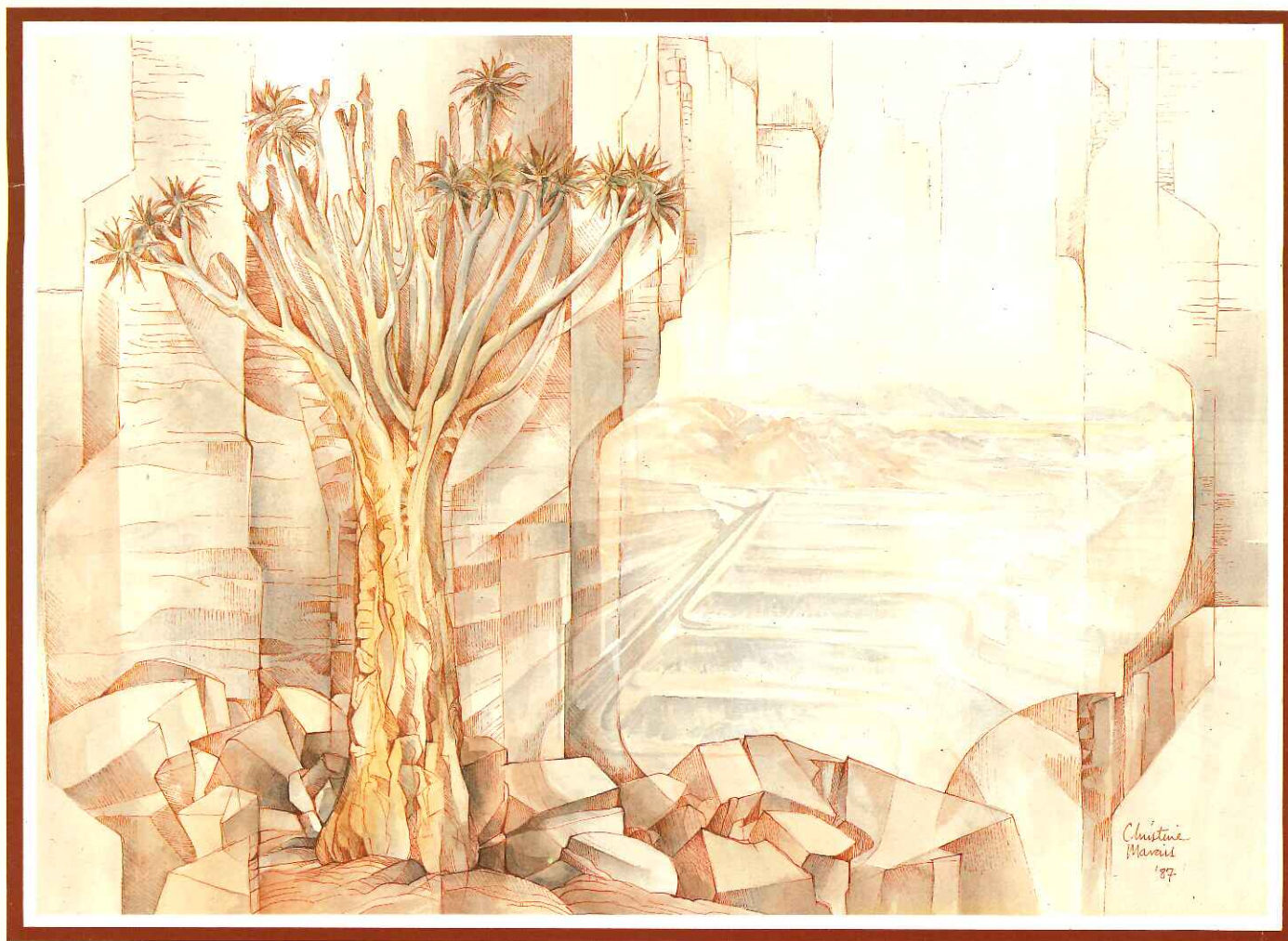
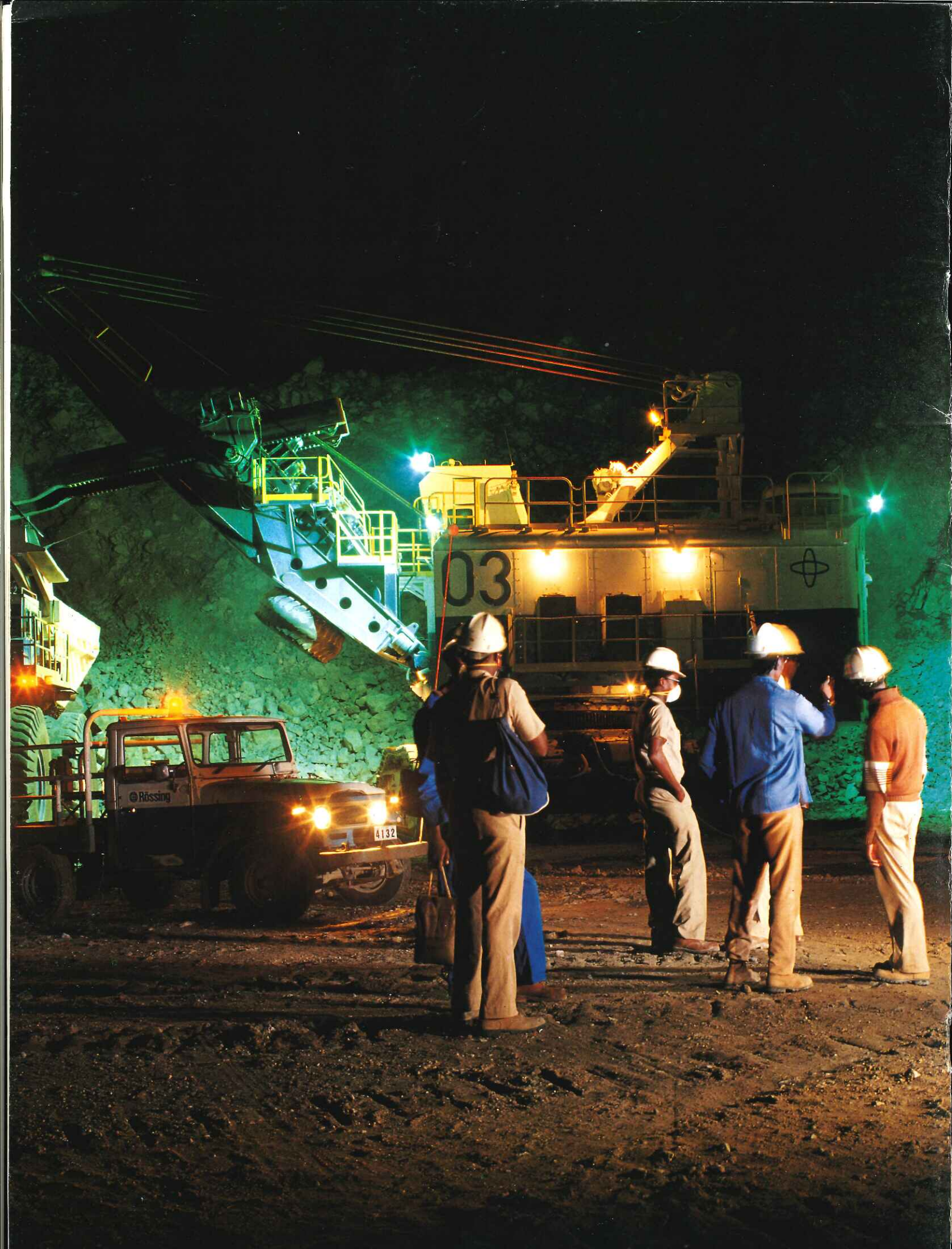


