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Michelin's Swiss Stars

Switzerland increases its
Michelin stars by 30%.

The Guide Michelin, France's international culinary handbook, has awarded 110 Swiss restaurants stars in its new 2014 edition, as part of its much-vaunted one- to three-star rating. This represents a 30% increase in its overall star count for quality gastronomic establishments in Switzerland over the past four years.

However, only two venues retained their three stars, notably Benoit Violier's Restaurant de l'Hotel de Ville in Crissier outside Lausanne and Andreas Caminada's Schloss Shauenstein in Fürstenu in Graubünden (with no new ones appointed). There is one new two-star, chef Nenad Mlinarevic's Restaurant Focus in Vitznau overlooking Lake Lucerne.

All three are widely considered to be

among the world's best restaurants. "The high-flying trajectory of Switzerland's top restaurants continues," maintained the Neue Zürcher Zeitung. Six restaurants, however, lost their one-stars. Interestingly, Mlinarevic trained with Caminada suggesting the rise of a new young talent. His Focus joins 18 other restaurants that received two stars, a record.

Continue on page 3

Philippines Relief

Aligro and UBS are both offering to match donations made by their customers to Typhoon Haiyan relief efforts in the Philippines.



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This Week in Switzerland

Donation phone lines set up by Swiss Broadcasting Corporation studios and **Chaîne de Bonheur** in cities across the country on 18 November raised CHF 9 million to aid recovery efforts in the Philippines after **Typhoon Haiyan** devastated the country last week. The money will be used to provide water, sanitation, shelter and medical care. The Chaîne de Bonheur total is now at over CHF 14 million; other Swiss charities and foundations are also raising funds – it's not too late to donate.

As proof of its commitment to social responsibility, Nestlé launched its new initiative "**Nestlé needs YOUTH**" last Friday in Athens. By 2016 it will provide 20,000 youth employment roles, 2,000 of which will be based in Switzerland. The programme aims to reduce high youth unemployment rates in Europe. Laurent Freixe, Nestlé executive vice-president and zone director for Europe, claims "This initiative aims to harness the dynamism of [Europe's] youth so that they can look, with confidence, to a brighter future."

Following a dispute between Zurich airport and various airlines, the Federal Office of Civil Aviation will lower **fees charged to airlines**, which are to be used to cover infrastructure and maintenance of the airport from February 2014 until 2017. The amount per passenger will decrease from CHF 41.40 to CHF 37. The airport is pleased with the result, but price watchdog Stefan Meierhans said, "Overall the fees are still too high in **Zurich**. This is an obstacle to competition for consumers and airlines."

Swiss Agency for Development and Cooperation and the Austrian Development Centre have agreed to collaborate and share their acquired knowledge of sustainable mountain development. Initiatives will focus on agriculture and tourism to promote the economies of less thriving mountainous communities. The initiative has been launched as the result of the **United Nations Conference on Sustainable Development** in Rio de Janeiro 2012, which concluded that such regions will need "special support" in the future.

For the first time in Switzerland, a new 15-apartment housing block is being constructed in Zurich to provide **chemically neutral homes** for sufferers of Multiple Chemical Sensitivity. Everyday chemicals in items such as soap and cosmetics, as well as electric signals can trigger allergic reactions in people with hyper-sensitive immune systems. The CHF 6 million project includes a robust ventilation system and fibreglass instead of steel to dampen electromagnetic waves. The project is being funded by the housing subsidies fund.

Swiss shareholders should be encouraged to become **loyal investors**. Swiss companies should reward investors willing to keep their shares for at least three years to encourage loyalty, according to the chairmen of **Clariant AG** and **Leonteq AG**. "Long-term investors should be paid a sustainability premium in the form of a special dividend," said Rudolf Wehrli, chairman of world-leading speciality chemicals company, Clariant.



Researchers from **EPFL** have been scouring Lake Geneva and other water sources in Switzerland for plastic pollutants. They want to learn more about micro-plastic contamination of the oceans. **Micro-plastics** are less than 5 millimetres in diameter and are formed mainly by the disintegration of polystyrene beads, hard and soft plastics and even cosmetics. Such pollutants are harmful for wildlife, and if ingested by fish, they can leach **toxins** that may in turn be passed down the food chain.

Parliamentarians from various parties left and right are demanding a **ban on prostitution** nationwide. This contrasts with the recent introduction in Zurich of "sex boxes" built specifically to contain and control prostitution. The Federal Office of Justice has until 2015 to investigate and report to parliament on the issue.

Michelin's Swiss Stars

Continued from page 3

Three of them are in Vaud: Le Cerf in Cossonay, Anne-Sophie Pic in Lausanne, and Le Pont de Brent in Montreux; plus one in the Valais, Didier de Courten in Sierre. Those retaining their two stars in Geneva are Le Floris in Anières and the Domaine de Châteauevieux in Satigny/Peney-Dessus.

There are 15 new one-stars, three in Geneva: Bayview, Il Lago and Carouge's Le Flacon. Existing Geneva one-stars are Le Chat Botté, Rasoi by Vineet, Vertig'O, the Auberge du Lion d'Or in Cologny and Le Cigalon in Thonex. Vaud's one-stars include La Table d'Edgard in Lausanne, Le Trianon in Mont-Pèlerin, L'Ermitage in Montreux, Le Petit Manoir in Morges, L'Ermitage in Vuflens-le-Château, plus Denis Martin, Le Restaurant, Les Saisons, La Montagne, and Auberge de la Veveyse, all in Vevey.

While the Guide Michelin is often revered as the word of God among

foodies, it is often criticized for being too classical by not recognizing chefs in places like California and South Africa, who experimentally combine western cuisine with gastronomic influences from China, Indonesia or Latin America. Some critics, too, wonder why exceptional restaurants, such as Cologny's one-star Le Lion d'Or, have not been upgraded.

Michelin ratings do not necessarily mean excellent value.

Violier's Hotel de Ville restaurant has been chastised by the Financial Times and others for being "cold", "disappointing" and "expensive". Many one- and two-stars, whether in Switzerland or elsewhere, have been lambasted for serving up dishes not worthy of their prices. But, as they say, the proof of the pudding is in the eating.

Edward Girardet

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Regional

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Another Sunday, another referendum

While the Swiss may at times grow weary of their democracy – particularly repeated referenda on themes ranging from restrictions on foreigners to smoking in cafes – they nevertheless enjoy a system that works. It is also one that could be replicated – with tweaks for local circumstances – to countries with different tribal, ethnic or regional backgrounds. The Swiss confederation model, which served as a guideline for post-independence Singapore, is often cited as a possible way forward for countries in conflict. Unfortunately, granting populations a say in decision-making at all levels is often considered a bizarre concept by those at the helm. And yet, the Swiss cantonal system, which offers significant grassroots power, could represent an option for multi-ethnic or sectarian nations such as Rwanda or Afghanistan. Ditto Sri Lanka, whose regime was roundly condemned for its repression of the Tamil minority by human rights groups and some governments at last week's Commonwealth Summit in Colombo. Using elements of Swiss democracy could generate peaceful long-term solutions. Switzerland's 24 November referendum is one example of such democracy in action. While such votes rarely attract more than 50% of the electorate, they do offer a way to change policies. The recent "Lex Weber" restricting the construction of second homes is a case in point.

Yet, as some observers point out, in order to have a Swiss-style democracy one needs to be Swiss. They may have a point. Over the past 700 years, the country has managed to cultivate a national identity that includes not only four different languages but also mentalities that are quite distinct from one another. From the perspective of a Basel farmer, his Latin counterpart in the Valais is about as different as a Sicilian is to a Milanese in Italy. The German-speaking Swiss regularly complain about inside dealing being more the norm in the Swiss "south" than in the "north". As examples of this, they cite construction projects that get underway without proper permits. For their part, the Romans like to chastise German-speakers for their self-assured domineering manner.

And yet Switzerland seems to work. Where else can you find a country in which so many citizens would be hard-pushed to name their president, a low-profile office that rotates annually as part of an executive seven-person federal council? For the Swiss, it is not the presidency that matters, but rather what the constituents – les souverains – have to say.

