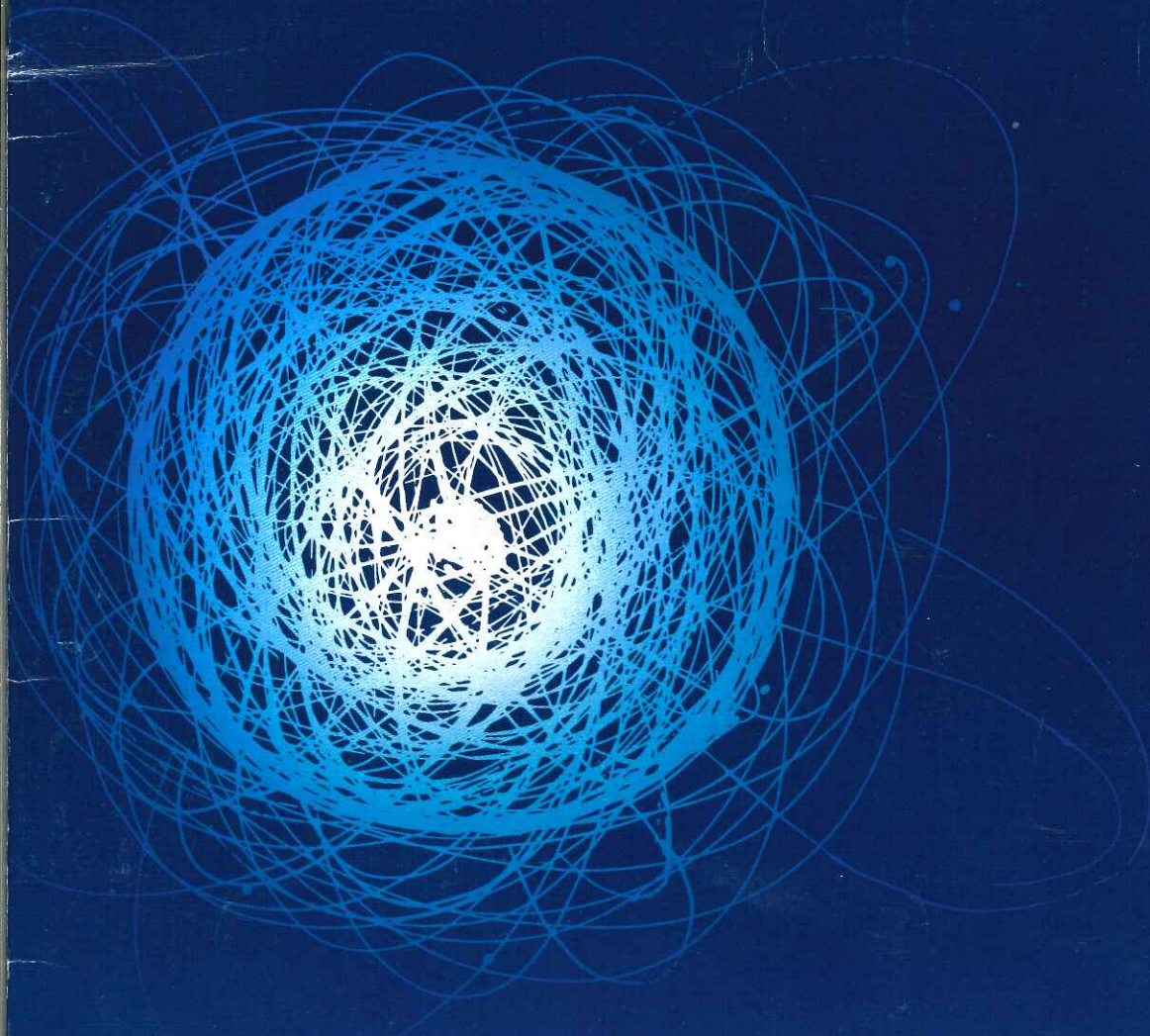


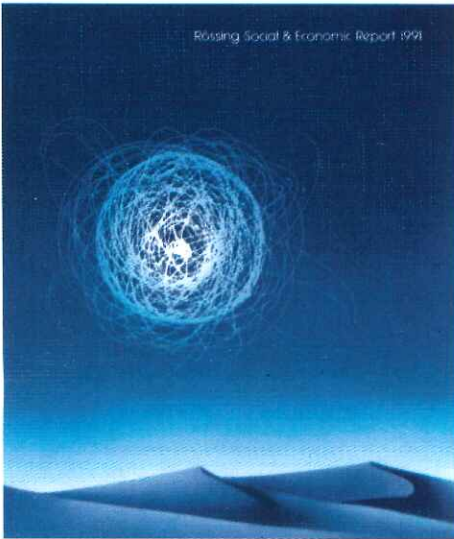
# Rössing Social & Economic Report 1991











*An artist's impression of the uranium atom, seen against the landscape of the Namib Desert where Rössing Uranium Mine is situated.*

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*Inside front cover: Part of the Rössing open pit showing a drill, a shovel and haultrucks.*

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# Production and Sales

With the lifting of trade sanctions against Namibia on independence in March 1990, there were prospects for improved Namibian uranium sales into a gradually expanding market. In June the spot price increased by more than 25% from US\$9,25 to US\$11,60 per pound, giving rise to further optimism on the part of producers.

However, with the sweeping political changes which took place in the Soviet Union and Eastern Europe, a perception grew rapidly in the West during the second half of the year of large quantities of excess uranium from Eastern Bloc sources entering or approaching the market. One of the effects of this was a sharp decline in the spot price to US\$8,35 per pound in October.

During 1990 production at Rössing, the sole uranium mine in Namibia, was about 20% below capacity.

In March 1991 the Rössing Board decided to reduce the level of production at Rössing Mine from 4100 short tons per year to 3250 short tons per year. This took effect at the beginning of April, with the result that total production for 1991 will be about 3500 tons.

## Rössing and the Namibian economy

During 1990 Rössing injected more than R350 million into the economy of the country by way of payment of taxes and salaries, and the purchase of goods and services.

In 1989 Rössing's sales accounted for 26% of total Namibian merchandise exports. In the same year Rössing contributed 10,7% of total GDP.

It is estimated that during the past

four years, Rössing has paid 35% of all income tax collected from the business sector. Other taxes generated by the company include non resident shareholders tax, general sales tax and PAYE. In total during this period Rössing provided about 18% of total locally-generated government tax revenues. However, for the year to 31 March 1991 the percentage had dropped to 10,1.

The immediate impact on the operation of Rössing Mine was in the open pit where, until then, production took place 24 hours a day, seven days a week. With the cutback, the open pit works 24 hours a day, five days a week. As a result of this arrangement the mining division requires fewer employees; those in excess of requirement are being offered alternative jobs in other divisions of the mine. Any employee who is asked to move to another job but who is not prepared to do so will be offered a redundancy package, the terms of which are being negotiated with the Mineworkers Union of Namibia. An undertaking was given to employees that there would be

no involuntary redundancies in 1991, other than in the above circumstances, unless there was a further serious deterioration in the company's trading position.

Present planning is for the mine to work at reduced production for about three years and then to increase production in a series of steps to return to eventual full production.

During this difficult period the shareholders of Rössing understand and accept that lower dividends will be payable.

The decrease in production at Rössing was necessitated by a reduction in sales caused firstly by the international trade sanctions which were applied to Namibia before independence and, secondly, by the current oversupply of uranium in the world market. While subjected to sanctions, Rössing was unable to retain a satisfactory foothold in the uranium market. Since Namibia's independence, Rössing has been treated by the market virtually as a new supplier; because of this there has been little opportunity to secure new business.

While short term prospects are poor, in the long term Rössing management is optimistic. A 5200 ton sales contract with Total Compagnie Minière, for onward sale to Electricite de France, will come into operation in 1995. It is also felt that by the second half of the '90s numerous new sales opportunities will have emerged for the company.