# RÖSSING URANIUM LIMITED



## SOCIAL AND ECONOMIC REPORT 1990



# RÖSSING URANIUM LIMITED SOCIAL AND ECONOMIC REPORT 1990

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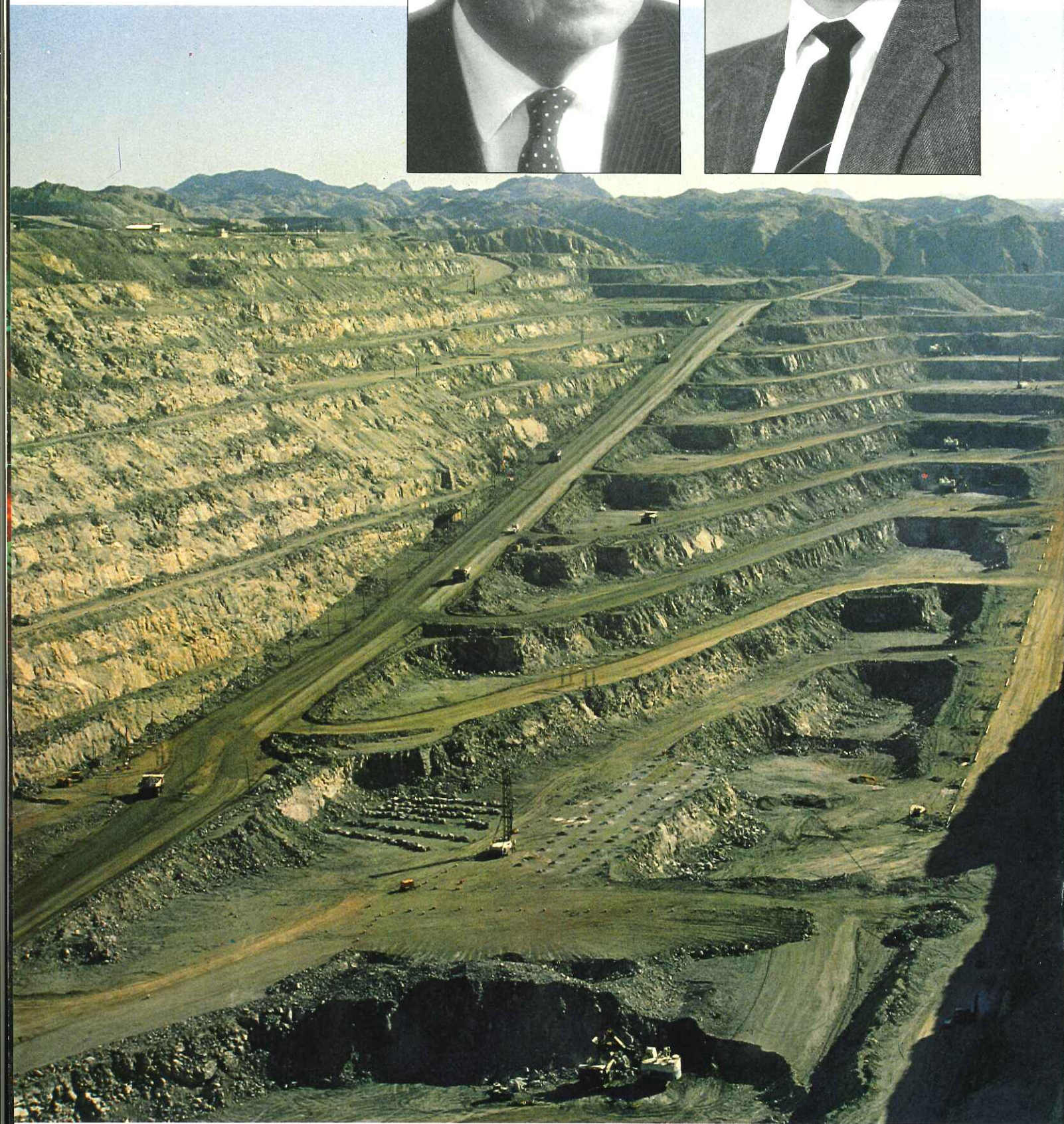
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Cover picture by Christine Marais.

Left: A view of Rössing Mine at night.

Left:  
John Kirkpatrick

Right:  
Mike Bates



# Rössing in Namibia

## Introduction

The publication of this inaugural Social and Economic Report, including the activities of Rössing Uranium Limited during Namibia's momentous year of 1989, comes in the year which saw Namibia take her rightful place within the international community as an independent nation.

For Rössing's employees and their families, suppliers, customers, shareholders and all those who directly or indirectly benefit from the company's operations, 1989 was a year of excitement, anticipation and of repositioning. During the period which saw the arrival of the UNTAG contingent to supervise democratic elections, normal business continued at Rössing but with a sharper eye to the future and what lasting independence would mean to the company's forward plans.

Rössing is vital to the economy of the new Namibia and this Report sets out the role that the company plays in the lives of so many Namibians today. It examines not just the way in which some R400 million a year are injected into the economy in taxes, salaries and the purchase of goods and services, but it also looks at the impact of Rössing on the daily lives of its employees, its potential employees and on those others in the Namibian community who are realising their individual growth and aspirations through the company's presence in Africa's youngest nation.

This new Social and Economic Report is being made available to a broad

range of audiences in Namibia and overseas. Readers who would like further information on any aspects of Rössing's work are warmly invited to contact the company, which has a variety of supplementary publications explaining Rössing's activities in more detail.

Rössing's motto is "working for Namibia" and this Report will be published annually to show how this motto is being fulfilled, as the country itself embarks on the path towards a rewarding social and economic future.

JOHN S. KIRKPATRICK  
Chairman

MICHAEL P. BATES  
Managing Director

*"Rössing is vital to the economy of the new Namibia"*

Left:  
An aerial view of  
the open pit.







# Rössing and the Namibian economy

During 1989 Rössing injected more than R400 million into the Namibian economy by way of payment of taxes and salaries, and the purchase of goods and services. Rössing is therefore a vital part of the fabric of the Namibian economic system and is indivisible from the country's forward development.

*"Rössing gives a significant boost to export revenues and the gross domestic product"*

## Export Revenues

Fact – Rössing's sales account for more than one third of total Namibian merchandise exports.