As Switzerland becomes more multiracial, many are concerned about losing this "Swissness". Society has changed enormously since the 1970s, when a black person living here was usually an African diplomat or a doctoral student. There were only two Chinese restaurants – and expensive ones at that – in Lausanne. This changed as more Swiss went abroad and returned with African or Asian spouses. Or foreign refugees were resettled in Swiss towns.

Nowadays, no one thinks twice about seeing a young Swiss soldier of Tibetan, Ugandan or mixed race background with their assault rifle at the local railway station. Or hesitates to dine in one of the many ethnic restaurants that have sprung up, even in the countryside. Indeed, what matters is that many of Switzerland's new citizens through naturalization – and their children – are proving to be at least as Swiss as the Swiss.

Edward Girardet

Fewer grapes, fewer bottles

LAVAU/CESSY A wet spring has reduced wine production for 2013.

A UNESCO world heritage site since 2007, Lavaux is a very special place. With foreign wines competing against more traditional European variants, it's refreshing to see local produce such as the Chasselas do well, even if 2013 may face shortages.

According to Sandra Joye of Lavaux Vinorama, poor weather caused the flowering and subsequent fruit process to occur "one month later than usual, towards the end of June." For Alain Courdurier, head of Caveau Emery in Cessy, France, such setbacks do not necessarily spell disaster. This year's low fertilization could increase the quality, even if it means compromise: fewer grapes, fewer bottles. This



Swiss harvests unfortunately are smaller this year.

punishes small vineyards competing against a rapidly changing world and tastes.

Nonetheless, Swiss and French vineyards have remained stoic. Courdurier, who has clients from California to New Zealand, argues that it's not all about money. Owning a vineyard in neighbouring Haute-Savoie, he presents the acumen of a producer and seller. While preparing for this week's Nouveau

Beaujolais, he noted that a grand cru is not on the agenda for his own alpine wine, but a quintessential local quality is. You don't need to be a businessman to understand this philosophy. Joye emphasizes that once clients know their wine, "they stay faithful and will often come back for more." It is this local touch that remains the central tenet of Franco-Swiss wine identity.

Christopher Woodburn

Passenger Rights at Geneva Airport

GENEVA How many times have you gone to the airport only to find your flight delayed, even cancelled? What are my rights? Is the airline obliged to reimburse my ticket or offer a free meal? According to Bertrand Stämpfli of Geneva Airport, this is the responsibility of the airlines. "Our job is to ensure that they uphold these responsibilities," he said.

It is a different reality among the carriers, despite European Union regulations. Based on recent complaints against EasyJet, Alitalia, Darwin and other airlines, none informed passengers of their rights after two hours' delay as required by the EU. Nor did they offer other flights following longer waits. Except under "extraordinary circumstances," passengers are eligible for compensation of up to 600 Euros if they arrive over three hours late. EasyJet argues that those stranded five hours or more have the right to airline credit, but not full reimburse-

ment as per EU rules. Code-share flights are another problem. When delays arise, airlines often place the onus on each other.

Geneva airport, which serves nearly 14 million passengers, has been ranked as Europe's most efficient for its size. Nonetheless, its website lacks an upfront travel rights link. Some European airports are now posting rights at all counters, an option Geneva is now considering.



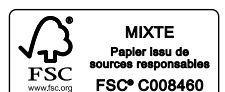
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National

Compromising Swiss competitiveness?



1:12 is it really necessary in Switzerland?

LAUSANNE Swiss companies in uproar over "1:12 initiative". Businesses claim that the measure will cause "collateral damage".

The Young Socialists' 1:12 Initiative, which is one of three votes in the national referendum on 24 November, proposes that corporate CEOs earn no more than 12 times the amount of their lowest paid employee per year.

Would Switzerland's competitiveness be compromised by such legislation? Ranked number one worldwide by the World Economic Forum and second by IMD in Lausanne, Switzerland is widely regarded as a model of prosperity. If accepted, the initiative would undoubtedly cause certain "collateral damage". This would include costs associated with its implementation, circumvention of legal constraints, and loss of top talent. More to the point, it would hinder the ability of Swiss companies to compete in global markets.

As more than a few countries have shown, national environments with high levels of bureaucracy, complexity and regulatory overload are not condu-

cive to competitiveness. And when companies are competing on playing fields that aren't equal or fair, the initiative would put Swiss companies at a disadvantage. Given that multinational corporations contribute 36% to Swiss GDP, the risks should not be taken lightly.

Young Socialists criticize the excessive remuneration paid to top executives.

The initiative has provoked threats of de-localization and outsourcing of the lowest-paid jobs, and would dissuade foreign investment. Lower taxable income, social-security contributions and less job creation would be the dire consequences. As Pierre Ruetschi, editor of the Tribune de Genève points out, the "1:12" is "an absurd and counter-productive measure aimed at re-establishing an earning equilibrium. Not only would it bring about considerable losses in tax revenue, but the middle class would be the first to be hurt."

Furthermore, it would force out

multinational companies from Switzerland. They would refuse to accept such restrictions, which would be unique in Europe. In turn, this would severely affect the employment market, both in Switzerland and on the other side of the borders with Germany, France and Italy, where tens of thousands rely on Swiss companies for jobs.

Historically, Switzerland has benefited from liberal labour markets underpinned by strong social partnerships between employers and employees. Whether this is still the case is a major argument of the initiative's proponents. They criticize the excessive remuneration paid to top executives and cry out for more "social justice".

But such concerns are better defended by laws and codes of conduct that strengthen corporate governance, transparency, shareholder rights and social responsibility in a manner that is far more effective than the government dictating salary limits. Competitiveness should be more a question of equality of opportunities and accountability, than of government diktat.

Suzanne Rosselet is a Research Fellow at IMD, specialized in world competitiveness

Direct democracy. Get's my vote!

Switzerland's form of direct democracy is widely admired. Its main instruments are the referendum and the popular initiative. While popular initiatives allow any group to put issues on the political agenda, both allow citizens to stop or repeal constitutional amendment, laws, treaties or parliamentary decisions. Both initiatives and referenda exist at communal, cantonal and federal levels.

At federal level, about 5.2 million voters are eligible to vote on any referenda and initiative. A referendum to challenge legislation passed by the Swiss parliament needs at least 50,000 signatures to qualify for the ballot. Popular initiatives entitle a minimum of 100,000 citizens to bring about a popular vote on amendments to the constitution. In addition, for constitutional amendments and some international treaties accepted by parliament, holding a referendum is mandatory. A simple majority (for optional referenda) or a double majority of citizens and cantons (for popular initiatives and mandatory referenda) decides the outcome in a nationwide ballot. Turnout varies widely but is usually between 40 and 50%.

Despite their pride in the system, some Swiss complain that there are too many referenda. Some are either too complex or not properly explained. This may explain why in a controversial vote in 2009, two-thirds of voters approved a ban on the construction of new minarets on mosques in Switzerland.

Supporters of referenda point out that issues are discussed that might otherwise be decided only by a political élite. The main effect, however, of Switzerland's direct democracy is a continuous and often successful search for political compromise that takes into account the views of minorities and avoids in this way having them challenge legislation through (paradoxically) referenda and initiatives.

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Baer gross margin down

Julius Baer Group Ltd said its gross margin fell as it absorbed Merrill Lynch businesses acquired from Bank of America last year. The margin reflects how much the bank makes in revenue on managed client assets.

Ceiling on the franc is crucial

Lausanne Swiss National Bank Vice President Jean-Pierre Danthine said the ceiling on the franc is crucial in protecting Switzerland's economy. "The minimum exchange rate remains an essential instrument for preventing an undesirable tightening in monetary conditions should the upward pressure on the Swiss franc intensify again," Danthine said in Lausanne last week. Switzerland's "subdued inflation outlook, the highly valued currency and the fact that a recurrence of financial market tensions cannot be excluded" justify the cap of 1.20 per euro introduced in 2011.

Going green big time

ZURICH As governments currently struggle to finance environmental initiatives, private sector demand for green bonds is expected to grow.