## NUEXCO EXCHANGE VALUES 1987 — Present

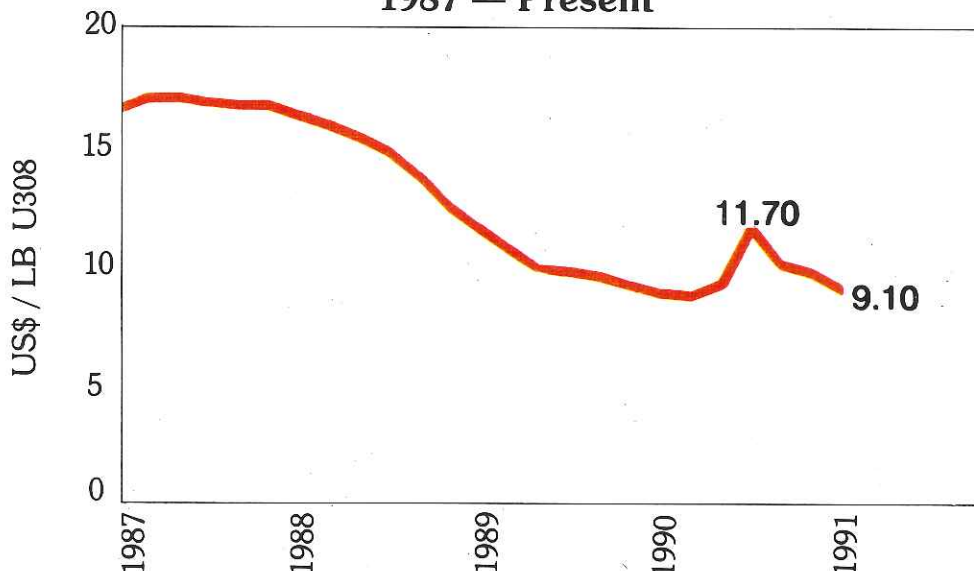


Illustration by courtesy of NUEXCO



Rodmills grind the crushed ore to a pulp.

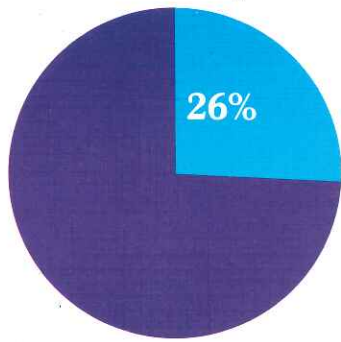
Inset: Haultrucks dwarf a light pickup.



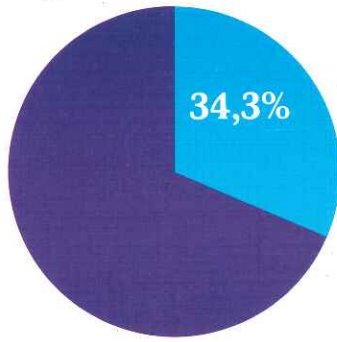


# Rössing and the Namibian Economy

**Export Earnings 1989**

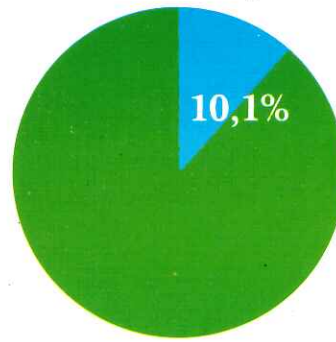


Rössing's % of national total

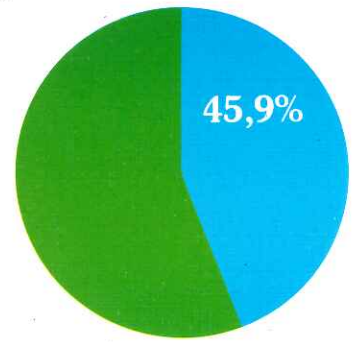


Rössing's % of mining industry's total

**Taxes paid in year to 31.3.90**

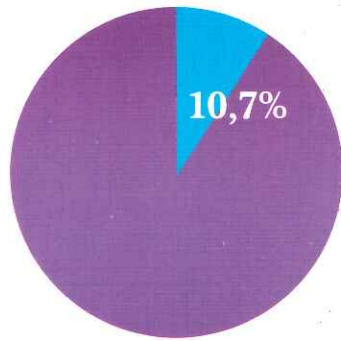


Rössing's % of national total

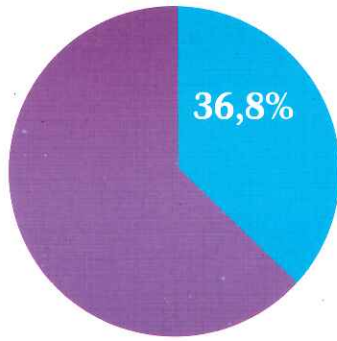


Rössing's % of mining industry's total

**Gross Domestic Product  
(at current prices at factor cost)**

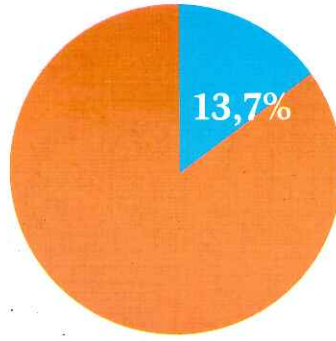


Rössing's % of national total



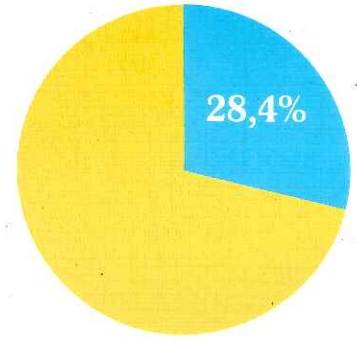
Rössing's % of mining industry's total

**Capital Investment  
1989**



Rössing's % of mining industry's total

**Salaries 1989**



Rössing's % of mining industry's total

*Below: A haultruck is loaded by an electric shovel in the open pit.*





# Rössing as an Employer

In spite of the cutback in production, Rössing continues to be a caring employer, preferring to avoid the implementation of involuntary redundancies. The company's conditions of employment are unequalled in Namibia. Remuneration is above average, a high standard of amenities is maintained for employees, and the working environment is kept free of unnecessary health and safety risks.

Rössing's 2300 employees — from operators to top management — constitute a vital asset to the company. This group of people represents a body of knowledge, expertise and skills essential to continuing operations. Over the years Rössing has trained more and more Namibians for skilled positions and has selected young Namibian employees with the required aptitude and academic background for higher technical and management education.

Rössing employs Namibians at every level in the company, with graduates in all divisions, such as mining engineers, metallurgists, engineers, administrators (accounts and computing), and personnel officers. Yet, in spite of this, certain key jobs still need to be filled by non-Namibians and there is little prospect in the short term of being able to do without them. Therefore Rössing needs to retain the freedom to recruit foreign skills if necessary and it must also ensure that it remains an attractive company to work for — which depends to a great extent on the material environment in which the company operates remaining stable and satisfactory.

Well established industrial labour communities in Western Europe, the United States and Britain have an annual turnover of around 10%. Rössing's labour turnover of 7,7% for 1990 is indicative of good employee stability. The company has a recognition agreement with the Mineworkers' Union of Namibia and some 1550 of the Rössing workforce belong to the union.

What is it that makes Rössing a good employer?

## Benefits

Rössing is an equal opportunity employer that uses the Paterson system

for job evaluation. Each job is graded on the level of decision-making inherent in it and each grade has salary and benefits attached to it.

The minimum salary paid to a grade 1 employee in 1991 is R878 per month. This grading would apply to the lowest grade of unskilled labourers of whom there are only 11 among Rössing's 2300 employees. In addition the employee also receives:

**HOUSING** A subsidised three bedroomed cottage with kitchen (including a stove), bathroom, toilet, lounge/diningroom, veranda, garage and yard. The employee is also supplied, free of charge, with water and electricity up to a certain amount. Each house has a solar water heating system.

**BONUS** A thirteenth cheque is paid annually in the form of a holiday bonus.

**LEAVE** 28 calendar days' leave per annum is the minimum leave granted.

**PENSION** Every employee belongs to the pension fund.

**INSURANCE** Each employee is covered, 24 hours a day, by health and accident insurance and in the event of death by natural causes, three times the annual salary is paid to the family. In the event of accidental death, a further three times the annual salary is paid out. If an employee is disabled, and is no longer able to work, 75% of salary is paid monthly until normal retirement date after which the usual pension is paid.