## Gross Domestic Product

Fact – On average in recent years Rössing has contributed 13% of total GDP and if the Government's contribution to GDP were subtracted, Rössing's share would rise to 16% of private sector GDP.

## Tax Contribution

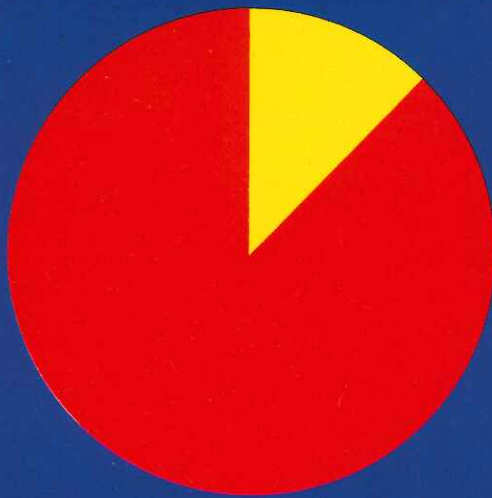
Fact – It is estimated that during the past four years,

Left:  
A haultruck is  
loaded with ore.

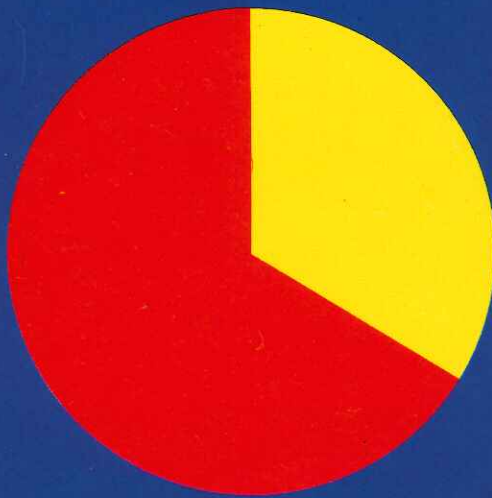
Below:  
A section of the  
metallurgical  
plant operations.



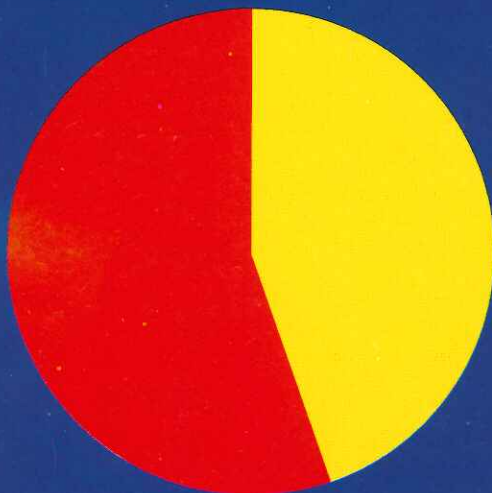
## Significant boost...



GDP  
13%



Exports  
33%



45% of  
Income Tax  
paid by  
business  
sector

Rössing has paid 45% of all income tax collected from the business sector. Other taxes generated by the company include non residents shareholders tax, general sales tax and PAYE. In total Rössing provides about 18% of total locally-generated government revenues.

### **RÖSSING'S INDIRECT IMPACT**

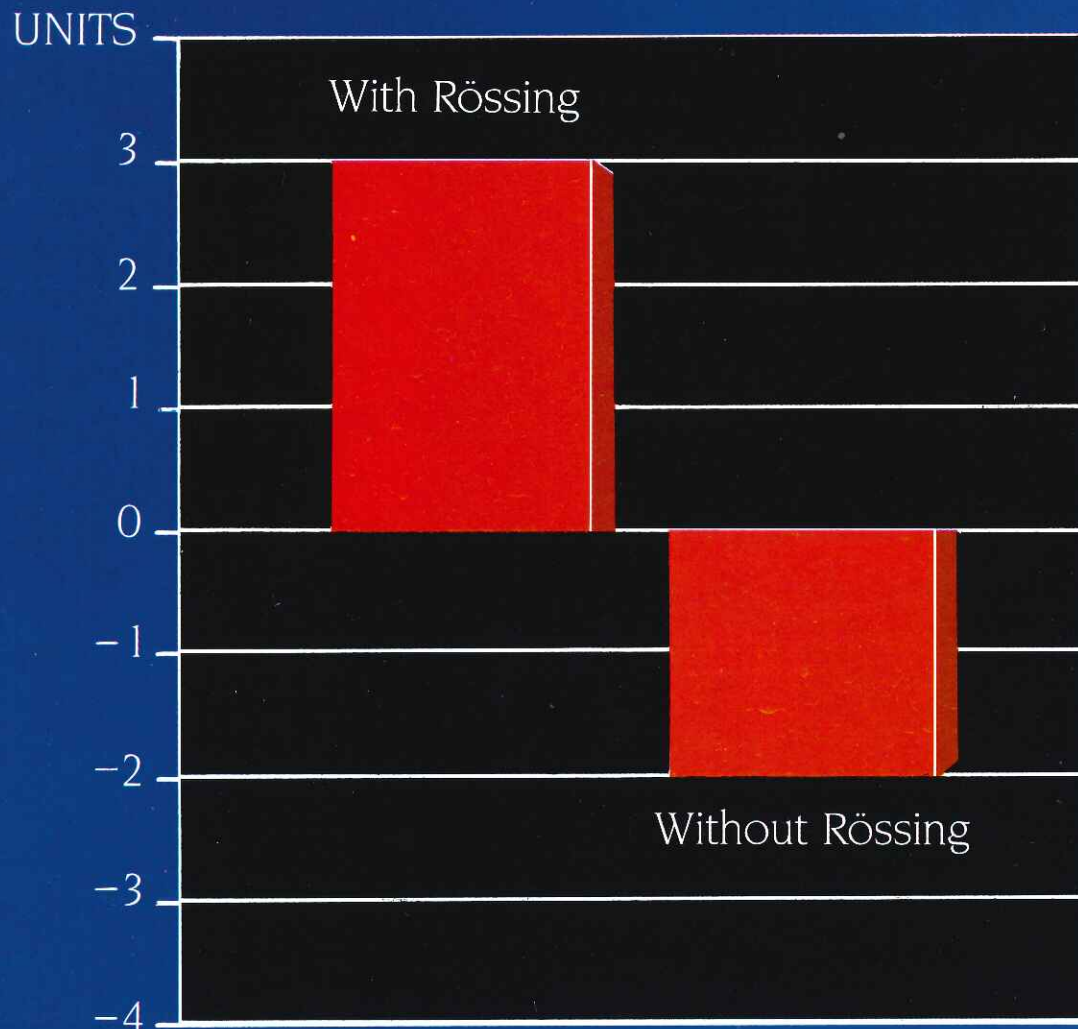
The presence of Rössing in Namibia has given rise to many and varied economic benefits.