Switzerland's biggest insurer, Zurich Insurance Group AG, has announced that it will spend as much as \$1 billion on green bonds to reduce the effects of climate change, making it the largest investor in such clean-power securities. The company plans to invest in green bonds issued by the World Bank, the International Finance Corporation and other development institutions. Such bonds were developed essentially to increase private sector investment in combatting the effects of climate change, through projects in fields such as renewable energy and the protection and restoration of wildlife habitats. Governments are currently struggling to finance and support such initiatives. The market for green bonds is expected to grow,



Green bonds offer opportunities to invest in the environment at market rates.

fuelled by heightened awareness within the global community of the adverse effects of environmental change. Zurich said it has appointed BlackRock Inc., the world's biggest money manager, to select, buy and sell the green bonds for the portfolio. "Green bonds are a good fit with Zurich's overall investment strategy as well as its impact investing aspirations, targeted to support sustainable devel-

opment and resilient communities," noted Zurich Insurance chief investment officer Cecilia Reyes. "It's an opportunity to invest both with impact and at a return fully compensating for the risk." Zurich Insurance said its third-quarter net income rose 64% to \$1.1 billion, above analysts' expectations, after a write-off related to its German business hurt earnings a year earlier. *Moyette Marrett*

Reversing Switzerland's brain drain

Switzerland has a reputation around the world for its high calibre research scientists, too many of whom prefer to work abroad. The same is true of many Swiss students, following graduation. In fact, the country has about 10% of its total population living and working overseas; creating a 'brain drain' which Berne is seeking to reverse.

Martin Vetterli, president of SNSF (Swiss National Science Foundation), believes Switzerland must urgently invest in the hunt for its brainiest citizens by keeping Swiss graduate students at home and luring back those citizens currently working abroad, especially in the field of scientific research. The foundation is seeking to create something similar to the fellowship programmes that Vetterli encountered during a decade working in the US, which grant scholarships to the best graduates in the country.

According to the Zurich newspaper NZZ Am Sonntag, the idea may have been prompted by German efforts to recover teachers and scientists working in Switzerland by promising bonuses of EUR 100,000 to those who agreed to repatriate. This might not be enough for those earning high incomes in the USA, said Anselm Zurfluh, director of the Musée de Suisses dans le Monde.

"Today we have some 30,000 Swiss going to Los Angeles, for example, to work in the high tech industry as specialists in 3-D design".

A better incentive might be to offer an equivalent salary and "if their families want to return, as is often the case," suggested Zurfluh. Vetterli agrees that the best incentives may simply be the better working and living conditions that



Switzerland offers.

So why do so many Swiss seek work abroad? It began 500 years ago when Swiss soldiers first set out to fight in other country's wars. They created an informal network that exists to this day, later including bankers and businesses. It may simply be that the country is too small for Swiss with big ideas. "You can't build a Golden Gate Bridge in Switzerland," said Zurfluh. "Mr. Chevrolet could not have built his car in Switzerland - there is no mass automotive industry here. The ideas and dreams of these people were too big for Switzerland."

Martin Vetterli has no problem with Swiss working overseas, but said, "sometimes we need expertise that we might find among Swiss in the Diaspora, so why not use this informal network?" His foundation is particularly interested in attracting scientists to the systems biology field as experts in 'big data', the recovery of large amounts of data.

Next week

Winter sports
section

Performance with style

Cool kit
Ski schools
Après ski

Business Comment

Time for sustainable leadership

Why two tragic losses at the top call for a new leadership model.

In recent months, Switzerland has woken up to tragic losses at the top of two of its leading companies. Carsten Schloter, CEO of Swisscom, was found dead on 23 July in an apparent suicide. A few weeks later, on 26 August, Pierre Wauthier, CFO of Zurich Insurance, committed suicide.

Although both of these tragedies most probably resulted from a combination of factors, they highlight three critical issues that go well beyond the two companies and Switzerland. These are: 1) how the ambitious expectations of shareholders for increased short-term profits are pushing business leaders to work beyond any healthy limits to the point of denying their personal needs; 2) the breakdown of dialogue and communication about pain and frustration at all levels of an organization; and 3) how dominating bosses who request unrealistic results are driving some business leaders to live with such anxiety that they lose control of their own lives.

Tragedies of this kind should prompt us urgently to reassess our current understanding of leadership and instead adopt the concept of Sustainable Leadership. This will require society to make a number of important shifts:

- shareholders and board members must change their demands for excessive short-term profits, because this creates unrealistic expectations of the performance of those who lead their organizations;
- organizations need to embrace the concept of secure base leadership (see below), where the focus is on finding the right balance between caring for their top executives and giving them realistic challenges;
- trust needs to be built by maintaining a positive bond between the boss and employee;
- open and clear dialogue needs to be encouraged to resolve conflict and draw boundaries, including saying no; and
- organizations need to create an internal culture of work-life balance and good stress management.

Schloter, a 49-year-old father of three, was regarded by his colleagues as one of the most talented telecom executives of his generation, maintaining Swisscom's profitability despite

declining revenues. Yet he worked beyond his limits. In a recent interview, Schloter remarked that he was struggling to find the free time in which to switch off his phone: "I notice in myself how I find it harder and harder to find the time to take my life down a gear" (quoted in *The Guardian*, 23 July 2013). This suggests that he was subject to increasing pressures to meet the expectations of those who put him in the leadership position.

Business leaders are subject to multiple pressures to deliver stronger short-term performance. This is not conducive to long-term leadership, especially in the present economic situation. Excessive short-term pressure is negatively impacting leaders' well-being, which in turn is hurting their businesses and having a negative impact on those around them in their personal lives.

"Senior executives with a high level of responsibility in their organizations have explicitly expressed their need for a life balance that allows them to fulfil their organizational dreams while taking care of their loved ones and looking after their health."

How did we get here? How can excessive pressure on business leaders ever promote a sustainable leadership model in organizations? How can jeopardizing the well-being of leaders be congruent with optimal and sustainable business results? Leadership is about inspiring people to achieve results, creating vision, developing and adopting values, and mobilizing people to create value for the organization and for society. Having successful leaders is vital for organizational success, and it's critical for the creation of businesses that can benefit society in general and the lives of all their stakeholders in particular. It requires us to pay special attention to how we develop, support, and take care of our leaders with a long-term view. Making economic profit is important but not in a way that burns people out.



George Kohlireser is a Professor of Leadership and Organizational Behavior at IMD.



Francisco Szekely is the Sandoz Family Foundation Professor of Leadership and Sustainability at IMD.

Unfortunately, society measures the success of business leaders mostly by economic results. We motivate these leaders by giving them extrinsic rewards such as excessive amounts of money, prizes, promotions, and fame. However, our research with over 300 High Performing Leaders suggests that they are most motivated by intrinsic rewards. These include having new opportunities to learn, self-develop and grow; having challenges, fun and novelty; belonging to a team and to a group; and contributing and making a real difference.

And what about the over-demanding boss? Is that the leadership organizations need today? In our interactions with high-performing leaders we have learned that those leaders who are truly appreciated are those who serve as a secure base to other leaders and their organizations. Our research shows that a secure base leader has nine characteristics: 1) Stays calm and grounded versus becoming agitated and erratic, 2) Accepts and values the individual versus judging and criticizing, 3) Sees the potential in the individual versus the current state, 4) Uses listening, inquiry and dialogue versus advocacy, 5) Delivers a powerful message versus rambling or remaining aloof, 6) Focuses on the positive versus the negative, 7) Encourages risk and provides opportunities and challenges to stretch versus being over-controlling, 8) Inspires through intrinsic versus extrinsic motivation, and 9) Signals accessibility "anywhere, anytime" ver-

sus being unavailable and detached (from *Care to Dare*, by George Kohlireser, Susan Goldsworthy and Duncan Coombe, 2012).

In addition to having secure base leaders, senior executives with a high level of responsibility in their organizations have explicitly expressed their need for a life balance that allows them to fulfil their organizational dreams while taking care of their loved ones and looking after their health. Putting more pressure on business leaders is not a smart or socially responsible approach for business success.

