

Zukunft 2

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nav

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



Editorial	4
<i>MV 2019</i>	
Mitgliederversammlung vom 10. April 2019	6
Mitglieder werben Mitglieder	8
NAV Mitgliedermarketing	9
<i>arb – Angestelltenvereinigung Region Basel</i>	
Mütter im Vorteil?	10
<i>Elternauszeit</i>	
Ein zeitgemässer Fortschritt	12
<i>Aus der PV-A</i>	
Meine Erfahrungen als Mitarbeiterin, Mutter und Ehefrau	13
<i>Portrait des Sportclubs Novartis</i>	
Die Anfänge	14
<i>Kolumne von Roger Thiriet</i>	
Bunte Bierszene Basel	16

Éditorial	4
Les membres recrutent de nouveaux membres	17
<i>AG 2019</i>	
Assemblée générale du 10 avril 2019	18
Marketing adhérents NAV	20
<i>De la PV-A</i>	
Mes expériences en tant que collaboratrice, mère et conjointe	21
<i>arb – Association des employés de la région de Bâle</i>	
Avantager les mères?	22
<i>Congé parental</i>	
Un progrès dans l'air du temps	24
<i>Chronique de Roger Thiriet</i>	
Scène de la bière haute en couleur à Bâle	25
<i>Portrait du club sportif Novartis</i>	
Les débuts	26

Editorial	5
<i>AGM 2019</i>	
Annual General Meeting of April 10, 2019	28
Members recruit members	30
NAV member marketing	31
<i>arb – Employees' Association, Basel Region</i>	
Advantages for mothers?	32
<i>Parental leave</i>	
A modern step forward	34
<i>From the PV-A</i>	
My experiences as an employee, mother and wife	35
<i>Portrait of the Novartis Sports Club</i>	
The beginnings	36
<i>Roger Thiriet's column</i>	
Basel's vibrant beer scene	38

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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(at)novartis.com

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The NAV held its Annual General Meeting on April 10, 2019. As was to be expected, the impending withdrawal from the umbrella organization caused a stir due to its premature communication. It is understandable that critical questions have also arisen in this context, testifying to members' interest in the work of the Executive Committee. The separate article on the Annual General Meeting deals with this in greater detail.

We are pleased that all members of the Executive Committee have been re-elected or newly elected. We would like to express our gratitude for the trust placed in us and will continue to work for the benefit of all Novartis employees and their needs with our usual determination.

The NAV has had a third employee in recent months, Andreas Häner, who has developed the new marketing strategy. Let his insights inspire you. In addition to him, another member of the Executive Committee will also be introduced in more detail. This is in part to help you see who is working for you and your interests on a daily basis. We would like to thank both of them and everyone working on the Executive Committee or in the office for their great effort. Thanks are also due to all those who consistently support us. We are glad that we can count on extra hands and heads.

You will also receive additional information from NAV board members about the parental leave that will take effect from July 1, 2019. The decision to introduce this measure is very welcome, as it also meets a long-standing demand for longer paternity leave expressed by the NAV. The discussion in Switzerland is now continuing along political lines. At the same time, a glimpse beyond the country's borders provides an insight into other concepts. Such alternative solutions are well-deserving of closer scrutiny and may lead to further improvement of this parental leave. We'll stay on the ball.

The Employees' Association Basel Region (arb) presents the legal framework in comparison form, virtually as a reference work. Can you see the differences?

While an Executive Committee member introduces herself in more detail, another member also serves on the Board of the Novartis Sports Club. As the Sports Club will soon celebrate its anniversary, we have taken the opportunity to better acquaint you with it.

Summer is approaching (hopefully); we are happy to conclude this issue with an

article by Roger Thiriet describing Basel's truly diverse beer culture. May summer bring us some beautiful days that will make us really thirsty – so that we can also quench our thirst.

We again express our thanks for the trust placed in us and we emphasize: you can continue to count on us – we'll stay on the ball.

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*



Annual General Meeting of April 10, 2019



The NAV held its Annual General Meeting on April 10, 2019. As was to be expected, the impending withdrawal from the umbrella organization caused a stir due to its premature communication. It is understandable that critical questions have also arisen in this context, testifying to members' interest in the work of the Executive Committee. The separate article on the Annual General Meeting deals with this in greater detail.