- ★ The local business community has expanded to meet Rössing's supply and contracting needs, thereby increasing local employment, GDP and tax revenues;
- ★ The extra money injected into the economy by Rössing employees has led to greater retail trade activity;

*These statistics reflect at a glance how Rössing has featured in the Namibian economy on average in recent years.*

It is clear from these charts that Rössing gives a significant boost to export revenues and the gross domestic product and accounts for 45% of all taxes paid by the business sector in Namibia.

# Balance of payments The Namibian trade account



- ★ Rössing's consumption of pyrites from the Otjihase mine (to manufacture sulphuric acid for use in the uranium extraction process) has contributed to that mine's viability and must have been a factor in the decision to re-open the mine in 1982.
- ★ It has been calculated that the multiplier effect of Rössing has led to the

creation of 12 500 jobs in Namibia.

- ★ Rössing's training and education programmes have enabled a great number of Namibians to enter the labour market and gain useful employment and in many cases to use the skills and qualifications acquired through Rössing to start their own businesses.

*"The need for Rössing to maintain a continuous and efficient operation is essential . . ."*

## The Economic Climate

A mine the size of Rössing, with its dependence on cost-efficiency and export markets, can only successfully operate in an economic environment based on free market principles, rather than a dependence on controls, wage and price freezes and other restrictions.

The need for Rössing to maintain a continuous and efficient operation is essential to ensure adequate

tax revenue for the Government and a good return for the company's shareholders.

If Rössing, as a major employer and creator of wealth, is seen to be operating in a friendly economic climate, then other foreign investors will be encouraged to place their capital in the country to the benefit of Namibia and its people.

## If Rössing were not there...

If Rössing Mine had not been established, the town of Arandis would not exist, Swakopmund would be far smaller than it is today and all economic indicators would be substantially lower.

Rössing's start-up virtually doubled the output and tax contributions of the

Namibian mining industry and in the national statistics has led to increases of:

- ★ 50% of merchandise exports;
- ★ 18 to 20% of total GDP;
- ★ 2 to 3% in total employment;
- ★ 22% of government revenues.

Below and right:  
A wide variety of  
skills is required  
throughout the  
Rössing Mine and  
training is given at  
all levels.



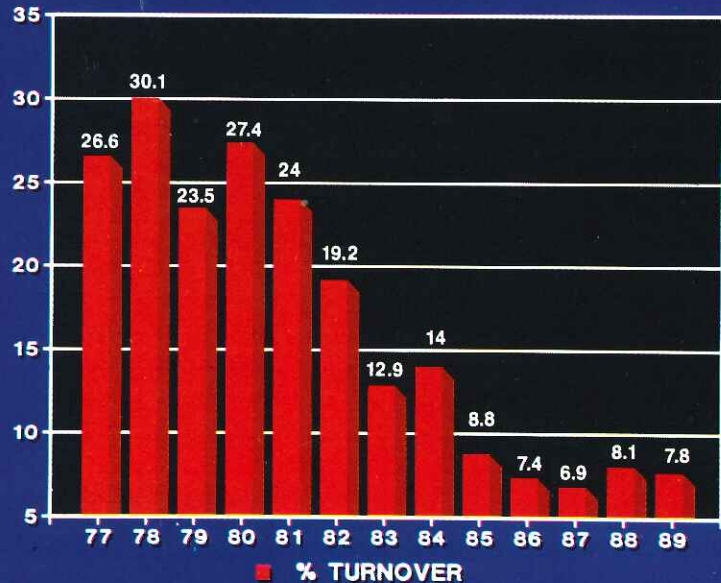
## Rössing as an employer

There are very few who would doubt Rössing's role as a model employer in Namibia today. Its conditions of employment are unequalled in the country. As a concerned and caring employer, it continuously seeks to provide above-average remuneration and a high standard of amenities for its employees, and a working environment free of unnecessary health and safety risks.

Rössing's 2 400 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 has Namibians at every level in the company, with graduates in every Division, such as mining engineers, metallurgists, engineers, administration (accounts and computing), and personnel. Yet, in spite of this, certain key jobs still need to be filled by foreign workers and there is little prospect in the short term of being able to do without them. Therefore Rössing must 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.

### ANNUALISED % LABOUR TURNOVER



In 1990, the minimum monthly salary remunerations are as follows; for a grade seven top level Maintenance Operator who has completed training; R1 526; for grade eight Open Pit Equipment Operators and Senior Operators in the Metallurgical Operations, R1 860; and for grade ten Artisans, R2 476.

Well established industrial labour communities in Western Europe, the United States and Britain would reflect an annual turnover of around 10%. Rössing's labour turnover for 1989 was 7.8% which is indicative of solid stability. The Company has signed a recognition agreement with the Mineworkers' Union of Namibia and some 1 500 of the Rössing workforce belong to the union.

What is it that makes Rössing a good employer?

### **Salaries and 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 the particular job and each grade has salary and benefits attached to that grade.

The minimum salary paid to a grade 1 employee in 1990 is R770 per month. This grading would apply to the lowest grade of unskilled labourer of whom there are only 10 in Rössing's 2 400 employees. In addition, the employee also receives:

**Housing** A subsidised three bedroom cottage with kitchen (including a cooker), bathroom, toilet, lounge/dining room, verandah, garage and garden. The employee is also supplied with electricity and water up to a certain amount free of charge and the 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 is a member of the pension fund.

**Insurance** Each employee is covered by health and accident insurance 24 hours a day and in the event of sickness and death, three times the annual salary is paid to the family from the pension fund. In the event of accidental death, a further three times the annual salary is paid out.

**Medical** Medical coverage is

provided for all employees and their families through a contributing Medical Benefit Society. Some 80% of medical contributions are paid by the company.

**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, basic business concepts programme, literacy training, interaction





management, management development, testing and selection.

A co-ordinated assessment of ability and potential, followed by training for individual needs, ensure 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 4 years 75% of Rössing employees have been promoted. To achieve this Rössing spends R5 million per annum on training its employees.

**Educational Assistance** Bursaries are awarded to dependants of employees for study at school, university or technikon. In 1990, 26 degree and diploma students are at university or college in South Africa, the United Kingdom and the USA.

*"Rössing has Namibians at every level in the company, with graduates in every division . . ."*



Above:  
Rössing employees in the final product area wear safety clothing at all times.

Left:  
The computerised Central Process Control operates the metallurgical plant.

# Rössing and the environment

Rössing is an environmentally responsible company where qualified employees ensure that the mine complies with all environmental standards and guidelines, including those dealing with radiation, dust, noise, gases and waste discharge.