In an interview with the *Schweiz am Sonntag* newspaper, Schloter warned against today's increasingly 24-hour business culture. He said: "The most dangerous thing that can happen is that you drop into a mode of permanent activity. When you permanently check your smartphone to see if there are any new emails, it leads to you not finding any rest whatsoever."

Following these two recent tragedies, we need to make sure that top managers and organizations think long-term and care and support their leaders. This in turn will contribute to a healthier society.

George Kohlireser & Francisco Szekely

Insight

Waging war on “cold beds”

Foreigners are not the only ones confused about buying or building second homes.

In 2002, a law known as Lex Koller was already putting limits on the location and type of property foreigners were allowed to buy in Switzerland. Then in March 2012 a national initiative, approved by 50.6% of the population, called for restricting construction of new secondary residences, whether by Swiss or foreigners.

The initiative, known as Lex Weber after Swiss eco-activist Franz Weber, is far more radical than previous laws. It stipulates that from 2014 onwards, secondary residences cannot account for more than 20% of the total surface area of any commune. As noted by the initiative's website, the purpose is to ensure that “resorts do not proliferate further in the mountains,” and that there will be “no new empty buildings, no further urban sprawl and destruction of the landscape, no construction usury dis-

turbs native tenants when their own village becomes too expensive.” Not surprisingly, the initiative was roundly rejected by 73.84% of voters in Canton Valais, where secondary residences account for up to 80% in popular resorts, such as St-Luc and Grimontz, and 70% in Anniviers.

Locals placed nasty flyers on the windscreens of cars with Vaud license plates.

The Valais is the only tourist region to experience a decline in overnight stays, despite a slight increase in tourism elsewhere in the country. Last weekend, during the chestnut festival in Fully near Martigny, irate locals placed nasty flyers on the windscreens of cars with Vaud license plates. They were protesting a move in Canton Vaud to circumvent Lex Weber by inserting a clause to reclassify second residences



Construction of second homes: creating friction in the region.

as “first residences” without the right to re-sell.

The Swiss government has decided that Lex Weber would apply only to newly built properties. The result was a complete halt in construction permits issued after 1 January 2013 in areas where the 20% quota already had been reached, such as Verbier, a favourite

haunt for foreign second-home buyers. But the legislation affects Swiss just as much as foreign buyers. In areas relying heavily on tourism, many are worried that Lex Weber may lead to economic stagnation and unemployment. Further confusion is caused by the current property system, which has gone from a two-tier market with real estate being sold from Swiss to other Swiss, to a three-tier market with fewer options available to non-Swiss.

The devil, of course, is in the details. Lex Weber was drafted in rather vague terms requiring careful interpretation as to how they can be applied. For example, is the definition of “secondary residence” the contrary of a “primary residence”? Or, as many argue, does it apply to those residences only occupied 120 days a year, including for rental purposes?

Pamela Taylor

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Travel

Hunting, hiking and mushroom collecting simultaneously?

ST CERGUE When you go down to the woods today, be sure not to get a big surprise.

While the hunting of deer, chamois and hare has ended for Switzerland's 30,000 hunters, hikers and mushroom collectors still need to be vigilant when roaming the forests, particularly in border areas such as St Cergue overlooking Lake Geneva. Each canton operates its own schedules, but it remains open season for wild boar, fox, pheasant, duck and even racoon, a feral North American mammal now established in parts of Europe.

Similar hunting seasons exist on the French side. Only in the canton of Geneva is it banned, even though wardens cull to ensure that game populations remain stable. Hunters on the French side tend to wander the frontier zones in the hope of benefitting from

spill-over. But conservationists note that wild boar and deer seem aware that they are protected if they stay in Geneva.

According to Hans-Peter Egli, president of ChasseSuisse, the Swiss hunting association, walkers should still stick to the paths and roads, plus keep their dogs leashed. "Hunters in Switzerland are quite disciplined about the way they operate, and cantonal rules are tight. But accidents can always happen," he explained. He suggested that mushroom collectors be careful about where they go and wear bright clothing. Hunters in Suisse Romande can only operate with permits for specific game, but can shoot anywhere in the canton. Generally, Swiss hunters will place signs or flags to alert passersby, while hunting reserves are marked.

The French Hunting Federation maintains that its members – all six



Wear bright colours!

million of them – follow the rules. Discipline, however, clearly varies. With hunting largely private, certain cross-border communes, which own shooting rights in the state-managed forests of the Jura, post flags; others do not. The result is that many walkers are

not aware they are taking their lives into their hands in the early morning or evening, the best times for hunting. And on a cautionary note, it does not inspire confidence knowing that one is still able to meet hunters who have been drinking. *Edward Girardet*

Lisboa with kids

Lisbon. If you are seeking warmer winter weather and a place to keep your children entertained, you'll find plenty for younger ones to do in the Portuguese capital.

There are three main areas in picturesque Lisbon that are fun to visit. You can kick off at the city's central hilltop citadel, Castelo de São Jorge. The huge walled compound enfolds the tiny neighbourhood of Santa Cruz do Castelo as well as the Inner Battlements – where children can dart around the watchtowers and enjoy the rooftop views of the city below. The castle is believed to be the site of Lisbon's earliest settlement, dating back to the sixth century BC.

Next up, take tram 15 from the city centre to Lisbon's westernmost suburb, Belém. Here you will find the 52-metre-tall Padrão dos Descobrimentos monument depicting famous Portuguese mariners such as Vasco da Gama. Standing at the front of the sculpture, with a caravel in his hand, is Henry the Navigator. Meanwhile on the pavement nearby, you will discover a gigantic world map showing you the routes taken by the explorers during the 15th and 16th centuries. The stunning Mosteiro dos Jerónimos, near the waterfront, contains the tombs of



Child-friendly Lisbon is wonderful for a weekend.

Vasco da Gama and Henry the Navigator. The two museums in the monastery's west wing, which cover shipbuilding, archaeology and navigation, are worth a visit. But leave plenty of time to take in the Torre de Belém, a 16th-century defensive tower on the River Tagus with its dungeon, battlements and watchtowers.

Lisbon's maritime history saturates this beautiful city

Last but not least, head northwest from the city centre on the Vermelha

metro line to Oriente station and you will arrive at Parque das Nações – guaranteed to appeal to the little kid in all of us. Built on the site of Lisbon's Expo '98 World Fair, the parque has gardens, restaurants, shops, the canopied Portugal Pavilion and even a cable car running along its length to the 145-metre-tall Torre Vasco da Gama. But without doubt, the main draw for the little ones is Oceanário, one of the world's largest aquariums. Based on a "Global Ocean" theme, its central exhibit covers the North Atlantic, Antarctic, temperate Pacific, and tropical Indian Oceans. Look out for penguins, sea dragons, cuttlefish and blacktip sharks.

Permanent exhibitions at The Pavilion of Knowledge's interactive science centre include the Exploratorium where you can touch a tornado, create a gigantic bubble and experiment with shadows. Three- to six-year-olds can use construction tools and scamper among the scaffolding at the Unfinished House.

Another good place to visit with kids is the Museu da Marioneta, located in a grand 18th-century former convent. It contains more than 800 marionettes from Portugal and around the world, some created for operas staged by the museum's founders, puppet-maker Helena Vaz and late composer João Alberto Gil.

Dolphins' Bay, the feeding of sea lions or pelicans, birds in free flight, or the reptile house are only a few of the attractions that Lisbon Zoo has to offer. The Toy Museum is also worth a visit.

For accommodation, try the Hotel Real Palácio for a central location and good facilities or the Four Seasons Hotel Ritz Lisbon for a splash-out treat. There are plenty of child-friendly restaurants in the capital.

Lifestyle

Thanksgiving: from meal to feast



Thanksgiving, as the famous American humourist Art Buchwald said, "is the one day in the year when Americans eat better than the French".

It is also a rare time when family and friends gather together around the table to enjoy traditional foods such as a large stuffed turkey, corn on the cob, sweet potatoes, cranberries and of course pumpkin pie. With so many immigrant influences in America today, however, anything goes. It is essentially a day when all Americans sit around the table together to give thanks, whether for a good harvest or for being American.

