fasnacht attendees in Basel enforced “MeToo” in their own way before anyone even knew what a hashtag was.

These are just a few examples of the changes that have affected the seemingly unvarying and immovable tradition of the world cultural heritage of “Basel Fasnacht” over its long history.

More examples could be added, and nearly every older participant could tell stories about what used to be better, more authentic and more true to the spirit of Fasnacht than today. But outside visitors don’t know that they are experiencing a completely different Fasnacht now than their predecessors did 50 years ago. Once again, the only constant in this seemingly conservative and traditional city is change.

Expat’s guide to the highlights of Basel Fasnacht 2019

Sunday, March 10, 2019

4 p.m.–10 p.m.

Lantern Sunday

Groups of musicians bring covered lanterns to the start of the procession on “Morgestraich”
Left and right banks of the Basel Old Town

Monday, March 11, 2019

4 a.m.–7 a.m.

On the street: Morgenstraich

Parading groups of cliques, without a specified route, with individual costumes, head-mounted and hand-held lanterns
Cliques circulate freely on the right and left banks of the Basel Old Town. No brass bands, no floats

1 p.m.–6 p.m.

On the street: Cortège

Parade of cliques, groups, brass bands (“Guggenmusik”) and floats illustrating in the themes (“sujets”) of the year
All Fasnacht groups follow predetermined routes through the left and right banks of the Basel Old Town

8 p.m.–??

On the street: “Gässle”

Cliques and groups are out and about, playing music
Free selection of routes through the city center

Restaurants and clique cellars: “Schnitzelbänke” – ballad singing

The groups of various “Schnitzelbank” societies present satirical verses about political and social affairs
In restaurants and theaters (Theater Basel, etc., usually sold out)

Thursday, March 12, 2019

2 p.m.–6 p.m.

On the street: Children’s Fasnacht

Fancifully decorated floats, home-made children’s costumes and masks
Free circulation around the right and left banks of the Basel Old Town, hotspot surrounding the Marketplace

7 p.m.–10 p.m.

Streets and squares: Guggenmusik – brass band evening

Parade of brass bands, town-square concerts
Predetermined routes through the left and right banks of the Basel Old Town

Wednesday, March 13, 2019

1 p.m.–6 p.m.

On the street: Cortège

Parade of cliques, groups, brass bands (“Guggenmusik”) and floats illustrating the themes (“sujets”) of the year
All Fasnacht groups follow prede-termined routes through the left and right banks of the Basel Old Town

8 p.m.–4 a.m.

On the street: “Gässle”

Cliques, groups and brass bands give it their all one last time before the end of Fasnacht (“Endstreich”) at 4 a.m.
Free selection of routes through the city center

Restaurants and clique cellars: “Schnitzelbänke” – ballad singing

The groups of various “Schnitzelbank” societies present satirical verses about political and social affairs
In restaurants and theaters (Theater Basel, etc., usually sold out)

Surviving witnesses have their say

The heyday of the chemical industry in Basel set in from around 1950 to 1990. Since then, production has been outsourced, factory buildings have been decommissioned. Much of the associated knowledge has also been lost. A research project is now seeking to record this knowledge and make it accessible to the public.

ciation is to document the history of employment within the chemical industry. This employment shaped Basel from 1860 and helped the region acquire its considerable wealth. The association's members worked on a voluntary basis and started to collate, examine and archive materials.

At the outset, they sought the information they wanted from that which was

closest: the neighborhood. Working in conjunction with the Kleinhüningen neighborhood meeting place and the University of Applied Sciences and Arts Northwestern Switzerland, they set up eight narrative cafés, some of them in old people's homes in Kleinhüningen, that focused on a wide variety of topics from the past and present such as shopping, work and health, favorite localities, washing day and company social-club life. By staging such biographical narrative events, they were able to make contact with people who had a connection to the chemical industry and the working methods of the past. The focus of the search soon became the dyestuff industry because of its connection with Kleinhüningen, especially everything that had to do with

the now empty K 90 building in the Klybeck district and the work there during this period.

From 2016, the association began interviewing surviving witnesses. This enabled the association to record oral histories that dated from the 1950s. A dyeing laboratory technician, for example, was able to document the craft of dyeing with chemical dyestuffs and the day-to-day work in the laboratories of the Klybeck works at the time.

The interview with a chemist spanned the period from the 1970s to the cessation of dye production in the K 90 building by Huntsman in 2011. In addition to the day-to-day work of the time, the discussion revolved around the pressure to increase productivity. There was a drive to produce dyes more quickly and also in larger quantities. This was only possible by integrating employees in pro-

duction processes in flat hierarchies, a process that was still unknown in Basel in the 1970s. This reorganization of produc-

Nicholas Schaffner
Cultural Scientist
Guest author



In 1956, when the chimney stack at the fork in the tram lines on Klybeckstrasse went up, it inspired the contributors to the "CIBA-Blätter"

(CIBA's company magazine) to pen comparisons with the "Tower of Babel" and the "Needles of Cleopatra." The height of the chimney stack was attributed to the transition from horizontal to vertical production which required flue gases to be emitted at a height of over 120 meters. So the chimney stack became the highest structure in Switzerland and a landmark in the Klybeck district – a testament to the efficiency of Basel's chemical industry.

The planned demolition of the chimney stack in 2005 gave rise to a political debate. Should it simply be demolished as it stood, without any further considerations? In the end, the advocates for demolition prevailed with their argument that the chimney stack might be contaminated. Nevertheless, some felt that a part of Basel's chemical industry history would be lost irretrievably with the demolition of this landmark.

In 2012, a group of like-minded people came together to form the Association for the History of Industry and Migration in the Basel Region. Its founding members were three former employees of CIBA and Geigy. The aim of the asso-



Picture of the drill core from the chimney stack;
Photograph: Hans-Georg Heimann, Ownership: Renate Köhler

Do you have a story to tell that relates to the period of chemical production (1950–1990)?

Please get in touch with **Nicholas Schaffner** at +41 786 66 76 23 or n.schaffner@imgrb.ch.

Oral History, Chemicals Industry and Urban Culture Project

The association has been carrying out its research project on oral histories with the support of the Christoph Merian Foundation since October 1, 2018. Over the next two years, we intend to conduct methodical interviews and collect materials on the subject of the day-to-day work in Basel's chemical plants. Surprisingly, little is known about the working and living conditions of employees from this period.

It equates to a lot of work. Unfortunately, we only have just under half of the funds necessary to finance this. We therefore kindly ask that you transfer an amount of 5 francs to the **association's account** 15-48015-1, Industrie- und Migrationsgeschichte Region Basel, Oetlingerstrasse 74, 4057 Basel, with your next payments. Thank you!

tion in the works led to tensions between the employees, even before the mergers.

The interview with a long-standing secretary at Geigy, Ciba-Geigy, Roche and Novartis brought to light the difficult



The cored building K90 in March 2017.

environment a single mother had to contend with at the time, as well as the internal conditions for and the rights of women.

Such interviews have succeeded in presenting parts of the history of chemical production in Basel from the perspective of surviving witnesses. They demonstrate, in an impressive manner, the inherent potentials of seeking out and recording oral histories.

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