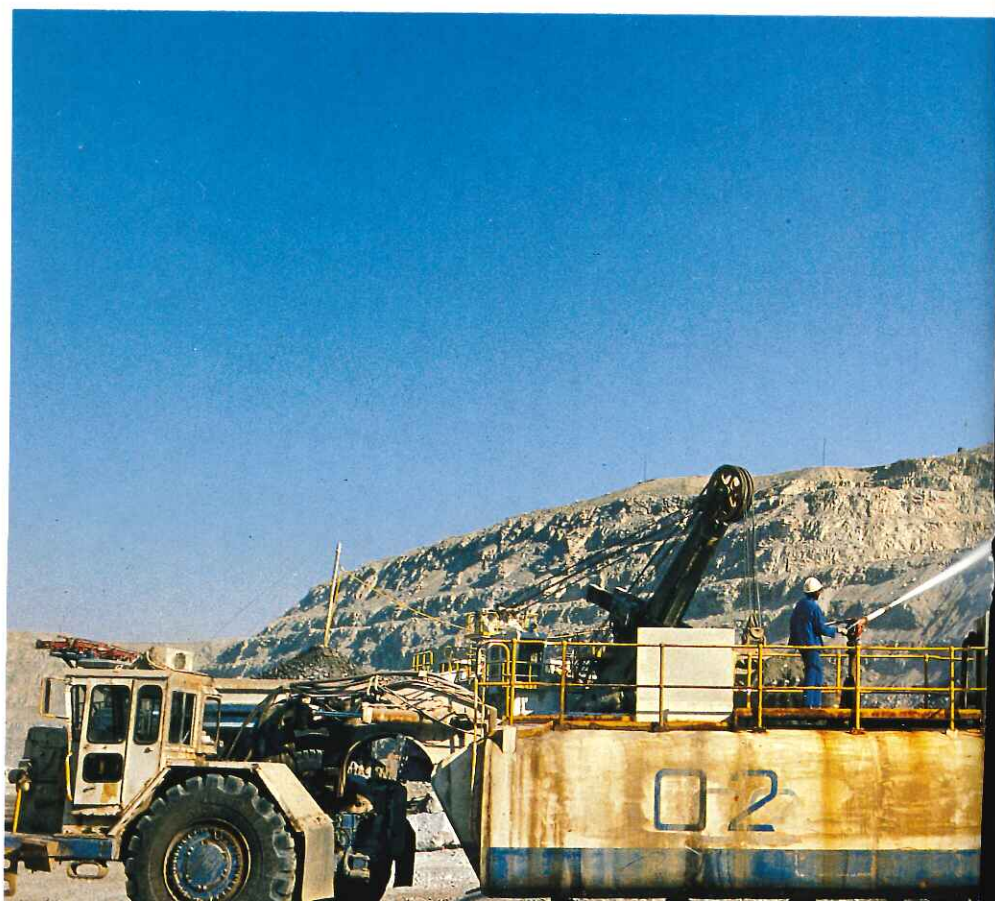
At the Rössing mine, the Environmental Health Services Department is responsible for monitoring and evaluating all potential occupational hazards and environmental impact from mining operations and for ensuring that relevant control systems are implemented.

As part of its environmental surveillance programme, Rössing uses computers and mathematical modelling, mainly of ground water seepage and control and radiation exposure. Studies to date have revealed no environmental problem.

Water is conserved by means of economy and recycling – currently almost forty 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.

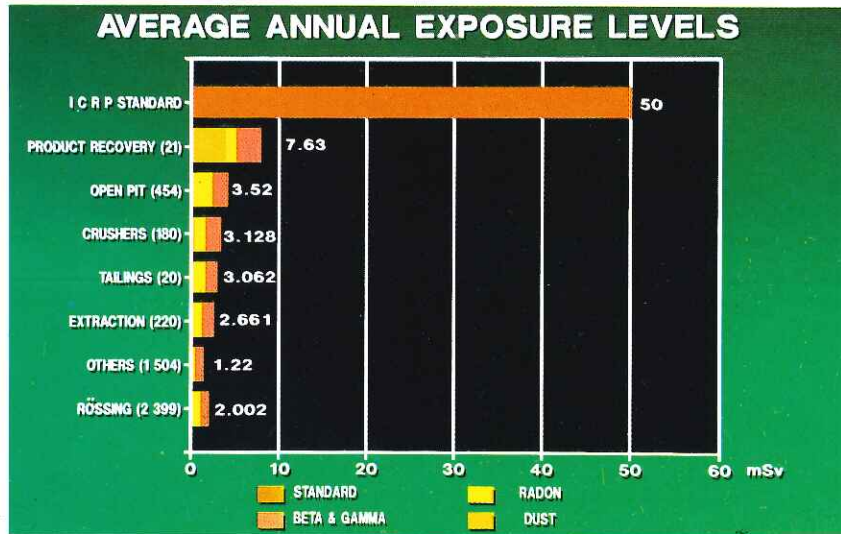
*"Rössing is an environmentally responsible company . . ."*



Water samples are collected regularly from boreholes on and near the property and reports are submitted to the relevant government department who have gone on record as saying that "Rössing's very high standard of water engineering management is outstanding in the history of

mining development in Namibia."

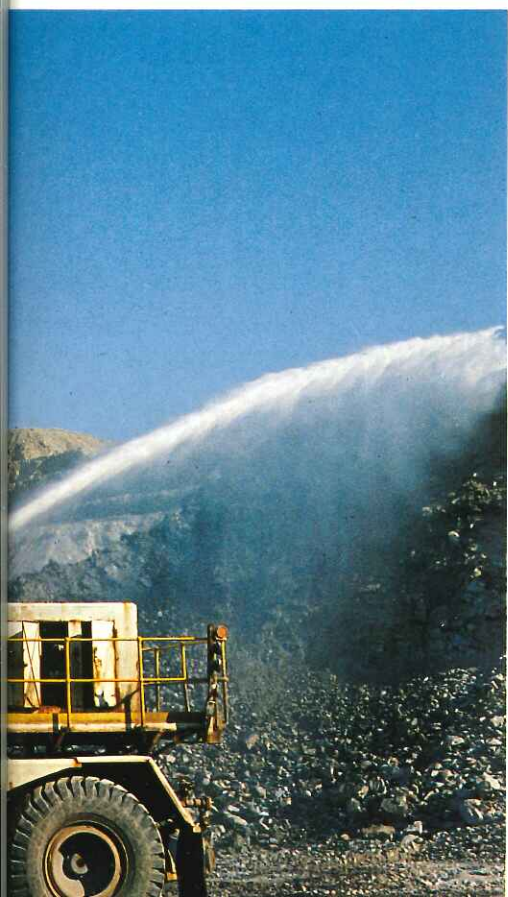
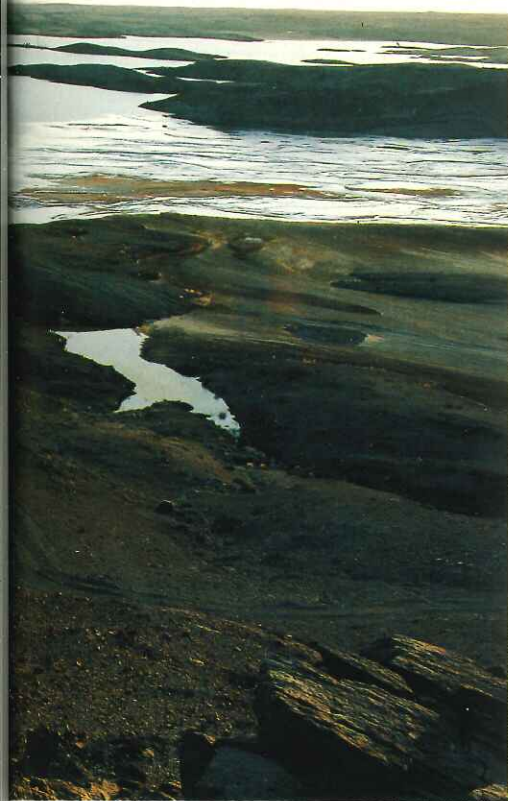
Rössing's social responsibility programme concerns the people of Namibia. But it also concerns the environment. Generations of people will come and go – yet it is the environment which determines their health and future.