Those living in Western industrial nations have fewer and fewer occasions to sit as a group around the table. The fast pace of the modern world with its crippling time pressures all too often means lunch at one's desk and dinner alone or on the fly.

The first Thanksgiving dates back to 1621 in the US, when thanks was given for the bountiful harvest of the previous year. The holiday is celebrated on the fourth Thursday of November in the US and the second Monday of October in Canada (where it dates back even further). It has roots in religious and cultural traditions in many other countries, under the guise of different names such as Martinmas in France and Erntedankfest in Germany.

Communal eating has long been a part of community, family and working life. Only a short time ago, it was unheard of to eat alone or separately. The family prepared food in bulk to save money and waited for everyone to arrive home in the evening to sit down together, not only to make sure everyone ate vegetables but also to reconnect. After a long day at work or school, dinnertime has long served as a perfect

opportunity to discuss problems, share happy and humorous moments and maintain relationships.

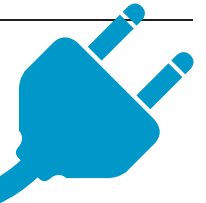
The UK-based Campaign to End Loneliness found that eating alone and loneliness in general impacts negatively on overall health, as much as smoking 15 cigarettes a day, and more than other risk factors such as alcohol and lack of exercise. Other research has shown that families who sit down to enjoy a meal together at least four times a week have teens who perform better at school, with higher levels of social functioning, and who are less likely to be depressed and abuse drugs or alcohol.

An obesity study in America also found that families that eat meals together, and remain seated until everyone has finished eating, are more likely to be thinner because sitting down for family meals helps build better communication and social skills that, in turn, can help reduce overeating. Of course this also means turning off the television and leaving smart phones and music devices silent and away from the table during mealtimes.

The US consumer market research firm the Hartman Group estimates that about 50% of Americans are solitary diners. In the UK the figure is only slightly lower, but other European cultures including France, Switzerland, Italy and Germany happily maintain their communal mealtime culture. For young people, whether students or at work, eating alone has become the norm, with many preferring to read or seek peace and quiet. At work it has become commonplace for all ages to eat at their desks or grab something, not necessarily nutritious, on the run. No wonder everyone looks forward to festive gatherings such as Thanksgiving.

Jennifer Rose

Plugged in



Lausanne on near zero

Affordable things to do and places to go in Lausanne can be thin on the ground for a nouveau Lausannois – fresh off the train, student or otherwise. This is a common experience for newcomers in any city and it can take years of living in a place before you find cheaper, interesting alternatives to tourist traps. From quizzing Lausanne veterans, I found a selection of weekend and nightlife sweet spots to enjoy on a shoestring.

If you have just arrived and need to furnish your flat, or buy some French literature to brush up on your language skills, head over to Gloryland, a giant underground fleamarket-esque warehouse based in the suburb of Chavannes-pres-Renens. Practical items from bed-frames and mirrors to old records and books as well as a plethora of second hand clothes are on offer. The metro stop Cerisaie is only 100m away, just close enough to carry a table or chair!

For an invigorating afternoon out on a clear day, try climbing up the Sauvabelin Tower, an immense wooden structure which boasts a view of the city and the lake as far as Montreux. Situated in the centre of a large park with a café and miniature

zoo, its enormity is unmissable. Take the 16 bus to "Signal", but be warned, the park is even hillier and steeper than the town centre.

Another enjoyable active pursuit is ice-skating at the Centre Intercommunal de Glace de Malley, a 10 minute walk from the metro and five minutes from Malley train station. Admission is from CHF 3.50 for children, CHF 5 for students and CHF 7 for adults. With cheap skate rental, this makes an active afternoon or evening on the indoor or outdoor rink very affordable.

For good food and beer – Bière is ideal. The restaurant offers a wide selection of good quality pizzas (from only CHF14) and the upstairs bar has homemade beer on tap. Find it just next to la Riponne.

If you want an evening alternative to just a drink or a dance in Lausanne's many decent bars and clubs, the Chorus Jazz Club is a safe bet. While some nights tickets can reach CHF100, and the drinks are no less extravagantly priced, check its website for free admission nights for an inexpensive, cultural soirée.

Jennifer Rose

Cool in sites

viralviralvideos.com

Put your finger on the pulse with the latest videos tipped to go viral. Well maybe it's a little overhyped...

curious.com

Learn something new every day. Curious.com uploads video lessons on virtually any subject ranging from the sublime to the ridiculous and the practical to the improbable. Free or chargeable for learners to access.

Property

Brrrrr Baby it's cold!

As temperatures drop, it's time to wrap up warm and get outside and do the same to your plants.

Here are three easy ways to help your plants make it through the winter. Wrap them in horticultural fleece to protect them from the worst weather.

Buy it ready to put over your plants if the temperature plunges. Shrubs or small trees planted this year, broad-leaved evergreens, plants in exposed positions and the "borderline hardy" like climbing jasmines will benefit from this care. Pots can freeze solid, usually killing off the plant. So investing in

some pot feet helps drainage and prevents waterlogging and frozen soil. Frost-sensitive pots should be overwintered somewhere dry and frost-proof. Put plants into a winter-proof pot. Cheap plastic will do fine. Plants like rosemary and bay with delicate root systems will appreciate some extra warmth at root level – wrap the pot in hessian or even bubble wrap. Frost-sensitive plants, including many citrus and bougainvillea and plum-

bago, should be brought into a frost-free area. A Swiss "winter garden" is perfect, but if you aren't lucky enough to have one, then a frost-free garage, or porch, with a minimum night temperature of 10° C is perfect. Water occasionally and keep an eye out for pests looking for a cosy winter home. All the products mentioned above are widely available in all good garden centres, including some great coloured versions to brighten up the winter garden.



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PILET & RENAUD

Address	Type	Floor	Area	Description	rent/month
Quai de la poste	Offices	ground to 3 rd	approx. 3'400 m ²	banking district, high-tech premises available immediately from 600 m ²	CHF 710.- /m ² /pa
Alfred Dumas	Offices	2 nd	approx. 360 m ²	available : good open area with false floor, partitioning possible	CHF 400.- /m ² /pa
Rue de Lausanne	Offices	7 th	approx. 180 m ²	top floor, six individual offices and conference room. IT cabling	CHF 275.- /m ² /pa
Rue de Voltaire	Offices	1 st	approx. 130 m ²	four minutes from Cornavin, light offices with 5 rooms available immediately	CHF 280.- /m ² /pa
Rue de Lausanne	Offices	lower ground	approx. 40 m ²	beautiful commercial 2-room area with bathroom, ideal for professional office	CHF 1'500.- /month
Chêne-Bougeries	Warehouse	basement	approx. 65 m ²	light storage area partially underground in rue Grange Falquet	CHF 600.- /month
Rue de l'Arquebuse	Offices	2 nd	approx. 222 m ²	two steps from the banks, light offices, well-equipped and air-conditioned	CHF 565.- /m ² /pa

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Law Firm Near Place des Nations and International Conference Center in Geneva. Excellent transport links. 3 to 4 bright, quiet offices to sublet (80 m² in total). Conference room, reception, kitchen facilities, parking. Ms. Rostan +41 22 332 20 00; arostan@brownand-page.com

LE HOME SERVICES OFFERED

Renovation and repairs. Quality and reliable Polish team (carpentry, plumbing, electricity, construction etc) for house renovation. Based Pays de Gex but work Swiss/French sides Lake Geneva region. References available. Contact: gexrenovate@gmail.com or French mobile: 33-673226819

LES PROFESSIONALS SERVICES

JEWELRY AND WATCHMAKING L'Age d'Or, in the heart of Vevey - Modern as well as timeless jewelry and watches. Quality customer service in English and in French, and an in-house service centre for jewelry, watch and clock repairs and alterations. Horlogerie-Bijouterie L'Age d'Or-Vevey. 021 921 18 13 www.age-dor.ch Tel. 021 921 18 13

New York City DJ New York City DJ relocated to Geneva area available for charity, club and corporate events. Sophisticated underground music. For cocktails, disco, and mood enhancing revelry. New York clients include Barneys, DKNY, Quicksilver and Sotheby's.