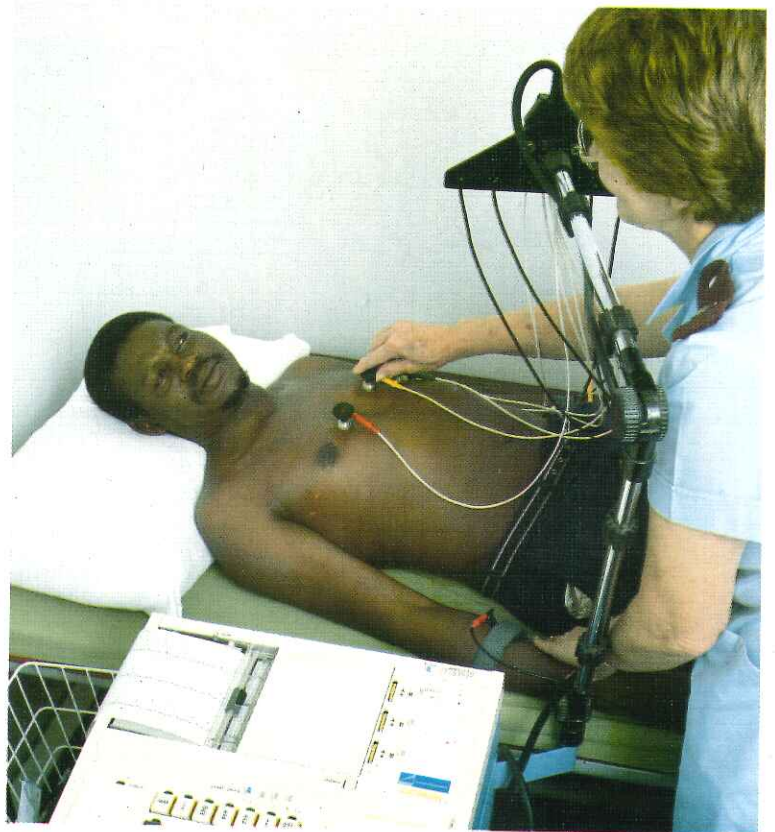
**MEDICAL** Medical coverage is provided for all employees and their families through a contributing medical benefit society; 80% of medical contributions are paid by the company.

### Rössing's mine workforce is currently made up as follows:

Namibians*	84,5%
Other	15,5%
Total	100,0%

\* including persons with citizenship applications pending.

*Regular medical tests are carried out on all employees at Rössing mine.*





*John Kirkpatrick*

*Mike Bates*





# Rössing in Namibia

## Introduction

The year 1990 saw the culmination of years of struggle to achieve independence for the former territory of South West Africa, and on 21 March 1990, the independent Republic of Namibia took its place in the community of nations. Namibia was also admitted to the United Nations, the OAU, the Commonwealth, the Lome Convention, the SADCC and a host of other international organisations.

Rössing has participated fully in Namibia's transition to independence and celebrated the event by the announcement of an independence gift to the nation, the donation of a sum of R6 million to be applied towards the construction of a Namibian Institute of Technology, an institution which at the time of going to press is in the process of construction at Arandis and where training will be given in technical and practical aspects of mining and engineering.

During 1990 it became clear that there was going to be a substantial downturn in the international uranium market and this had an adverse effect on Rössing. On 1 April 1991 the production level was cut from 4100 short tons of uranium oxide per year to 3250 tons. This decision, which was necessary for the continued viability of Rössing, will have a negative impact on the Namibian Treasury, due to the company's smaller anticipated tax contribution. Nevertheless, Rössing continues to provide employment for more than 2000 people and will continue to contribute to the State by way of both direct and indirect taxation.

Rössing Mine continues to be one of the world's largest and most efficient open pit operations. It is pre-eminent in its use of modern technology, the standards of safety and its commitment of developing its employees to their full potential. The town of Arandis, where many Rössing employees live, is regarded by many as a model town and, during 1990, Rössing maintained its commitment to encourage development of secondary industries in order to create employment opportunities.

During 1990 and early 1991 the company's exploration efforts began to bear fruit. Following the investigation

of a promising flake graphite deposit near Otjiwarongo, it was decided to construct a pilot plant for detailed evaluation of the orebody.

Through the Rössing Foundation, Rössing continues to play a very important role in the education of many adult Namibians. During the year ended 31 December 1990, Rössing contributed an amount of nearly R8 million to the Foundation, this being a percentage of its profits which would otherwise have accrued to its shareholders who, in recognition of the important role played by the Foundation, agreed to make this very generous contribution.

Since the establishment of the Rössing Foundation in 1979, Rössing Uranium Limited has contributed no less than R32 million to its activities.

The Foundation itself expended an amount of R5¼ million during the year on its activities which range from educational centres at Ondangwa and Okashana in the far north of the country, to the south where an educational centre and a fishermen's training school are operated at Lüderitz.

The Foundation also runs two agricultural training colleges, one at Brakwater just north of Windhoek and the other at Okashana. At these centres, courses in practical farming methods are given to local farmers and, in addition, at the Okashana Centre, experi-

mentation is being undertaken on halophytic plants such as forage and grain in an attempt to utilise the abundance of saline water which is to be found in the far north.

Experiments are also being undertaken to establish the most suitable type of tree which can grow in saline water in an attempt to reverse the deforestation which is a major problem in this area.

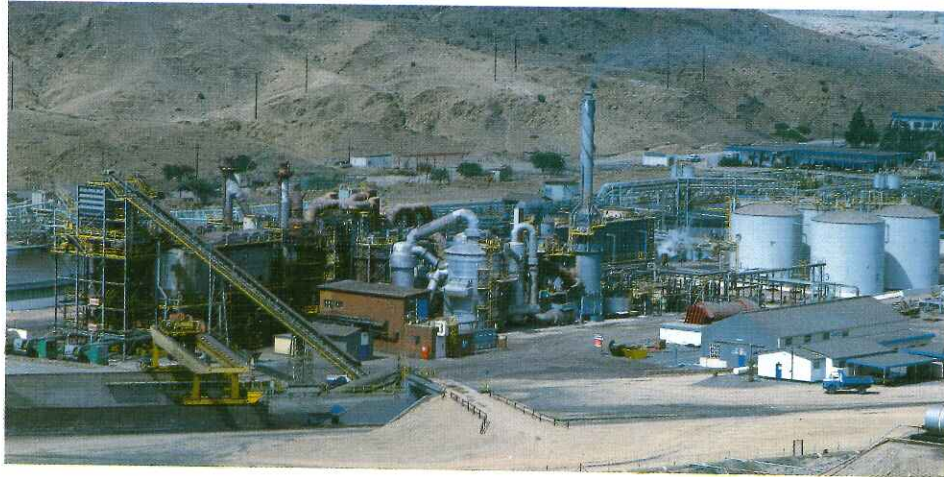
These are but a part of the social contribution which Rössing is making to Namibia, and the intention of this publication is to inform readers about Rössing's activities not only in the field of mining but also in the social and educational spheres.

At the end of April 1991 the Managing Director, Dr. Michael Bates, was transferred within the RTZ Group to a senior post in the United States. His successor, Mr. Jonathan Leslie, comes to Rössing with extensive experience within the RTZ Corporation and we should like to welcome him to the company and to Namibia.

JOHN S. KIRKPATRICK  
Chairman

MICHAEL P. BATES  
Chief Executive & Deputy Chairman

*Below: Part of Rössing's Metallurgical plant.*





**TRAINING** Since its introduction, the value of the extensive training programme has become apparent to both the company and the country. This has added greatly to the pool of skilled labour available in Namibia. The courses include: apprentice training programme, student programme, operator training programme, productivity training, literacy training, supervisory training, management development, testing and selection. In 1991, 28 degree and diploma bursary students are at university or college in South Africa, the United Kingdom and the USA.

A co-ordinated assessment of ability and potential, followed by training for individual needs, ensures that every employee has the opportunity of climbing the ladder of progress through education and training up to the highest level of his or her competency. In the past four years 75% of Rössing's employees have been promoted. To achieve this Rössing spends R5 million per year on training its employees.

**EDUCATIONAL ASSISTANCE** Bursaries are awarded to dependants of employees for study at school, university or technikon.

**Examples of salaries**  
Remuneration in 1991 is illustrated by the following examples: for a newly appointed maintenance trainee, on Grade 3 of the Paterson scale, R1 048 per month; for a haultruck driver on Grade 6, a minimum of R1 489 per month; for a top level maintenance assistant, an open pit shovel operator and a senior operator in the metallurgical plant, all of whom are on Grade 8, the minimum monthly salary is R2 048. For a grade 10 artisan it is R2 732 per month.

**Housing and Community Development**

Rössing has three housing areas in which homes are allocated according to the grade of the employee — Arandis, Tamariskia and Vineta. The last two are suburbs of Swakopmund.