Claudio Campestrin
NAV President

The most important results are briefly summarized here:

We are pleased that all members of the Executive Committee have been re-elected or newly

elected. We would like to express our gratitude for the trust placed in us and will continue to work for the benefit of all Novartis employees and their needs with our usual determination.

We have said goodbye to three long-standing, highly esteemed colleagues from the Executive Committee: Silvia Müller, Urs Meister and Martino Villani will no longer be members of the Executive Committee upon conclusion of this General Meeting. We would like to thank them sincerely for all their valuable contributions that have decisively shaped the NAV.

Silvia Müller has already taken her well-deserved retirement. Urs Meister and Martino Villani are just about to retire. We wish all of them many more years in the best of health, with many exciting and happy moments.

The Association's finances are good, which allows it to continue offering the full range of services to its members: the office is again fully staffed and at your disposal four days a week.

The auditors have examined our accounts and found them to comply with the rules and the law. They also deserve a big thank you for their many years of service, in some cases beyond retirement. Thanks are also due to our treasurers, Ruedi Haas and Felix Jenny. Felix Jenny managed the treasury of the NAV from its founding until May last year. Here's hoping that many lovely moments await him as well, and that he remains in good health

for a long time to come. The auditors will rotate regularly, and it is nice to know that we can rely on their good services.

The 2019 budget was approved without objections, as there are no major changes yet. According to the procedures in place, the membership fee for the coming year is requested following the current year's budget. The Executive Committee has decided to request that the 2020 annual fee remain unchanged. Many changes are to be introduced in 2020. We again ask for the trust





of all those present as we are in the process of preparing these changes. In summary, we can confirm that the Annual General Meeting granted discharge for the past year without restriction, approved the budget for the current year, and approved the annual fee for the coming year. All votes were either unanimous or passed by a large majority, with few abstentions.

The Annual General Meeting was rounded off by the presentation of the marketing concept by its author, Andreas Häner. At the following article he will present his results and findings, which have already been confirmed by the Executive Committee. The planned cooperation in terms of trainee education is particularly noteworthy and welcome. With the NAV, trainees should be able to practice and implement on a smaller scale skills that they will be able to use in their professional lives and at Novartis. This should help the NAV to appear and communicate in a fresh-



er way – a further aspect that should be beneficial and allow us to reach new member segments.

We again express our thanks for the trust placed in us and we emphasize: you can continue to count on us – we'll stay on the ball.

And last but not least: please take note today of the date of the next Annual General Meeting, which will be held on Wednesday, April 22, 2020.

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



*Strengthen our
and thus your
negotiating position:
Become member of
NAV now!*

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).

NAV member marketing

The Novartis Employee Association (NAV) currently has nearly 1,700 members, of whom around 1,000 are employed and around 700 are retired. This means that only 9% of employees with Novartis contracts in Switzerland are NAV members. The NAV Executive Committee wants one thing: more members!



Andreas Häner
Temporary employee

This story begins with the NAV Executive Committee. Its goal: more members. The NAV is regarded as the internal social partner of the Executive Committee of Novartis and assumes a key role in all important personnel matters. The more members the NAV has, the more credible a signal it sends to all employees and to the Executive Committee. As a target for member marketing, the NAV Executive Committee has decided to double the number of active members to 2,000 within the next 24 months.

To achieve this goal, the NAV Executive Committee entrusted Andreas Häner with an analysis of the current situation and commissioned him to develop a growth strategy and concrete marketing proposals based on his conclusions.

Analysis

The current state of the NAV can be clearly seen in an age comparison:

Age structure of NAV members

Age	Number	in % of employees
60+	100	10,7
50+	514	50,1
40+	301	29,2
30+	101	9,7
20+	3	0,3
Total	1019	100

Age structure of Novartis Switzerland employees

Age	Number	in % of employees
60+	569	5
50+	3211	28,3
40+	4060	35,7
30+	3128	27,5
20+	394	3,5
Total	11 362	100

The NAV has not exhausted its potential, especially in the 30- to 50-year-old age range.