Contact jonnysender@gmail.com and check out Soundcloud.com/jonnysender



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LE BEAUTY AND WELLNESS

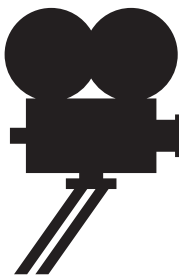
Holistic health practitioners Try us, you will feel INCREDIBLE. Pain, illness, or just in need of rebalancing? We provide acupuncture, naturopathy and shiatsu in the heart of tranquil Lutry (Rue Friport 2), just a stone's throw from Lausanne. For more information: www.espacelutry.ch

LE MISCELLANEOUS



Ian White in Concert The celebrated Scottish singer and songwriter will be performing his own music at the Scots Kirk in Lausanne on Saturday, 30 November at 18h00. Donations on the night.

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FILM REVIEWS

★★★★

La Vénus à la fourrure

Release: 27/11

Speaking of awards, let me give Emmanuelle Seigner – exaequo with Catherine Deneuve (for *Elle s'en va*) – this year's César for best actress, for her astounding portrayal here of a woman who walks into a Parisian theatre to audition for the role of Venus in *Fur*.

Directed by her husband, Roman Polanski, and acting with Mathieu Amalric as her sole partner, Seigner brings this huis clos of a stage production to miraculous life, transforming herself from a cheap street tart into a lady of the world, from a slang-spouting bimbo into an intellectual seductress.

The metamorphosis is simply amazing – the moment she turned around and became someone else, my hair stood



on end. She excels, but so does the whole film, taking you on a mind-bending ride through sensuality, talent, intelligence and gender power-play. Here's a film that's a perfect lesson in the art of theater.

★★★★

Captain Philips

Release: 27/11

When I scraped myself off the seat after this gripping, modern-day pirate tale starring Tom Hanks, I knew who should win this year's Oscar for best actor.

Hanks certainly deserves it, and it would be his third statuette after *Philadelphia* (1993) and *Forrest Gump* ('94). He plays this captain as humanly as possible, understated but full of emotion and depth. A superb actor,

he is everyman, as the great Jimmy Stewart was. This true story of a huge cargo ship's hijacking by a few Somali pirates is expertly directed by the British Paul Greengrass of the Bourne films and *Green Zone*. The film is not only a thriller, but shows both sides of the outrage that is piracy today off the coast of Somalia, as did two other fine films from last year about similar events: *Stolen Seas*, a documentary by Thymaya Payne shown in Locarno 2012 and *A Hijacking*, a taut doc/fiction by Tobias Lindholm from Denmark.



Regional Events

GENEVA: BARKAVIN

Thursday, 21 November
Friday, 22 November
18h-22h

Wines and spirits event onboard the Savoie boat, moored on the lakeside in Geneva. Tickets available at the entrance, Fr. 20.-/person includes wine-tasting from all 16 local producers. You must be age 18 or older to enter. There will be some considerable discounts available on that night only. Time to stock up on your festive drinks list?

Location

Savoie
Boat docked the quay
Geneva
www.barkavin.ch



LAUSANNE: SALON DES ANTIQUAIRES ET DES ARTS DU XXe SIECLE

16-24 November

Not to be missed upscale antiques fair. Forty exhibitors offer a selection of antiques and furniture. In addition, the Cultural Exhibition is hosting "living glass" a collection of art and glass from MUDAC. Since 2006, 50 design works have been added to this remarkable collection, whose history began in 1970 with the donation agreement concluded between the Engelhorn family and the City of Lausanne. Cost Fr. 16.-/adult, Fr. 11.-/child.

Location

Centre Beaulieu
Avenue 10 Bergières
1004 Lausanne
www.salondesantiquaires.ch



BERN: RENDEZ-VOUS BUNDESPLATZ

Until December 1, 2013 (except on November 24 and 25).

Two presentations are held each evening at 19h and 20h30. If you can make it to this spectacular light, music, and story show in Bern before you get caught up in the Christmas frenzy, then make sure to end your day with this one. The show is projected onto the Parliament Building depicting Swiss myths and legends. Swiss and Bernese folk heroes are featured in over a dozen scenes throughout the show. The front of the Parliament Building is visually and wonderfully transformed. Free of charge.

Location

Parliament Square, Bern
www.bern.com



NYON: SLOW TRAIN TO SWITZERLAND

Monday, 25 November 19h30

Book Launch with apéro of "Slow Train to Switzerland" by Travel Writer Diccon Bewes, Author of "Swiss Watching". One Tour, Two Trips, 150 Years and a World of Change Apart - On the occasion of the 150th anniversary of Thomas Cook's pioneering trip to Switzerland, Diccon will talk about his historical train ride following the first ever conducted tour taken by Thomas Cook in 1863. Cost Fr. 10.-/person. Book will be on sale as well.

Location

La Ferme du Manoir
Rue Maupertuis 1, 1260 Nyon
www.livinginnyon.com
Reservations required
info@livinginnyon.com



MONTREUX: NOEL 2013

22 November to 24 December, 2013 (closed Mondays and Tuesdays except near Christmas).

It is the first of many great local Christmas fairs. Montreux is one Christmas market that you MUST make time for. It is magical. Along the lakefront will be 160 chalets selling gifts and trinkets, including hot-spots for foods. Further along there is a tent hosting an array of delicacies including fondue, sausages, churros, and more. Dress warmly as the whole thing is outdoors and at the lakefront. Special hot teas and wood-fired pizzas, fondues, and more will keep you warm.

Location

1820 Montreux
www.montreuxnoel.ch



GENEVA: SPECIAL BLUES CONCERT WITH RON HACKER

Thursday, 21 November, 21h

After teaching himself to play guitar, Ron met the late Yank Rachell, partner of Sleepy John Estes. Yank trained Ron on the finer points of Delta Blues, and they became life-long friends in the process. The actor Peter Coyote helped Ron get his first gig in San Francisco at a neighborhood coffee shop. Ron put together the Hacksaws and was soon tearing it up in clubs all over the world. Ron Hacker (guitar, vocals), Fred Jouglas (bass), Pascal Delmas (drums). Fr. 25.-/person.

Location

Brasseur des Grottes
6, rue de la Servette
1201 Genève
www.bagblues.ch



GENEVA: FRIENDS OF INDIA GALA CONCERT AT VICTORIA HALL

Saturday, 23 November, 20h

"Not the last night of the proms" Gala concert in aid of women and children in Southern India. The Victoria hall was built between 1891 and 1894 as a tribute to Queen Victoria and is renowned for its acoustic qualities. It was renovated in 2006 after a fire. Official Brass Band of Geneva. Soloist: Kirsty Griffiths, mezzo-soprano; Victoria Hall Great Organ: Henri-François Vellut; The Proms Choir; Direction: Jean-Pierre Chevailler. Cost Fr. 20.-, Fr. 30.-, Fr. 40.-.

Location

Victoria Hall
Rue du Général-Dufour 14
1204 Genève
www.friends-of-india.org



SAINT-GENIS-POUILLY BOURSE AUX JOUETS

Sunday, 24 November, 9h-17h

Bourse aux jouets is a second-hand sale of clothes and toys organized by the local parents' association "Le sou des écoles". This might be the opportunity to pick up that extra tricycle or lego set that your child hinted about for Christmas. Homemade cakes, cotton candy, crepes and soft drinks on sale all day too. Free entrance.

Location

Centre Culturel Jean Monnet
11, rue de Gex
01630 Saint-Genis-Pouilly
France
www.saintgenispouillytourisme.fr



NYON: ANTIQUES MARKET

Sunday, 24 November

Almost every last Sunday of the month Nyon hosts a bountiful flea market selling everything including the kitchen sink! Stands line the town for more than one kilometer from the marina to the end of the large pier. Attracting large crowds each month in this scenic area. Restaurants and shops are open on Sundays, forcing you to think ahead to reserve a table! Remember to dress warmly depending on the weather as it is all outdoors (and bring cash)!