Above left:  
Waste is pumped  
carefully into the  
tailings dam.

Left:  
Water cannons  
are used to  
suppress dust.

Above:  
Constant checks  
are made on the  
quality and supply  
of water locally.



## Conservation projects

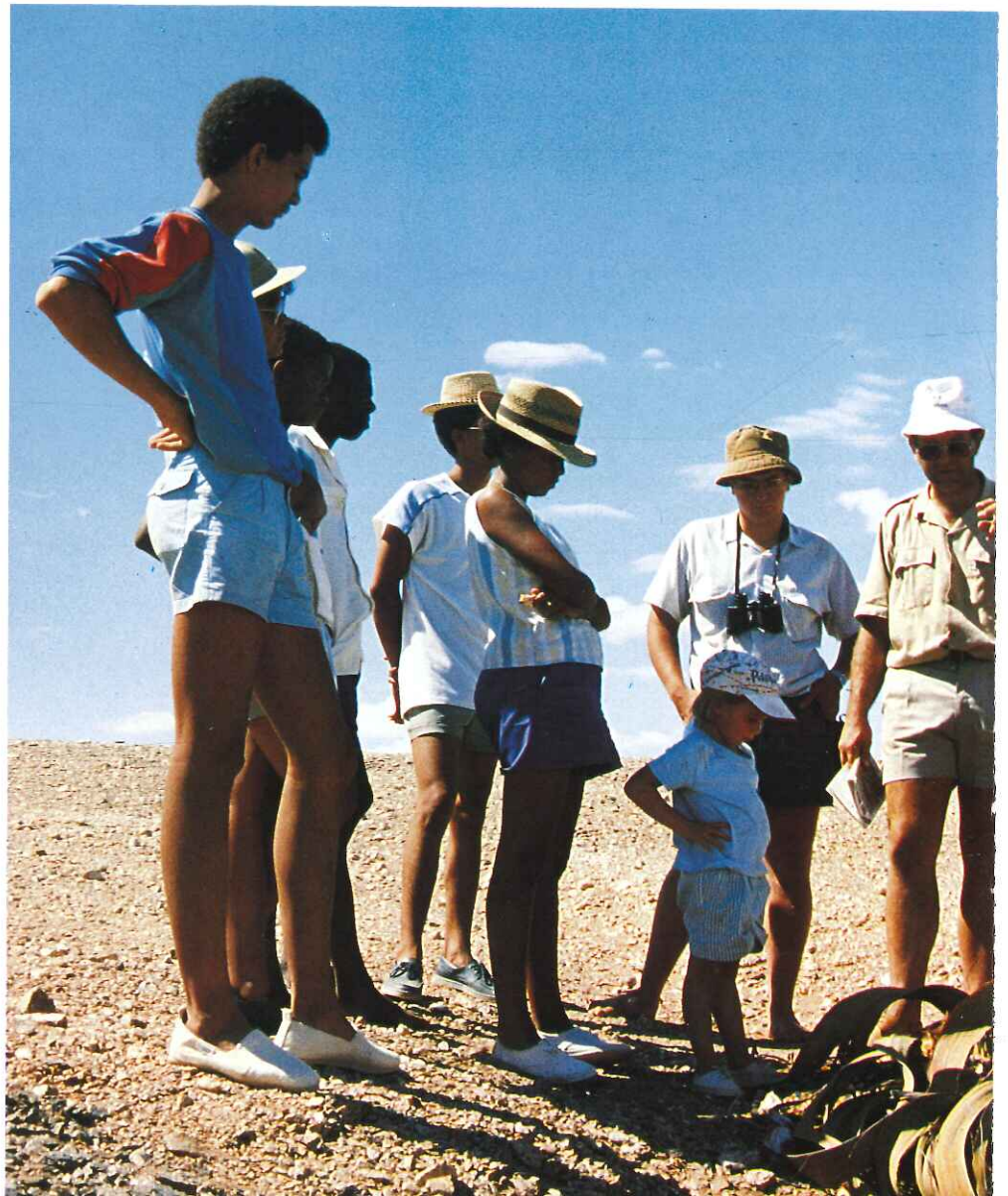
The Rössing Conservation Trails are led by a trained and qualified biologist employed by the company to take leaders, young and old, into the field to develop an ecological conscience.

The small groups of youngsters, businessmen, teachers and others from all walks of life are given a wilderness experience that bonds them to the earth and they emerge with a new found sense of responsibility towards their environment.

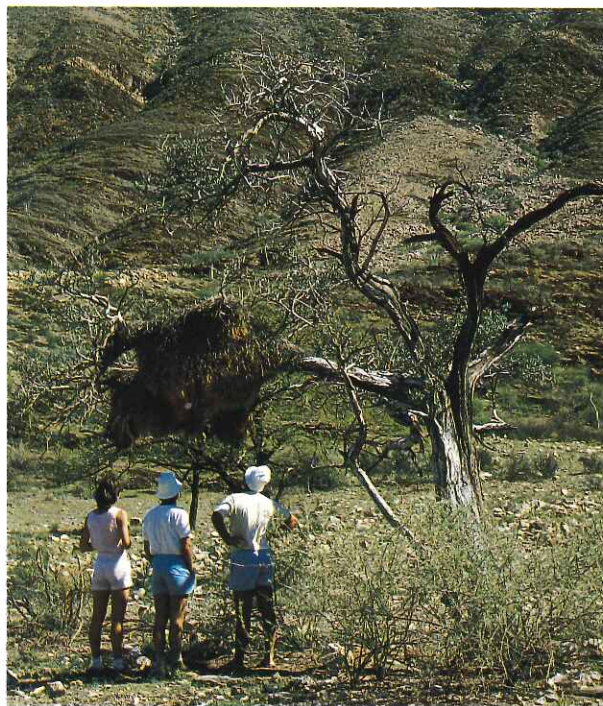
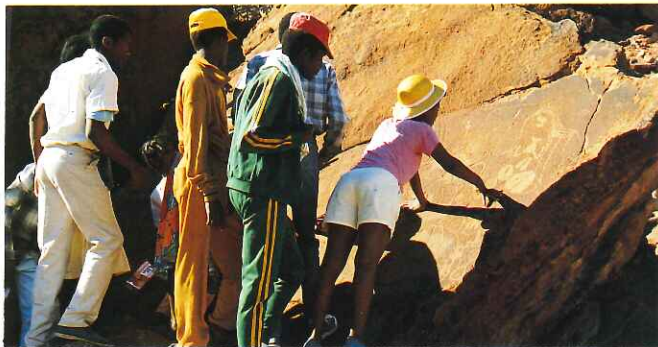
Rössing and rhinos have also become synonymous. In the remote north west area of Namibia the desert elephant and dwindling black rhino populations were poached so heavily for their tusks and horns that they were in danger of disappearing completely.