There is a specific need for action in the following areas:

- Design and communication of the NAV member offer
- Possibilities of approaching potential new members
- Attractiveness of the catalogue of benefits and discounts for products and services for members

Collaboration with trainees

Collaboration with Novartis trainees and interns is key to the new strategy for attracting more members to the NAV. The redesign of the NAV website and advertising material in particular is being developed as a project in groups of trainees and interns. Starting in August 2019, an intern will work for one year

Andreas Häner, born in 1966, is a specialist in fundraising and communications for non-profit organizations. After 25 years of experience as an employee of various relief organizations such as the Swiss Red Cross (SRC), he set up his own company, Häner & Schmid AG, in August 2018. Häner specializes in fundraising and communication concepts and their concrete implementation.
www.hs-sozialmarketing.ch

in the NAV office to coordinate the young people's project work. The participation of young people leads to a win-win situation:

- Young people gain concrete work experience in a real environment.
- New and youthful forms of communication find their way into the NAV processes and bring a breath of fresh air.
- The company can communicate the work of young and junior employees, thus conveying the value of the NAV.

This will result in a fresh, youthful drive for the recruitment of new members. Short mobile phone spots on the NAV website will document the young people's project work. Selected events such as sports activities and cultural tours, planned by and for young people and young Novartis employees, will help enhance internal communication and thus also convey the value of the NAV. New, regularly formed working groups of trainees and interns will also make use of the discount catalogue for NAV members: the aim is to make the NAV offer irresistibly attractive

for all Novartis employees in Switzerland!

A big thank you for the great preliminary work and cooperation goes to Sandra Jungo, Education Manager.



ARB – EMPLOYEES' ASSOCIATION BASEL REGION

Advantages for mothers?

Over recent years, the legislation governing (expectant) mothers in the workplace has improved. But what is their situation like in reality? Do mothers still lag behind their male colleagues or is there real equality? What rights do they have?

exception is if you are applying for a job that you would not be able to do properly as a pregnant woman.

Note: If a woman is not employed because she is pregnant or is hoping to become pregnant, that is discrimination and a breach of the Equality Act (see Art. 5 GIG), and can be grounds for compensation.



Regula Steinemann

Attorney-at-law and Managerial Head,
Employees' Association Basel Region (arb)

Here we aim to look at the most important new developments, some recent court rulings and the relevant facts.

The right to lie during the application process

Unfortunately, in practice, it is still difficult to get a job as a pregnant woman – normally you are not even considered. That is one reason why many women make use of their right to lie: asking about pregnancy is frowned upon so they do not have to answer the question and can even lie if necessary – the only

Dismissal

Women are protected by law from being dismissed while they are pregnant and for 16 weeks after the birth. There is no such protection from dismissal during probation; that is another reason why pregnant women often conceal their pregnancy until the end of their probation period. However, even then, if pregnancy is the reason for ending the employment relationship during probation, the case must be checked for discrimination. Starting from the first day on which a woman returns to work after maternity leave, she may be dismissed, provided the reasons are not discriminatory or improper. For example, if an employer dismisses someone because they are afraid that child care could have a negative effect on the person's work (e.g. more frequent absences, lack of flexibility in availability for last-minute deployment, etc.), then that is discriminatory, because there are no objective grounds (poor performance at work, restructuring, etc.). Special rules apply to short-term employ-

ment contracts which cannot be extended on account of pregnancy but must end on the agreed date. Cancelling the contract by mutual agreement during pregnancy or after the birth of a child is possible.

Returning to work with reduced working hours after giving birth? At what point should this be announced?

Since your previous employment contract remains in force after your maternity leave, reducing your working hours always needs your employer's permission. It therefore makes sense to talk to your employer at an early stage about what you want to do next and when you will return to work. In general, it is advisable to wait until after the birth before reducing your hours, partly because, unfortunately, there may be unforeseen complications and partly so as not to lose your entitlement to maternity benefits.