Location

Nyon lakeshore
1260 Nyon
www.comoncity.ch/ass-com10/marche_puces.html



DANISH CHRISTMAS MARKET

Sunday, 25 November 25, 12h-16h

A superb selection of Danish Christmas decorations, Advent wreaths, candles, Danish design items, traditional Danish grocery specialties. Refreshments such as glögg/mulled wine, Danish Christmas beers, coffee, soft drinks, delicious open sandwiches, hot dogs, meat balls, and various cakes will be available at the café area. At around 14h Santa Claus will entertain the children, offering them bags of candy. This will surely get you all in the Christmas spirit (Fr. 5.-/child). Free entrance for the market.

Location

Salle Communale de Coppet
Place des Ormes
1296 Coppet



Local Community Groups & Associations

CLUBS AND GROUPS

Geneva Flamenco Group

This group invites all who love, practice or want to learn about Flamenco and any related dance techniques. Group trips to see flamenco shows, ferias and other events. Visit <http://www.globals.com/groups/geneva/geneva-flamenco-lovers-group.htm> to see upcoming events.

Geneva/Vaud Classical Music and Art Lovers Group

For classical music fans, this Geneva-based group organizes trips to see recitals, operas and major art shows at venues in Geneva, Zurich, Lausanne and Martigny as well as some jazz and gospel concerts. Visit <http://www.globals.com/groups/> for more information or to suggest an event.

Geneva Shung Do Kwan Budo

Shung Do Kwan Budo is a Geneva-based Japanese martial arts. Multi-lingual teachers and practitioners. 11 disciplines are offered : Aikido, Iaido, Jodo, Judo, Ju-Jitsu, Karate, Kendo, Kenjutsu, Kyudo, Shodo and Yoseikan Budo. Classes are available for children, adolescents and adults of all ages. Based at 66 Rue Liotard, Geneva. Visit www.sdkbudo.ch or call 022-344-63-42 for more information.

Geneva Ballet Fitness

Exercise class based on dance training led by a small group of ex-dancers who invite all dancers, ex-dancers and beginners to join an English speaking group to get fit, increase your flexibility and meet others! Check out their calendar at www.meetup.com/Ballet-Fitness-Geneva/

Geneva Cinema Club

For anyone interested in film, the Geneva cinema club gets together for varied film screenings, events and festivals. Come along to meet other film enthusiasts and discuss and socialize after! Meetings usually on Thursdays join www.meetup.com/Geneva-Cinema-Club/ for the schedule or to suggest an event.

Lausanne Running Night

This group meets every Wednesday. For runners or joggers of all levels in the area who wish to run socially and have an optional drink after. Visit <http://www.globals.com/things-to-do/lausanne/> for meetings points and schedules.

Lausanne Scots Kirk Art Group

For anyone who wants to improve their artistic techniques from oil pastel to sketching, the Scots Kirk invites beginners to experts to share their knowledge on Tuesday evenings from 7:30pm. Visit <http://www.scotskirklausanne.ch/> for more information.

Geneva Serve the City

Organization run by volunteers to serve the poor and marginalized. Partnering with homeless shelters, refugee centres and orphanages, Serve the City is looking for new volunteers. Visit www.servethecity-geneva.ch to get involved.

Geneva Equestrian and Horseback Riding

Manège d'Onex offers riding and boarding school for horses and ponies as well as preparation for the exams of the Swiss Federation for Equestrian Sports. Welcomes novices to experienced riders from age 7. Location: Chemin des Laz 16, Geneva; 022 792 1688 Web/email: www.maneges.ch

Lausanne English Speaking & Anglo-Swiss Club of Lausanne (ES&ASC)

A social club for all English speakers irrespective of nationality or mother tongue. A great way to practice English, meet new people, socialise and make new friends. Regular meetings include cinema, theatre, concerts, museum visits, outings, billiards and talks. Visit www.esclausanne.ch for details or contact Ilze Condemi on +41 79 745 35 92.

Nyon CinéClub

Offers a selection of great international films on Mondays at 20:00. This non-profit club is open to suggestions for possible screenings in its two theatres. At 5 Rue Neuve, 1260 Nyon or find us at informations@cinclubnyon.ch.

HELP AND SUPPORT

Geneva ASK- All Special Kids

ASK is a new Geneva-based network for families with special needs children. It provides information relating to special needs issues through monthly support meeting and thematic workshops. The group focuses on helping English-speaking children. www.ask.ch

Morges Women's Support Group

Solidarité Femmes provides help and support for women and their children suffering from domestic violence. It is opening a help centre in Morges in March and plans to offer consultation in English. Telephone 247 +41 (0)227971010.

Vaud Vogay

Association Vaudoise de Personnes Concernées par l'Homosexualité aims to objectively inform and support anyone concerned with homosexuality in the Vaudoise area with support groups and activities. French speaking, but welcomes all. Well-established. Email ecoute@vogay.ch or visit www.vogay.ch for more information.

Prangins Fondation le Cube de Verre

Support and activity group that provides advice and resources for parents of autistic children. In French. At: 1 Avenue de la Gare, 1197 Prangins or call +41 (0)22 367 26 24.

Geneva and Lausanne

Overeaters Anonymous Support group for those suffering or supporting persons with bulimia,

anorexia and eating disorders. English-speaking meetings are held regularly in Geneva and Lausanne usually on Monday 18:45-19:45 and Saturday 08:30-09:30 at Emmanuel Church, 3 Rue de Monthoux, Geneva. Visit www.aa.org for more information.

Vaud and Helpline English Speaking Cancer Association

The ESCA offers emotional support and practical help to cancer patients and their loved ones in the Geneva, Vaud and neighbouring French areas. For more information go to www.ESCA.ch or phone +41 (0)227916305. Emergency helpline: +41 (0)795315511. Visit our drop-in center 10h-14h Tuesday and Thursdays, The Ecumenical Centre, 150 rte. de Ferney, Geneva.

Geneva Family Planning and Sexual Health

The Geneva University Hospitals has a family planning center that offers consultations and advice free of charge (in French). English by appointment. 47 Bd de la Cluse, 1205 Geneva Tel +41 (0)23725500.

Helpline Mental Health: La main tendue

The Swiss equivalent of the Samaritans, providing help and support to those in need. Listeners are available 24/7 in English and now in Spanish and Portuguese. Call 143.

Geneva Alcoholics Anonymous

Meetings now held in the Geneva region in English and other European languages. AA Geneva has recently launched an English helpline. Call +41223289286 or visit www.aageneva.com.

New Groups and Associations

Any group that wishes to raise its profile is welcome to submit an entry for free to Le News on a first come first served basis. Only entries from charities and not for profit organisations will be accepted. Entries must be no more than 50 words long and they must not fundraise, sell or promote events. Priority will be given to new organisations.

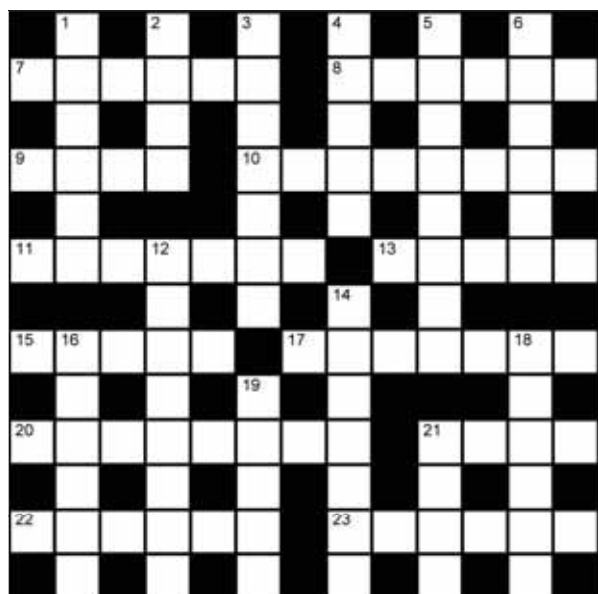
GENEVA AMATEUR OPERATIC SOCIETY PRESENTS THE 2013 PANTOMIME