A system of auxiliary game guards was formed and the local rural tribesmen and herders were encouraged to provide surveillance. It worked. Rhino and elephant herds are on the increase again and Rössing remains the main sponsor of the Auxiliary Game Guard system by

*"The company has become involved directly in the running of these projects"*



# **Rössing** **CONSERVATION** **TRAILS**



its support of the Endangered Wildlife Trust. 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 Nature Conservation. In all of these conservation projects the company has not handed out cheques but has become involved directly in the running of these projects.



From top left to right:  
 An Auxiliary Game Guard.  
 Some of the endangered rhinos.  
 Looking at rock engravings in Damaraland.  
 The Conservation Trails teach an awareness of the countryside and the environment.  
 Left:  
 A group examines a Welwitschia mirabilis plant in the desert.

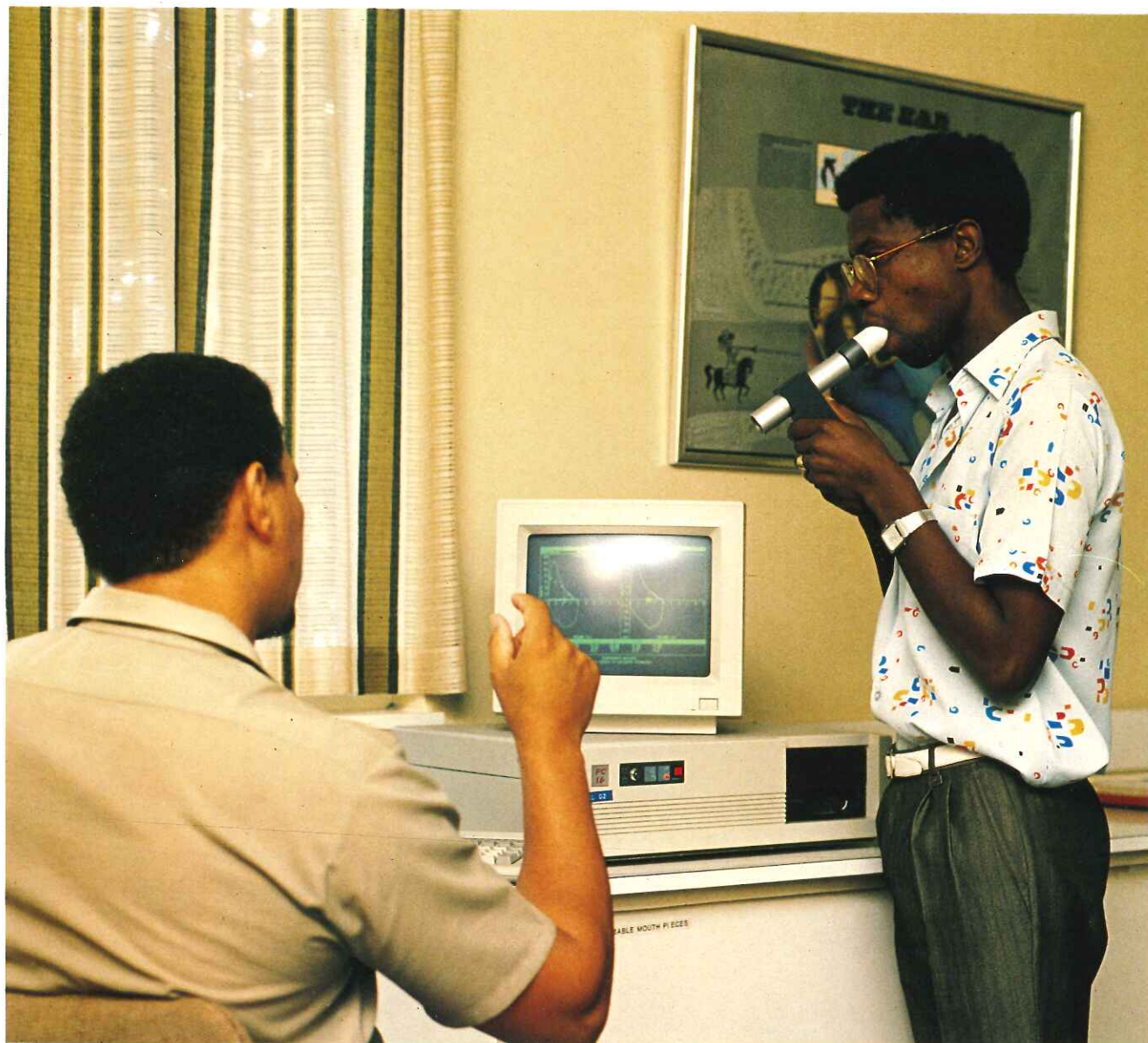
# Health and safety

At Rössing, safety takes precedence over all else, and the health and wellbeing of its employees is assigned the highest priority. The emphasis is on the prevention of accidents and diseases, rather than on the curative aspect. The company is a member of the National Occupational Safety Association (NOSA) and has held its top 5 star rating since 1982. In 1985 NOSA recognised Rössing as the safest mine in southern Africa. The mine holds today the highest NOSCAR rating of the NOSA,

and in 1988 and 1989 was awarded the Sword of Honour of the British Safety Council, an award given annually to the 30 safest companies in the world. By the end of 1989, Rössing had worked 58 million fatality free man-hours, since the last fatal accident in 1983. The company pursues a very comprehensive and active safety awareness programme for employees at work and at home. This programme has contributed significantly to safety being a state of mind at Rössing. It has dramatically

**Below:**  
Occupational health is given high priority at Rössing Mine.

**Right:**  
The Sword of Honour awarded by the British Safety Council for the second time running in 1989.



reduced accidents at work and at home and has resulted in the many achievement awards. Though concerned with the wellbeing of the employee, it has brought financial benefits to the company through reduced repair costs and lower insurance premiums.

The company provides health care facilities for employees and families. The company also has a comprehensive programme to protect employees from exposure to all health risks present in the workplace, by dust suppression, hearing and eyesight protection, air-conditioned cabs on all open pit equipment, and face masks in special areas, plus rigorous training in all relevant procedures to ensure correct use of the facilities provided.

In Arandis there is a 40-bed hospital built by the company which is today run by the Department of National Health but is monitored by the company's medical division. At the Rössing medical centre in Arandis three doctors contracted to the company provide day-to-day general practice services for employees and their families, and there is at all times a medical practitioner on call in the town.