Special rules during the breastfeeding period

Art. 35 ff of the Employment Act (ArG) and Art. 60 ff of Ordinance 1 of the Employment Act (ArGV1) include various protective conditions. In particular, Art. 60 paragraph 2 ArGV1 is relevant, which, since June 1, 2014, has provided for a paid breastfeeding period. The amount of breastfeeding time that can be claimed and paid (and this includes pumping breast milk) varies depending on the woman's daily working hours, but is between 0.5 to 1.5 hours per day. This is only the minimum. If daily nursing takes longer, for example because of the child's physiological needs, then more breastfeeding time should be allowed (however, this is not paid, unless agreed accordingly). These hours of absence must not be deducted from a woman's working hours or counted as holiday leave.

Note: Breastfeeding mothers must consent to resuming work, though this consent can be assumed. If a nursing mother does not want to resume work, she can – for as long as she is breastfeeding – exercise her right under Art. 35a ArG not to be employed. Since she is not working, she is not entitled to be paid. Since nursing mothers are allowed to remain at home full-time, there is a school of thought that believes they should be regarded as employed to a limited extent; this would enable them to be employed on reduced hours at least while they are breastfeeding. However, at the end of the breastfeeding period, they are obliged to resume work at the contractually agreed level of employment. Despite this option, there is no longer any protection against dismissal during this period. If an employed mother is dismissed for exercising her right to non-employment, whether entirely or in part, this constitutes discriminatory dismissal (see Art. 3 in association with Art. 5 paragraph 2 and 4 of the Equality Act), which can be grounds for claiming compensation.

Recent real-life cases:

Should a prolonged absence due to pregnancy and maternity leave be mentioned in a reference?

The employee in question was absent from her job as a law clerk at a court for 14 months (not consecutively) of her period of employment, which lasted about 2.5 years, on account of illness and maternity leave. The Federal Court (see case no. 8C_134/2018 on 17.9.2018) ruled that this absence (almost half

the period of employment) was significant in relation to the total period of employment and that the reference was therefore of reduced value. Since this was the individual's first job after university, a false impression of her professional experience could be created. According to the Federal Court, in this case mentioning the reason for the absences was relevant in the context of the requirement for references to be clear and complete. Furthermore, the individual in question had been unable to present plausible evidence of how giving the reason for her absence as maternity leave might have a negative effect.

Can bonuses be reduced due to maternity leave?

People often refer in this context to a ruling by the Zurich Employment Tribunal in 2014, according to which reducing the bonus during the first eight weeks after an individual gave birth was not permitted because of the overriding ban on employment, even if the mothers in question were in agreement. The employment tribunal ruled that this would be gender-specific discrimination. However, according to the court, the case would be different from the 9th to the 16th week after the birth: there was no ban on employment, so a reduction for that period was deemed to be permissible.

No pay increase following maternity leave?

The SBB says that employees must have worked for at least six months in a year if they are to be assessed (which means so that their eligibility for a pay rise can be checked). The Federal Court had to reach a judgment in one case (see 8C_605/2016 of 9.10.2017). The employed mother had been absent for over 300 days in 2010 for her first pregnancy and for over 180 days in 2013 due to her second pregnancy, maternity leave, and illness. The Federal Court regarded it as permissible for the pay increase to be refused in 2010 due to her prolonged absence. However, for 2013 it was obviously possible to measure and assess her skills and performance and all the relevant criteria for determining pay. Therefore the employer should not have been able to object under their internal directive. However, the Federal Court left unanswered the question that, in my opinion, is important, namely whether including maternity leave counts as indirect discrimination.

Some lack of understanding about these decisions

The Employees' Association for the region of Basel can only partly understand these decisions and does not like the direction in which the courts are moving. For example, the recurring absences of young men due to military or community service regularly add up, over the years, to more than the period of absence due to a single maternity leave, but these do not lead to reductions in bonuses or prevent them from getting a pay increase. It is therefore fair to ask whether this situation does not require some correction in favor of mothers.



PARENTAL LEAVE

A modern step forward

Great news for Novartis employees and their children. The arrival of a child is an unforgettable moment for all parents. Novartis is introducing 18 weeks of parental leave in Switzerland. The new regulation will enter into force on July 1, 2019.