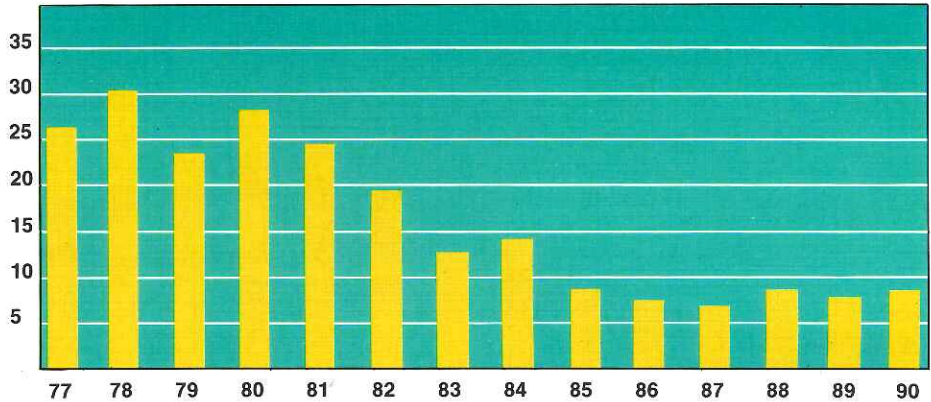
Since Arandis was built about 14 years ago, it has developed into a comfortable town with a good range of amenities where people of widely different backgrounds live side by side in harmony.

Central community services include

shops, a library, social club, swimming pool, town hall, a non-denominational church and a large park.

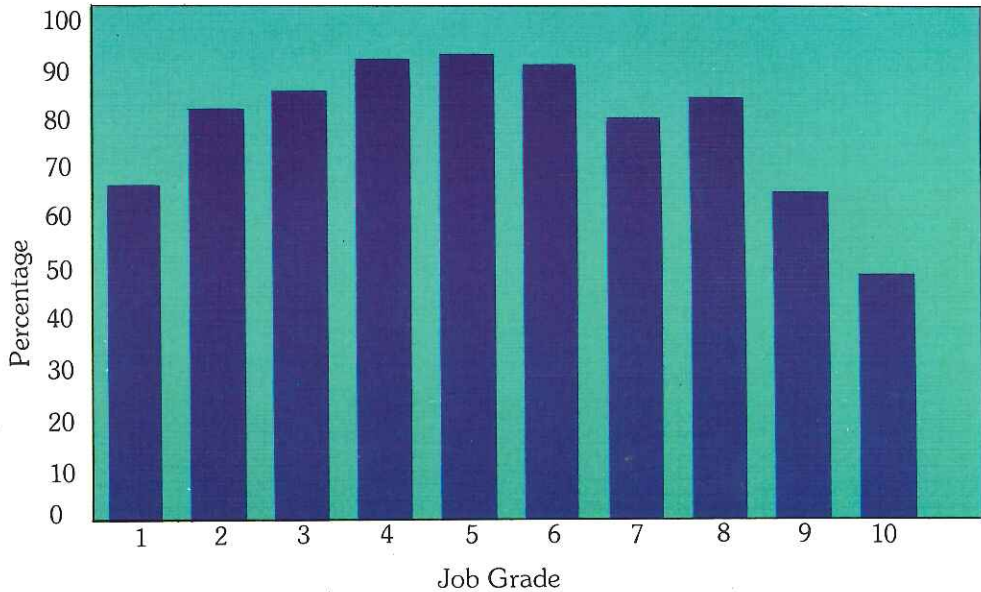
The Community Development Centre co-ordinates a variety of social and recreational programmes as well as cottage industries for women and assistance for school-leavers seeking further skills. There is also a clothing factory in Arandis, staffed by local women, which supplies Rössing and other customers with clothing at market prices.

**Annualised % labour turnover**



**Union Membership**

Rössing divides its employees into 13 job grades below management level. In terms of the company's recognition agreement with the Mineworkers Union of Namibia (MUN), the union represents employees in grades 1 to 10. This graph shows the percentage of MUN membership in each of the grades within the bargaining unit.







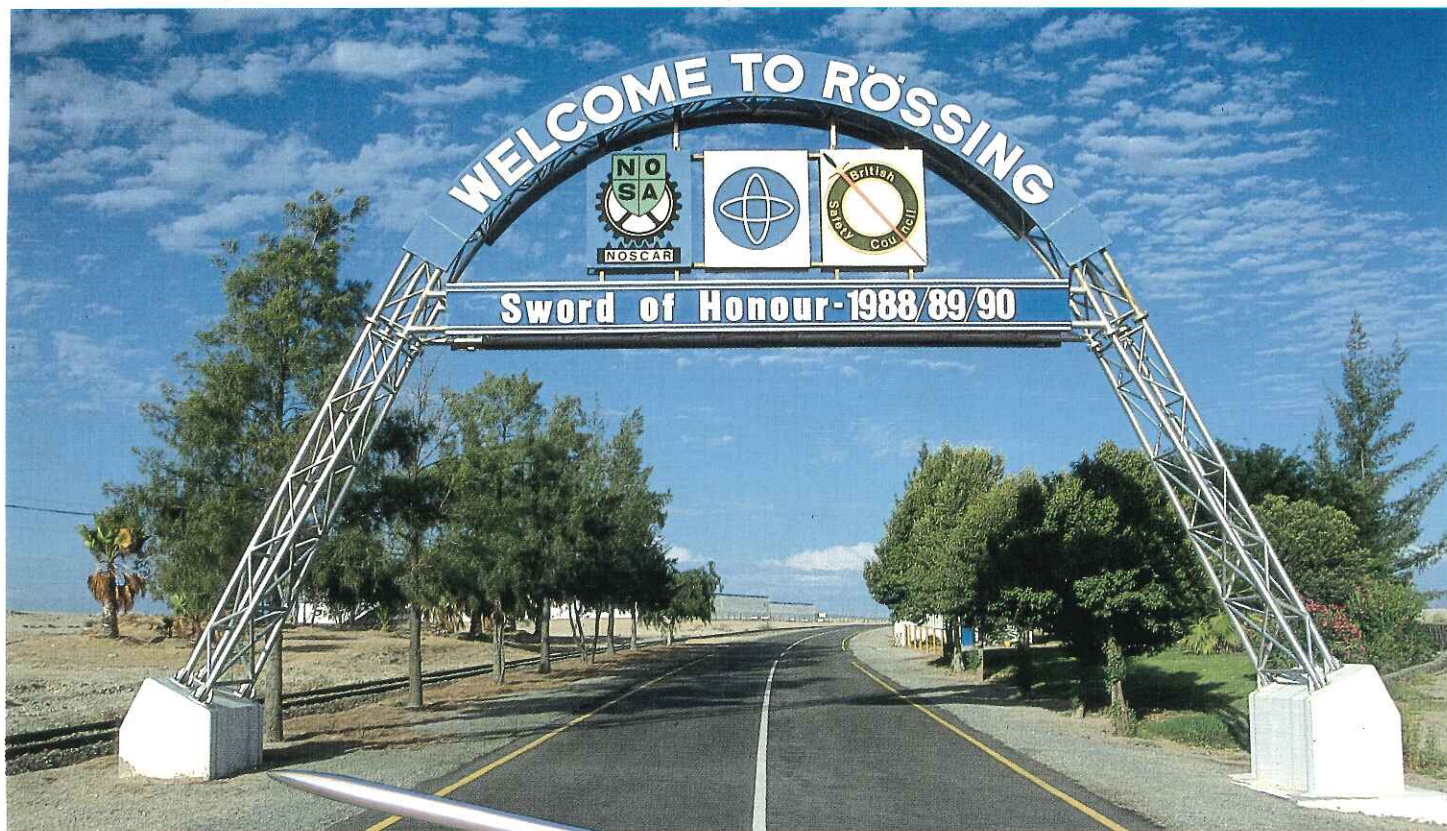
*Right: Training is an integral part of the Rössing operation.*

*Below: Employees prepare to remove a filled drum from the final product plant.*





# Health and Safety



*Rössing has won many awards for safety.*

*The British Safety Council awarded its Sword of Honour to Rössing for the third consecutive year in 1990.*

At Rössing, the health and safety of employees is given the highest priority. The emphasis is on the prevention of accidents and diseases, rather than on the curative aspects. The company is a member of the National Occupational Safety Association (NOSA) and has held its top five star rating since 1982.

The mine has held the highest possible NOSA rating, the NOSCART, since 1986, and since 1988 has been awarded the British Safety Council's "Sword of Honour" for three consecutive years, an award given annually to the thirty safest companies in the world. By the end of 1990, Rössing had worked 64,5 million fatality free manhours since the last fatal accident in 1983.