GOLDILOCKS and the three bears

nine performances
29 November - 8 December
Aula du Collège de Saussure
Petit-Lancy, Geneva
tickets: www.theatreinenglish.ch

GAOS
www.gaos.ch

Puzzles



QUICK CROSSWORD

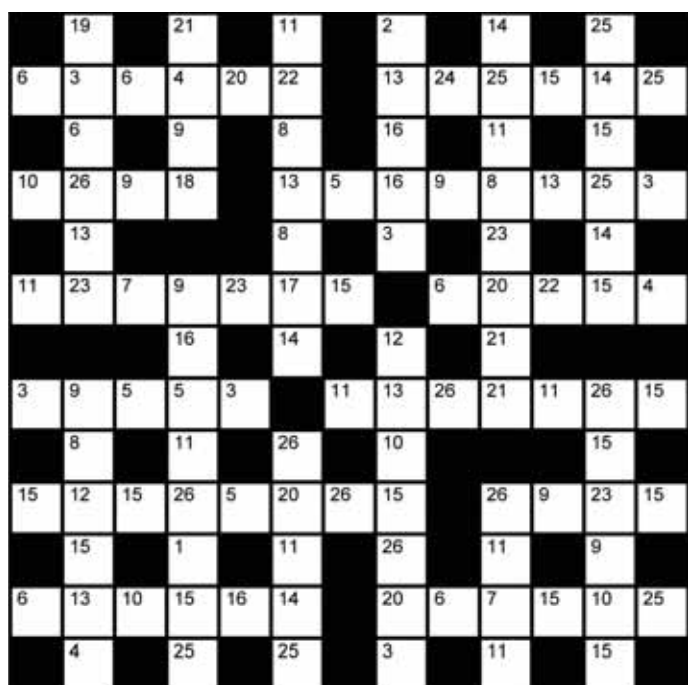
Across

- 7 Fall back (6)
- 8 Promptly (6)
- 9 The aim of an attack (4)
- 10 First principle (8)
- 11 Closely cropped (4,3)
- 13 Ethane minus a hydrogen atom (5)
- 15 Sharp fragment (5)
- 17 Small kangaroo (7)
- 20 Wander from a direct or straight course (8)
- 21 London or Manhattan's arty district (4)
- 22 Kitty male (6)
- 23 Flourish (6)

Down

- 1 Listener (6)
- 2 Imitate (4)
- 3 Metallic element (7)
- 4 Do not call it a shovel (5)
- 5 Chemical element lacking metallic properties (8)
- 6 Scrimpy and ungenerous (6)
- 12 Rev up for a fight (3,5)
- 14 Impressiveness in scale or proportion (7)
- 16 Mad hatter's product packaging (6)
- 18 Be appropriate or necessary (6)
- 19 Impure form of quartz not a fence (5)
- 21 In the vein of a watery fluid, rich in proteins (4)

Last Week's solution



CODEWORDS

Each letter has been replaced by the same number throughout the puzzle. Simply decide which letter is represented by which number and complete the puzzle. To start off we're given you the first three letters.

1	2	3	4	5	6	7	8	9	10	11	12	13
		Y										
14	15	16	17	18	19	20	21	22	23	24	25	26
				X								R

What's On

Paddy Lennon: An Irish master

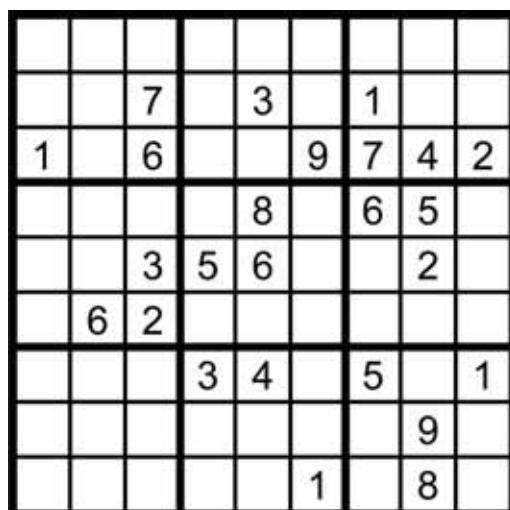


Having travelled all the way from the Emerald Isle by boat, Irish artist Paddy Lennon is exhibiting 40 of his paintings at the Freling home in the village of Vich, near Gland (until 24 November). This event arose from Sophie Jardin's curiosity for a painting belonging to her parents-in-law – and which she has now borrowed to decorate her own home. The artwork in question, having struck an emotional chord, spurred Jardin to travel to County Wexford in South-eastern Ireland to meet Lennon. Describing his art as “serene and

smoothing” with “masterful brushstrokes and vibrant colours.” Sophie Jardin has organised this is unique opportunity to obtain a privileged glimpse into the world of a renowned artist.

*Until 24 November from 14h00 to 20h00
41 Chemin de la Bassire
1267 Vich VD*

For further details contact: Louis et Jacqueline Fréling on 022 958 0140
freling@bluewin.ch



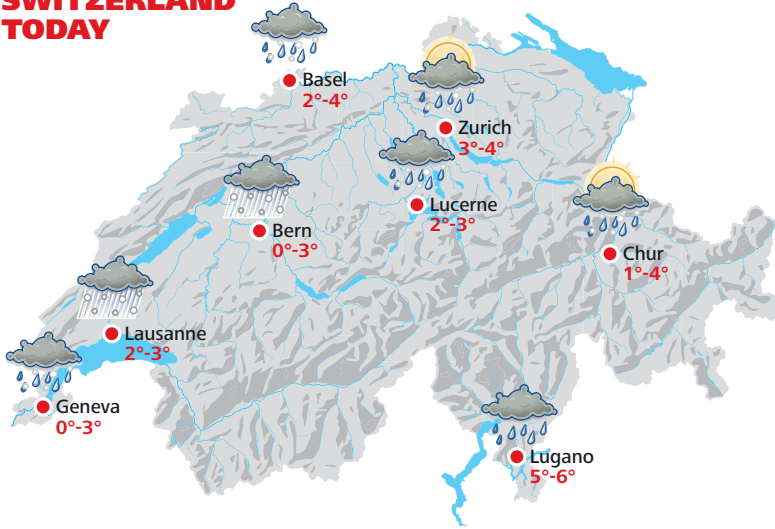
SUDOKU

Easy

Enter numbers into the blank spaces so that each row, column and 3x3 box contains the numbers 1 to 9.

Weather

SWITZERLAND TODAY



ARC LÉMANIQUE FOR THE WEEKEND

THURSDAY	FRIDAY	SATURDAY	SUNDAY
0° - 3° 97-100%	1° - 4° 96-99%	1° - 5° 97-99%	0° - 5° 91-98%



DON'T MISS OUR MONTREUX COMEDY STAND UP STAGE!

ENGLISH SHOWS

Montreux Comedy STAND UP

FRIDAY 6th AND SATURDAY 7th OF DECEMBER | 8:00 PM | SUNDAY 8th OF DECEMBER | 6:30 PM
MONTREUX COMEDY STAND-UP @ **mtc**

Buy tickets: www.montreuxcomedy.ch - With **le News** www.lenews.ch

Sponsor principal: **ZURICH**

Logos: **mtc**, **Dailymotion**, **STAND UP AFRICA**, **MONTREUX COMEDY CONTEST FINAL**, **le News**, **Le Matin**, **EDM**, **gaz naturel**, **RAIFFEISEN**, **deux**, **Le Matin**.

WIN 30 TICKETS

For the Montreux Comedy Festival's English nights Friday 6th, Saturday 7th and Sunday 8th of December.

Friday and Saturday, **STAND UP AFRICA** a premium comedy show bringing together the best comedians from the continent.

Sunday, **Ari Shaffir** and the English-speaking stand-up **Montreux Comedy Contest Final**.

Send an email to:
competition@lenews.ch
or like us on
Facebook.com/LeNews.ch

And if you don't win, don't worry! Le News readers get 20% off! Just enter the promo code: **MCF13NEWS20** when buying online.