Roland Hirt and Patric Halbeisen
NAV board members



On January 30, 2019, our CEO Vas Narasimhan announced in a global webcast that Novartis is introducing parental leave of at least 14 weeks worldwide. In Switzerland, paid parental leave of 18 weeks will be granted to both parents as of July 1, 2019, and will apply retroactively to all births and adoptions from January 30, 2019. The benefit is applicable to mothers and non-bearing parents (fathers, same-sex couples) at birth or adoption.

This new regulation has not only surprised the company's own employees, but has also met with a great response in the national media. For eight years now, the Swiss parliament has also been debating the issue of parental leave, but so far without any real success. However, the fact that this topic addresses a modern need is not only recognized by the organizers of the federal popular initiative "For reasonable paternity leave – for the benefit of the whole family," which is expected to be presented to the people in 2020 or 2021. IKEA Switzerland, for example, has been offering fathers paternity leave of up to two months since September 1, 2017. US-based company Johnson & Johnson introduced eight weeks' paternity leave with continued pay for all employees worldwide from the end of 2017. At Microsoft Switzerland, fathers have been granted six weeks' paternity leave with continued pay since January 2018. The current leader is car manufacturer Volvo, which offers six months' parental leave to mothers and fathers employed in Switzerland. During this period, 80% of their salary is paid. Those taking this leave are also entitled to a potential bonus just like other employees.

In recent years, the representatives of the Novartis Employee Association (NAV) in the ERC have raised various concerns with the company that fathers working for Novartis should also be granted paternity leave in line with modern requirements. Up to now, this has been limited to six days (one day for the birth plus five days of paid leave).

Although Novartis acknowledged the arguments of the employee representatives, it did not want to pre-empt the issue because of the ongoing political discussions. Now, however, the company has surprisingly taken up the matter itself and made a courageous decision that is unparalleled in the local corporate world. It has thus assumed a pioneering role, and it is to be hoped that other companies will adopt a modern parental leave model of this kind.

There are, however, some uncertainties regarding the details of its implementation, which will have to be resolved in coming weeks. For example, there is the question of how the leave can be taken if the beneficiary loses his or her job due to restructuring. How can the measures be implemented and applied in the context of the valid social plan? Another point that needs to be clarified is that of how to temporarily fill the position of the parent on parental leave. How, for instance, are line managers and their teams supported in bridging the gap?

In any case, the employee representatives will work with the company to address these outstanding issues so as to develop a well thought-out concept for the employees concerned.

My experiences as an employee, mother, and wife

My name is Clarissa Vajna and since 2018 I have been a newly elected employee representative for employees with individual employment contracts (EAV). Since 2019 I have been a newly elected Member of the NAV Board and appointed deputy NEF (European Works Council) delegate for Switzerland.



Clarissa Vajna
Associate Scientist
Employee representative (PV-A)
Member of the NAV Board

For me as the mother of two children aged five and seven, managing work and family has always been a big challenge. It all comes down to clear communication both in the workplace and at home, and good organization. After the birth of my first child, I was able to work part-time. After discussing it with my manager and my husband, I decided on a half-and-half solution, i.e. in the mornings the children went to kindergarten and in the afternoons I looked after them. Over time, the children's needs changed and the demands at work increased. That resulted in my switching to my present solution, whereby I currently work from Monday to Thursday.

My role includes assessing the data integrity of raw analytical data and managing the associated documentation that has to do with GMP, as well as carrying out synthetic QRA and COI lab experiments and documenting them. Being able to work independently and setting clear priorities are essential for carrying out these tasks to a high standard in the time available.

Ever since my initial training, I have had repeatedly contact with NAV, whether in connection with the election of Internal Employee Representatives (IPV) or to do with the pension fund.

I first felt driven to get involved with NAV myself about two years ago. Things such as the work-life balance, part-time working, parental leave and job sharing are particularly important to me, to name but a few.

I have always been keen to work on behalf of other people. That's why I decided to put myself forward as a candidate, so I could make a contribution here.

I work as an employee representative on two different committees: the HSE (Health Safety Environment) and the GJFA (job bands) committee (previously the EASY committee).

Health Safety Environment

What are my duties here? The Participation Act regulates participation by employees in the company. The participation con-

sists mainly of HSE employee representatives receiving information and being given a hearing. This is where we are kept informed about all relevant matters, news and/or changes in specific areas.