The company pursues a comprehensive and active safety awareness programme for employees both at work and at home. This programme has substantially reduced accidents in both areas, resulting in the acquisi-

tion of many safety awards and emphasises that safety is prominent in the minds of Rössing employees. Though concerned with the well-being of the employee, the programme has also brought financial benefit to the company through reduced repair costs, reduced insurance premiums and a stable workforce with a high morale.

The company conducts a comprehensive occupational hygiene and health physics programme to protect employees from exposure to health risks associated with the workplace. Hearing, eyesight and respiratory protection programmes involve training in all relevant procedures and in the correct use of the personal protection equipment provided. In dusty areas, dust suppression is provided by the use of water sprays, dust extraction and, where necessary, air-conditioned work areas. Noise is controlled by sound insulation where practicable and in areas where this is not the case, noise levels are monitored regularly and hearing protection is mandatory.

protection is mandatory.

In Arandis the company built a 40-bed hospital which is presently run by the Department of National Health and Social Services. Discussions between this department and Rössing for the takeover of this facility by the company have reached an advanced stage. Once run by Rössing, a comprehensive medical service will be provided there. The company's occupational health monitoring will also be housed there.

Rössing has arrangements with a number of specialist doctors to oversee the company's continuing occupational health programmes aimed at minimising radiation, noise and potential lung problems.

In Swakopmund, the company built a Cottage Hospital to provide first-class medical services for all Rössing employees and their dependants living in Swakopmund and Arandis. The hospital also provides maternity services.



# Rössing and the environment

Worldwide emphasis on environmental responsibility continued to grow in 1990. Rössing, with its sound environmental policies and practices, remains in a leading position in this field. It has qualified employees who ensure that the mine complies with all environmental standards and guidelines, including those dealing with radiation, dust, noise, gases and waste discharge.

At Rössing mine the Health, Safety and Environmental Services department is responsible for monitoring and evaluating all potential occupational hazards and environmental impact from mining operations and for ensuring that relevant control systems are implemented.

Where required, specialist health and safety consultants are employed to provide the department with the necessary expertise in environmental health studies.

As part of its environmental surveillance programmes Rössing uses sophisticated, state-of-the-art groundwater seepage and air dispersion mathematical computer modelling. These models are used to predict exposures of potentially harmful dust and gases to both employees and the general public and the predictions have been validated by both the Atomic Energy Corporation and the Council for Scientific and Industrial Research of South Africa.

Studies to date have revealed no environmental problem.

Water is conserved by means of recycling — currently almost 45 percent of water used at the mine is recycled. In fact, Rössing uses less water per unit of ore processed than most mines in the world.

Waste water is trapped before it leaves the mine property and is pumped back for recycling.

Water samples are collected regularly from boreholes on and near the property and reports are submitted to the relevant Government department, which has gone on record as saying that "Rössing's very high standard of water engineering and management is outstanding in the history of mining development in Namibia".

Rössing's social responsibility programme concerns the people of Namibia. But it also concerns the environment. Generations of people will come and go — yet it is the environment that determines their health and future.

*Top: An environmental officer taking readings at a seepage dewatering well below the tailings dam.  
Bottom: Water cannons are used to suppress dust.*





# Exploration Projects

Exploration for a variety of minerals has been conducted by the Rössing Exploration Department over the past 10 years throughout Namibia. The programme is seen as a commitment to the mining future of the country, as well as a diversification for Rössing and as a potential provider of future employment opportunities in Namibia.

Many types of deposits have been examined over the years, some of which reached the pre-feasibility stage but failed to meet the requirements to ensure viability, either being too small or too low in grade.

A few years ago the company's geologists discovered a large flake graphite deposit near the Spitzkoppe while in the midst of a gold search programme. This deposit was extensively drilled and tested and a bulk sample was produced which unfortunately failed to upgrade the ore into a saleable product. In spite of only minor disturbance to the environment, a full rehabilitation pro-





gramme is underway at this property to restore the area to its original condition before exploration. In addition to the technical work undertaken on the deposit a baseline study, as part of a full environmental impact study, was undertaken at an early stage.

More recently Rössing's exploration teams have concentrated their efforts on another flake graphite deposit near Otjiwarongo. Although still at an early stage, this orebody promises to be more amenable to upgrading processes, and early test results have prompted the decision by the Rössing Board to erect a R3,3 million pilot plant on site to confirm early results. Drilling, metallurgical, environmental and marketing aspects are all proceeding and by mid 1992 a clearer picture will have emerged as to whether a mine could be established.

This positive development does not mean that the company's exploration

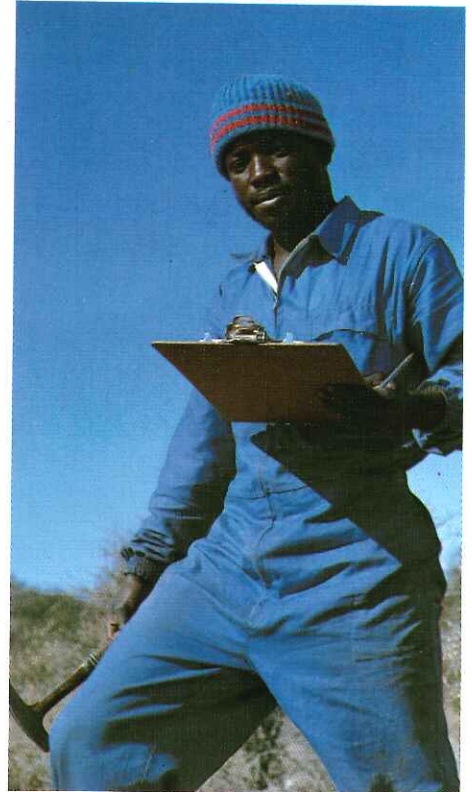
interest is restricted to graphite. Work at several mineral targets continues in various parts of Namibia.

*Opposite page top: The analysis of diamond drill cores is an important part of the exploration process.*

*Opposite page bottom: Rössing geologists examine an outcrop of ore.*

*Right: An exploration field assistant at work on one of Rössing's prospects.*

*Below: Bulk samples of graphite ore are taken from pits and trenches at one of Rössing's exploration sites.*





# Conservation Projects

For several years the company has conducted the Rössing Conservation Trails. These involve taking small groups of young people with leadership qualities, as well as adult community leaders such as headmasters, business leaders and other opinion formers, into wilderness areas for several days at a time under the guidance of Rössing's conservation officer and other conservation experts. The groups are exposed to their natural surroundings in such a way as to enable them to develop an appreciation of and responsibility towards the environment.

During 1990 15 such trails were run and 115 people attended. Some were conducted on the Waterberg Plateau, but most of the groups went on the Namib Trail in the Namib Naukluft Park.

It is Rössing's aim to expose as many of its own senior employees as possible to this experience to ensure that

management really understands the ecological realities facing modern man.

Rössing is the main Namibian sponsor of the Community Game Guard system through its support of the Endangered Wildlife Trust. The guards consist of local rural subsistence farmers and herders who provide anti-poaching surveillance in remote areas. Seven additional guards have been appointed in the Caprivi bringing the total in Namibia to 40.

In addition to reducing poaching substantially in their areas of operation, they have been responsible for rekindling an appreciation of the value of wildlife and the environment among young rural people.

At Wêreldsend in north west Namibia the company has erected an outdoor conservation education centre for use by all Namibian schools in conjunction with the Department of Wildlife Conservation and other conservation bodies.

During 1990 the Hon. Nico Bessinger, Minister of Wildlife, Conservation and Tourism, officially opened this remote centre and complimented Rössing on its continued involvement in the business of conservation. Since the opening, groups consisting of schoolchildren, teachers and farmers have attended courses there.

In all these conservation projects the company has not simply handed out cheques, but has become directly involved in the running of the projects on a hands-on basis.

*Participants on a junior Rössing Conservation Trail canoeing on the Swakoppoort dam.*







*Pieter Mostert, Rössing's Conservation Officer, explains to participants on a Rössing Conservation Trail the niche filled by snakes in the ecology.*



*The endangered black rhinoceros: Rössing helps with programmes aimed at the survival of this species.*



*Through the Rössing Conservation Trails, Namibian opinion leaders are exposed to a wilderness experience in order to broaden their understanding of the environment.*



*Participants on an environmental education course organised by Rössing learn from conservationist, Garth Owen-Smith, about rhino spoor.*



# Namibia Youth Award



Now in its third year of operation, the Namibia Youth Award, a voluntary self-motivation programme open to all young people between 14 and 25 years of age, is sponsored by Rössing as a vital part of the company's social responsibility programme.

Based on the Duke of Edinburgh's Award Scheme in the UK, it operates in 50 countries worldwide under various names, but the same philosophy applies to all.