We have the right to approach the company with our questions and/or concerns, and I have the chance to put forward my suggestions. I can use my experience as a chemist and also my experience with office work.

GJFA committee

Transparency and justice are the aspects that attracted me to this committee. Having the opportunity to analyze job profiles and ensure that jobs are evaluated on equal terms has strengthened my confidence in the system.

After the big announcement was made about the wave of restructuring, we focused our energies on seeking dialog with the company. It caused a great deal of uncertainty for everyone. My main concern is to support, advise and help the employees who are affected by this situation. It is very important to keep emphasizing that they are not alone. I work with them to find the best solution, be that further training or re-orientation or, in some cases, early retirement.

At the same time, we must not forget our colleagues who remain and who now have to cope with a double workload.

To relax, I exercise regularly, and at weekends we take the children on trips out into the countryside. I feel that switching off from my everyday life, taking time for myself and my family is enriching.

I aim to be a mouthpiece, forwarding the concerns of Novartis employees to the right places.



The beginnings

The Novartis Sports Club can look back on a long tradition. And the foundation stone for its 100th anniversary was laid between 1920 and 1925 when the first football players from Geigy, Sandoz, and Ciba met one another in separate teams.



Beat Schybli

President, Novartis Sports Club

Back then, none of the sports-minded members of the company would have imagined that their company teams would one day no longer play against one another, but alongside each another in a joint team. Until well into the 20th century, company sports clubs assumed an important social role and, even today, sports clubs remain a place where employees who carry out different jobs and occupy different rungs on the seniority ladder meet up to achieve shared sporting ambitions. This is entirely in keeping with the ethos of cultural change, a journey which Novartis has embarked on.

Then, just as now, club activities not only serve to provide after-work sports activities, but also build deep and long-lasting relationships that are nurtured intensively, both on and off the

playing field. The sense of camaraderie that comes from being together fosters improved communication and a lessening of inhibitions. This also generates commercial benefits for the company, since many an idea came into being after a joint training session or a competitive match.

The Novartis Sports Club has grown over many decades. Over the course of

time, a steady stream of members have joined up and the diversity of activities has been continually enlarged with sports like handball, table tennis, and even chess. This was in part because new teams were put together and also as a result of the various mergers of Ciba, Geigy and finally Sandoz.

Overcoming hurdles

Even the best of times must draw to an end at some stage when new challenges present themselves. "In recent years we have seen a strong trend towards personal and non-group fitness activities. Typical examples of this are the many gyms that have sprung up everywhere," explains Beat Schybli, a demand expert at Novartis and president of the sports club since March 2017.

The non-committal nature of such training sessions and their scope for personalization is highly prized by sportspersons today. "Members can come and go as they please to fit in with their personal schedule. Communication now takes place almost exclusively via a fitness app on the member's smartphone. But that's naturally not how things are in the Novartis Sports Club.

The club has fixed training times and lots of team sports in which training is not carried out in isolation, but intensively with the team's other members."

"One for all, and all for one"

In team sports, you need to be able to rely on each other and, to a certain extent, the players are also dependent on each other. This interdependency of players is also mirrored fully in laboratories, in production settings and in departmental teams. Beat Schybli sees this team facet as an extremely positive one. "When all is said and done, the joint celebration of success is also more fun and defeats become easier to contend with. When we participate in joint sporting activities, people in vastly different job roles and hierarchical levels come together to pursue common objectives."

Promoting a multitude of different fitness activities, a diving section where you can train and be certified as a diver and,



1920 – Geigy FC

most recently, even its own cricket team, the Novartis Sports Club has in recent years demonstrated its ability to respond to changing trends as well as continue offering appealing sports. But the sports club is also in its ascendency in the field of women's sports. In 2018, the women's football team joined the company's sports championship matches and now also competes for the glory of the championship title. At the moment we are working to establish a yoga group – without doubt a further sign of change.

We shall be celebrating our 100th anniversary in 2020. On August 22, 2020, we would be especially delighted to be able to welcome you as a new member at this exciting



Novartis Company Archives



1971 – Sandoz football match to mark the 50th anniversary of the sports club

sporting event which will be held on Novartis' Hünningen sports complex. "We'll stay on the ball – for you."