Every participant individually and without the element of competition has to do a project in each of four categories:

- community service
- expeditions
- skills
- physical recreation

for either a bronze, silver or gold award. In January 1990, the first bronze medals for the Namibia Youth Award were presented to 12 young participants. In February this year the first silver medal was awarded by the Namibian President and 29 bronze medals were awarded.

The NYA exposes participants to various aspects of society and allows them to discover and develop their own interests and potential. It also teaches them that they can be very useful members of society, but that it requires effort and perseverance to make the most of their potential.

The programme is intended to develop those qualities of maturity and responsibility which will help people throughout their lives, in their homes, their jobs and in their relationships with other people, whatever their abilities or circumstances.

Rössing believes that by allowing the youth of the country to discover and develop their own potential, they would truly be "working for Namibia".

*Thirty young Namibians received Namibia Youth Awards from President Nujoma in February 1991.*

*A Namibia Youth Award participant doing metalwork as his skills project.*





# Sir Mark Turner Memorial Scholarships

From its inception, Rössing has been aware that the development of Namibia's human potential is of the utmost importance both for the country and for the company. In 1982 the company inaugurated the prestigious Sir Mark Turner Scholarship awards to send academically gifted Namibians to universities for first degrees. Turner Scholarships cover tuition fees, residence fees, book purchases and incidental expenses. The cost of travel to university at the beginning of the year and back to Namibia at the end of the year are also paid for.

In addition, Rössing will pay the travel expenses of students wishing to come home during the mid academic year vacation. In 1991 the company agreed to include technicians as a venue for studies, thus broadening the base of the scholarship scheme. Currently there are 22 scholarship holders studying at major universities and technicians in Southern Africa, covering a wide range of disciplines.

To date, Rössing has produced 24 graduates through this scholarship scheme, thus affording Namibia the services of medical doctors, engineers, bachelors of commerce, bachelors of arts, a teacher and a veterinarian. All that Rössing requires of these graduates is that they work in Namibia for at least the equivalent time that Rössing sponsored their studies.





# Rössing Young Scientists

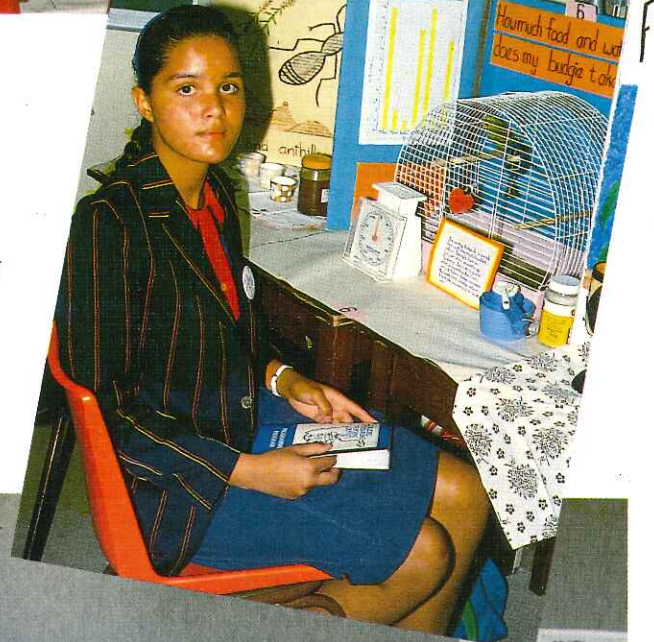
The Rössing Young Scientists Exhibition has been held each year since 1984. It is now firmly entrenched in the academic calendar of Namibia. Realising the potential of the exhibition to reach a large cross section of the youth, the Engineering Professions Association has added another dimension to the annual exhibition by encouraging teams from high schools to participate in a construction project. In 1990, twenty seven teams built model bridges which were judged, according to strict criteria, by a panel of engineers.

By creating special sections for interested participants the Young Scientists exhibition has now been enlarged to include all branches of engineering.

Leading up to the science exhibition is the topic selection by the exhibitor, followed by a lengthy period of research and experimentation prior to the final project write-up and display. At the exhibition the Young Scientist has to explain all aspects of his or her project to both the panel of judges and to the many interested members of the public who visit the exhibition.



*The Rössing Young Scientists Exhibition has become an important event in the Namibian school year. These pictures show three of the exhibits at the 1990 exhibition.*





# Rössing and sport

Sport at Rössing mine enjoys high priority and the company encourages employees to get fit and to compete at local and national levels. As part of its social responsibility programme the company has invested a substantial amount of money in various sporting activities.

Football is Namibia's most popular sport and in 1990 Rössing identified an opportunity to sponsor a major cup competition under the auspices of the Namibia Football Association, called the Rössing NFA Cup. Namibia's top football teams participated in the competition, which was won by Black Africa, one of the country's most respected clubs. By winning the NFA Cup, Black Africa qualified to participate in the annual Africa Cup of Cups Competition, giving them valuable first exposure in an international competition.

In 1991 Rössing decided to sponsor "league" soccer on a country-wide basis. In the past, participation in the national league was limited and because it remained unsponsored, it provided little incentive to clubs and teams to play the game more professionally. The R100 000,00 a year sponsorship given by Rössing enabled the Namibia Football Association to initiate the Rössing

Premier League competition in which 16 of Namibia's top teams participate on a national basis. The sponsorship further provides for football first division teams to compete in regional tournaments, namely the "Rössing Etosha", "Rössing Canyon" and "Rössing Northern" competitions.

Rössing has invested money in football training by sponsoring a soccer coaching clinic, an annual event catering for groups of school teachers countrywide where intensive football coaching skills

are taught over a three day period. It is expected of these teachers that they pass on their acquired skills to their pupils.

The annual Rössing National 15 km road race attracts athletes from all over Namibia. It is one of the country's largest road races in terms of participation. To encourage long distance running among the youth, a special school team section provides attractive prizes for the successful winning schools and teams.

*One of the matches leading up to the Rössing NFA Cup in 1990.*



*The start of the 1990 Rössing 15km road race in Windhoek. About 200 athletes participated.*

## Rössing's Athletes

Frankie Fredericks, a Rössing employee presently studying in the USA on a Rössing bursary, runs both the 100m and 200m events in world class times. The winner of numerous races in the USA in the past two years, Frankie hopes to represent Namibia in the 1992 Olympic Games.

Twenty-three Rössing athletes participated at the first Zone 6 Athletics meeting ever held in Namibia. Competitors were drawn from all over Southern Africa including Zambia, Swaziland and Botswana. Rössing athletes brought home a total of 16 gold, 4 silver and 3 bronze medals.

Rössing employee, Eddie Hausemab, set a new Zone 6 long jump record of 7,65 metres.





# The Rössing Foundation

The advent of Namibian independence has brought with it the need to re-examine the role and aims of the Rössing Foundation. With a solid foundation of 12 years of diverse educational service to the community to build on, the Trustees are now looking at ways of ensuring that the Rössing Foundation remains completely relevant to the needs of the new nation.

The Rössing Foundation can be considered as Rössing Uranium's greatest contribution to Namibia in terms of social responsibility. More than R32 million — a percentage of profits — has been invested by the company in Namibia since 1978 through the Rössing Foundation. It is a strong confirmation of Rössing's claim to be **WORKING FOR NAMIBIA**.

The objectives of the Rössing Foundation are to further the practical education of Namibians in order to achieve greater national productivity and to increase understanding among the in-

habitants of Namibia; to encourage the creation of opportunities for people to use their education; and to promote the advancement of the living standards of the people of the country.

During 1989 the Rössing Foundation celebrated the 10th anniversary of the opening of its first centre. From humble beginnings the Foundation has expanded to the point where it runs 12 centres scattered throughout Namibia.

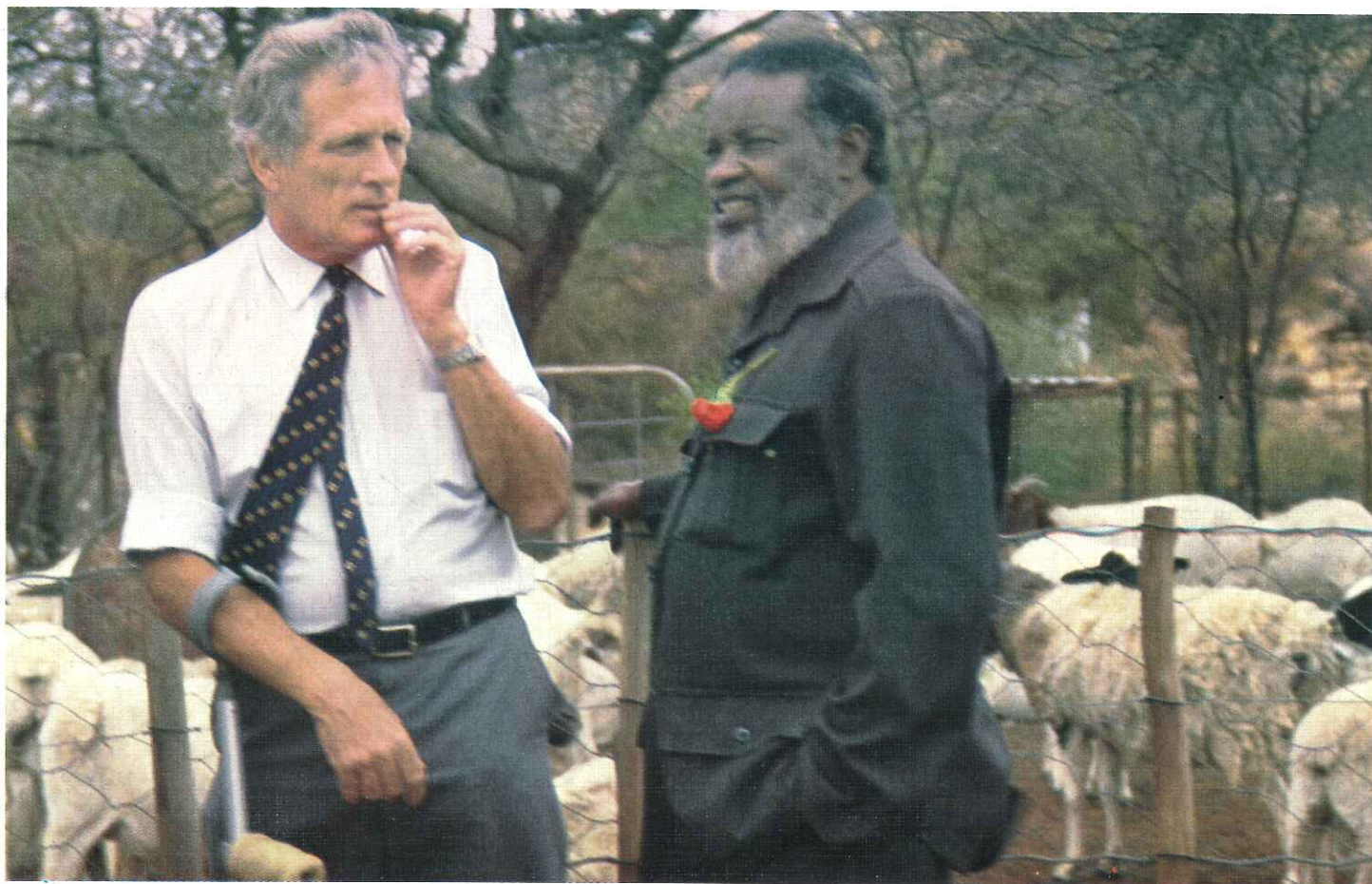
During 12 years of operation, more than 15 000 Namibians have completed courses of one sort or another in the centres run by the Foundation. There can be very few educational foundations in the world that cover such a broad range of courses which include:

- \* Skills training — to help the large number of unemployed acquire some sort of skill to help them survive.
- \* Agricultural development — the Foundation has spent more than

R3,5 million in capital development on its three agricultural training centres, and hopes to expand its activities further in the future. The Foundation views agricultural development as vital if an independent Namibia is to be successful.

- \* English language training — over the years the Foundation has run many English courses at a variety of levels. Since English is now the country's sole official language, attention is focussed by the Foundation on assisting teachers to adapt to English as the medium of instruction.

*Below: President Sam Nujoma visiting the Rössing Foundation Agricultural Centre at Brakwater near Windhoek, chats to Foundation Director, David Godfrey, about upgrading the Namibian small farmer.*





## The Adult Education Centre in Windhoek.

This centre develops skills that will allow Namibians to participate within the formal and non-formal sectors of the Namibian economy. At the Adult Education Centre courses varying from six weeks to 11 months in duration are offered in basic technical skills, motor vehicle maintenance, leatherwork, needlework, office practice, typing, teacher upgrading and an English teaching programme. The centre is run by dedicated professional staff and in keeping with the Foundation's policy of providing training in meaningful and relevant skills, this centre has four important areas of activity:

- \* Vocational skills
- \* Commercial skills
- \* Communication (language) skills
- \* Teacher upgrading.

The creation of an English language unit for training school teachers to use English as the medium of instruction in their classrooms has enjoyed tremendous success. To date about 2500 teachers have attended the courses and workshops organized by this unit. Apart from regular courses arranged for Windhoek-based teachers, three-day workshops are held during school holidays, drawing teachers from far afield, and through the offices of teachers' unions and the Ministry of Education, weekend courses have been arranged elsewhere in Namibia. In 1990 alone, 1396 teachers were involved in this programme.

## The Katutura Centre

This centre is situated in the heart of the high-density residential area of Katutura and serves a community that faces problems of unemployment, malnutrition (particularly of children), and many others. The centre teaches life skills, mainly to the women of the community who bear the brunt of these problems. Subjects covered include diet and nutrition, money management, communications skills and vegetable growing. Volunteers from Project Trust in the United Kingdom run a children's play group from this centre and are also involved with two creches.



*The Rössing Foundation helps underprivileged communities in Katutura to learn how to grow food on small plots.*

vital to the needs of the people who live in the rural areas, such as building, mechanics, the care of livestock and disease control.

An appropriate technology section is being developed at this centre which will give additional skills and ideas to the rural communities to create wealth and generate income. In 1990, 820 subsistence farmers attended five-day residential courses at the centre and a further 300 were assisted through the outreach programmes.

## The Okashana Centre

The activities of the Okashana Centre in the far north of Namibia promote the Rössing Foundation's principles of self sufficiency, development and improvement of the rural way of life.

On the farm week-long courses are run for the subsistence farmer.

These courses are practical and cover a wide range of local activities. The centre has a strong experimental and research role. Experiments with halophytic types of plants, which have the ability to provide forage for animals and food for people by using the available saline water, are conducted at the centre. Additional experiments with local and imported varieties of the staple food crop, mahango, have been successfully conducted. Staff of the centre carry out extension work with the local farmers as part of the service to the community.

This centre was officially opened in February 1991 by His Excellency, Dr. Sam Nujoma, President of the Republic of Namibia.

## The Ondangwa Centre

The Ondangwa Centre was established in 1984. It has a student population of 204, undergoing practical training in

## The Katutura Library

The Katutura Library was launched in 1987 to provide library facilities and services to the Katutura community. The library concentrates on the school-going population and younger members of the community, most of whom attend schools with no adequate library facilities. It also serves as an information centre. To date 5200 people are registered as library members.

## The Brakwater Centre

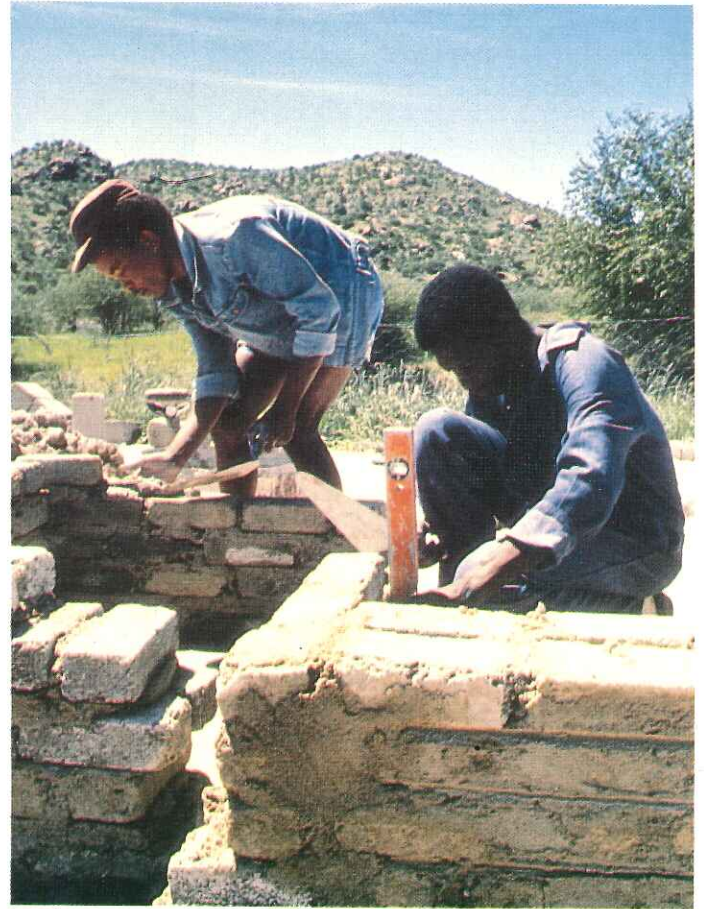
In 1984 the Board of Trustees of the Rössing Foundation took a decision to become involved in the agricultural sector of the community. Small subsistence farmers in the country needed help and advice regarding their farming methods.