Basel's vibrant beer scene

Summer is beer time. Whereas a few decades ago the range of available beers was still quite limited, the inhabitants of Basel and their visitors can now slake their thirst with several dozen beers – and that's just the locally brewed drops. Forty five years ago, the "Fischerstube" in Basel's Rheingasse was the instigator of this sweeping change in Switzerland's beer culture.

At the end of April this year, the "Teufelhof" hotel-restaurant celebrated its 30th anniversary in Basel's Leonhardsgraben. Beer connoisseurs were also able to celebrate this notable anniversary with an in-house brew which the "city wall brewers" have been brewing in the historic vaulted cellar for the past two years. It was a label that further bolstered the existing offer by regional micro- through to nanobreweries and included names such as "Amsel-Bräu," "ArliBrau Arlesheim" and "Baselbieter Bier Ziefen" through to "Basiliske Bier," "Beer Guerrillas Pratteln," "Brau Bude Basel," "Chastelbach Himmelfried," "Die Bierbarone," "Em Basler sy Bier," "Gleis 1 Basel," "Kitchen Bräu," "Luusbuueb Bier" and "Roscha Bier Frenkendorf," but not to forget "Schwarzbuebe Bier Nuglar," "St. Johannis-Bräu," "Volta Bräu," "Ueli Bier," "Unser Bier" and others.

Lacklustre brew and cartel protection

Fifty years ago, Swiss beer drinkers would not have dared to imagine being spoilt for such choice. Up and down the country, they supped the standard brew from the mash tuns of an ever-diminishing number of large-scale Swiss breweries that were gradually also being taken over by global conglomerates like Carlsberg and Heineken. And, as if this globalization trend had not yet given sufficient impetus to the impoverishment of one's choice of brew, Swiss brewery groups also carved

up the market between themselves and dictated precisely what beer brands all the restaurants across Switzerland were allowed to pour. Under this system, the small Fischerstube restaurant in Basel's Rheingasse 45 belonged to the territory governed by the "Anker" brewery in Frenkendorf.

Beer by choice, not diktat

When the physician Hans-Jakob Nidecker from Kleinbasel bought this very property in 1974 and renovated it extensively, the restaurant had not opened its doors for a considerable time. But that counted for little when it came to the power of the beer cartel. As soon as it got wind that Nidecker, who was born in Rebgasse, wished to reopen the Rheingasse eatery and serve a local beer there – namely the "Warteck" from what was still then an independent brewery on the Burgweg, a few hundred meters further west – things became fractious. It had to be "Anker," otherwise the restaurant would be boycotted. Instead of bowing to such a diktat, which would have been unthinkable for a free citizen of Kleinbasel, he had a microbrewery constructed at the rear of the restaurant. Lo and behold: it was a success! On November 13, 1974, "Ueli Beer," named after a figure from Kleinbasel's traditional custom of "Vogel Gryff" flowed from the restaurant's beer tap for the first time. The first Swiss in-house and microbrewery had started production, and the obstinate radiologist from the elbow on the Rhine would go down in Swiss beer history as the first to successfully stand up to the beer cartel (which has long since been crushed).





Locals, students, expats

In the 40 years since then, the clientele of the “Fischere” has changed completely and several times at that: the founder’s generation was followed by students and a younger crowd of drinkers who gave their approval to the on-site brew through all manner of imaginative drinking vessels like voluminous beer boots and so-called “towers.” Today, besides the locals from the region, it is above all expats of every nationality and age who,



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.

especially at night, pack this picturesque tavern to capacity and who enjoy sitting in its cosy beer garden in the summer. What hasn’t changed throughout this time are the numbers of inquisitive tourists who have learned about the existence of this micro-brewery and its unique standing from the Internet and from their tour guides. And who return home happy souls after their visit, just like Daniel B. who posted the following to the TripAdvisor community: **“It’s a must!** For every lover of beer and hearty dishes. Small menu, good food without exception. The best beer in northwestern Switzerland. A trip to Basel = Fischerstube!”

Sources:

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www.restaurant-fischerstube.ch | www.uelibier.ch