A farm at Brakwater, near Windhoek, was purchased in June 1985 and to date the Rössing Foundation has spent R2,2 million on this project.

The Foundation believes that the development of the agricultural sector of this country, and in particular the small farmer, is of vital importance.

This centre offers not only agricultural skills, but skills closely related and





*The Rössing Foundation teaches subsistence farmers how to make bricks . . .*

*. . . and how to lay them.*

various skills such as sewing, knitting, typing and health and home care.

Recently the Foundation embarked on an experimental project to establish people in their own businesses. After completing their courses, students work from the centre, using the Foundation's equipment for a three month period before becoming independent. This new concept is working well. The subjects taught at the centre all have practical application.

The centre concentrates on giving people skills that will either allow them to be self-sufficient or to find a job in an area where work opportunities are limited.

### The Lüderitz Centre

The Lüderitz centre continues to be the fastest growing centre of the Foundation with the development of the seamanship training courses.

Approximately 240 pre-seamen, 45 marine motormen grade three and two,

and 51 fishermen grade three, have been trained at the Lüderitz centre and have found jobs in the fishing industry in Lüderitz and Walvis Bay.

A further exciting development is the introduction of computers and a software programme donated to the Rössing Foundation which allows the Lüderitz centre to offer courses up to fisherman grade two level.

This will eventually allow all skills in the fishing industry up to senior skipper level to be offered in Namibia.

Lüderitz is ideally situated to become a "crafts village" and to this end the Lüderitz centre has developed a number of classes which teach leatherwork, textile printing, weaving, dress-making and practical art. One of the students from the centre won the Stanswa Biennial Art Competition and has a bright future in the art world.

This aspect of the Lüderitz centre's activities is very popular with the local community with more than 400 students attending the various classes

on a regular basis.

### Aid to Schools

The Aid to Schools programme assists schools lacking funds to acquire the necessary equipment needed for various educational programmes.

This programme involves the donation of educational equipment and books to schools and is an important part of the Foundation's peripheral activities. Equipment donated includes television and video sets, overhead projectors and typewriters.

### Satellite Centres

Four small satellite centres at Gibeon, Usakos, Okahandja and Omaruru cater for some of the needs of these communities. They form a network on which it is hoped to build additional programmes when funding becomes available.

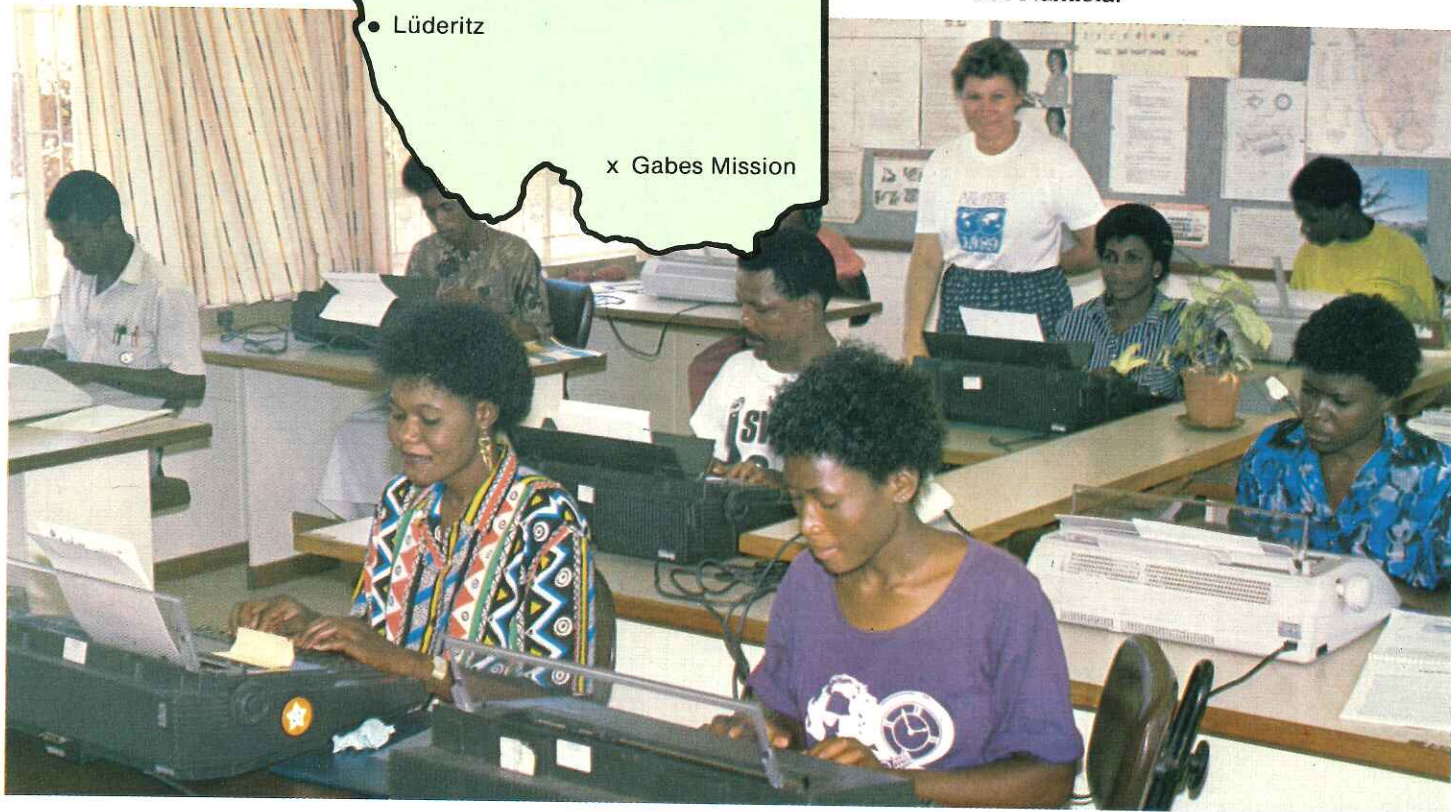


# Rössing Foundation Centres



- RÖSSING FOUNDATION CENTRES
- x VEGETABLE GROWING PROJECTS
- \* AGRICULTURAL TRAINING
- + SEWING CENTRE
- LIFE SKILLS CENTRE
- LIBRARY

*Job-related skills are taught at Rössing Foundation education centres throughout Namibia.*





## Looking ahead

The fact that 4184 students attended courses at existing Rössing Foundation centres during 1990 is a clear indication that the centres provide what the people themselves view as important.

At the same time — especially in view of currently reduced income from the company — the Foundation sees a need to start generating income for itself and also to promote, among the 15 000 people who have received skills training from the Foundation, the ability to generate wealth for themselves. Job opportunities in Namibia after independence are no better than they were before, and it is in the informal sector and the agricultural field where the majority of Namibians will find income generating possibilities. The Foundation has employed a Business Manager whose role it is to build on the extensive network which the Foundation has established over the past 12 years.

An interesting development in independent Namibia is the use of the

Foundation by organisations who wish to contribute to development at grass-roots level. Examples of organisations which have entered into joint projects with the Foundation are Shell Oil of Namibia which has given R250 000 over five years to assist with the establishment of vegetable growing projects; the British High Commission which has given R80 000 for further research in forestry development using saline water; and the UNIFEM organisation which has asked the Foundation to become involved with their women's development programmes. UNIFEM has allocated US \$392 000 to the Foundation for this programme. The Swedish Government, in January 1991, asked the Foundation to act as their agent and organiser for a school principals' workshop for 300 people in conjunction with the Ministry of Education and R80 000 was allocated for this workshop and channelled through the Foundation.

*Top: Trainee fishermen receive instruction in navigation as part of their course at the Maritime Training Centre of the Rössing Foundation at Lüderitz.*

*Bottom: The new fabric design course provides Rössing Foundation students with skills and a source of income.*