On the mine a fully equipped medical centre provides general practitioner services to employees at work and also a complete range of industrial medicine and occupational health monitoring. The company 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 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.

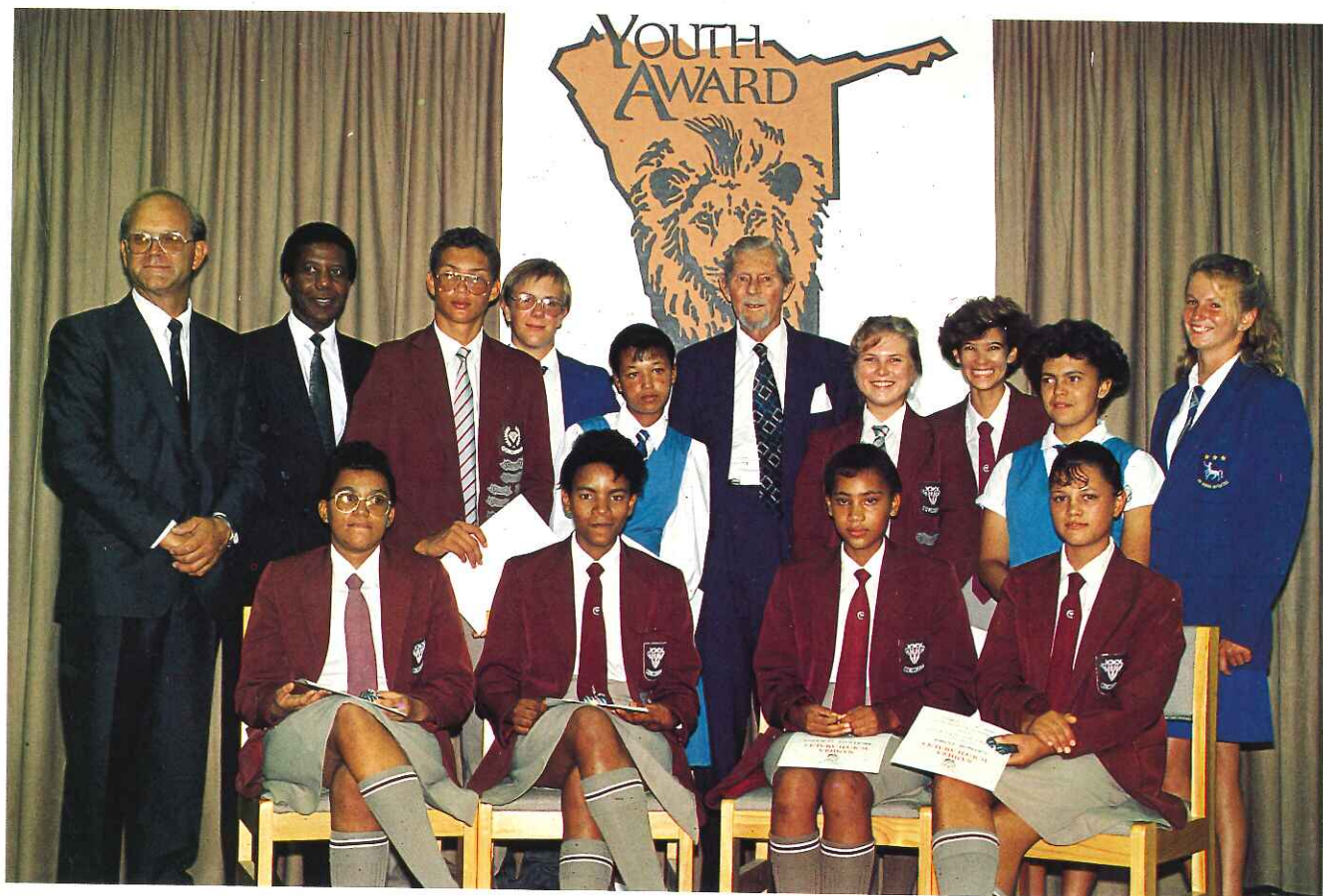
Since Arandis was built over twelve years ago, it has developed into a comfortable town with a good range of amenities where people of

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 co-operative clothing factory in Arandis run by a group of local women which supplies Rössing and other customers with clothing at market prices.

# Namibia Youth Award



*"In January 1990, the first bronze medals for the Namibia Youth Award were presented . . ."*

Above:  
The presentation ceremony for the first recipients of the Namibia Youth Award.

Right:  
Some of the graduates of the Sir Mark Turner Memorial Scholarships

The Namibia Youth Award is a voluntary self-motivation programme open to all young people between 14 and 25 years of age. It 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 fifty 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 and 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.

This exposes them to various aspects of society and it 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 one's potential.

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

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

# Sir Mark Turner Memorial Scholarships

In 1982, Rössing initiated the Sir Mark Turner Memorial Scholarship programme named after a former Chairman of the RTZ Group – to which Rössing belongs – and who had been known for his involvement and interest in the education of young people.

The purpose of these scholarships is to provide opportunities for academically

gifted young Namibians to study for first degrees at a university of their choice in the southern part of Africa. The scholarships cover the costs of tuition and accommodation, travelling and expenses, books and pocket money.

The only condition attached to the scholarships is that the recipients return to Namibia on completion of their studies and

use their knowledge for the benefit of the country for a minimum of three years.

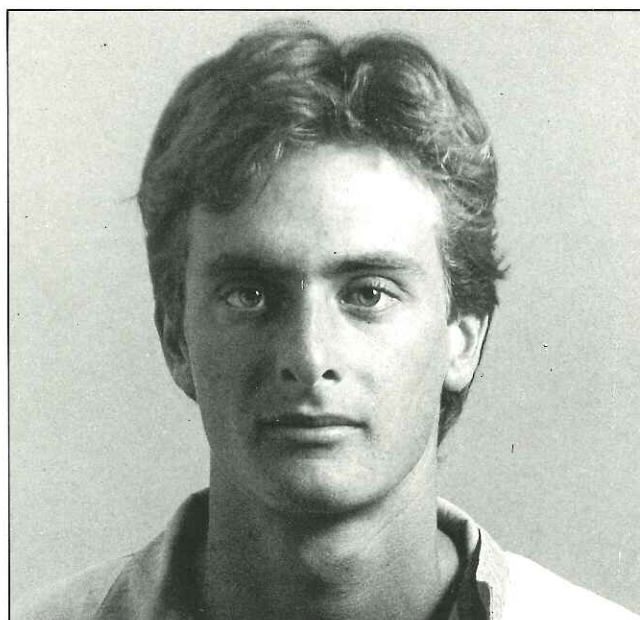
By 1989 the number of people holding scholarships had grown from 3 to 20. Rössing has produced 21 graduates; eight medical doctors; one veterinarian; two bachelors of commerce; three engineers; one teacher; four bachelors of science and two bachelors of art.



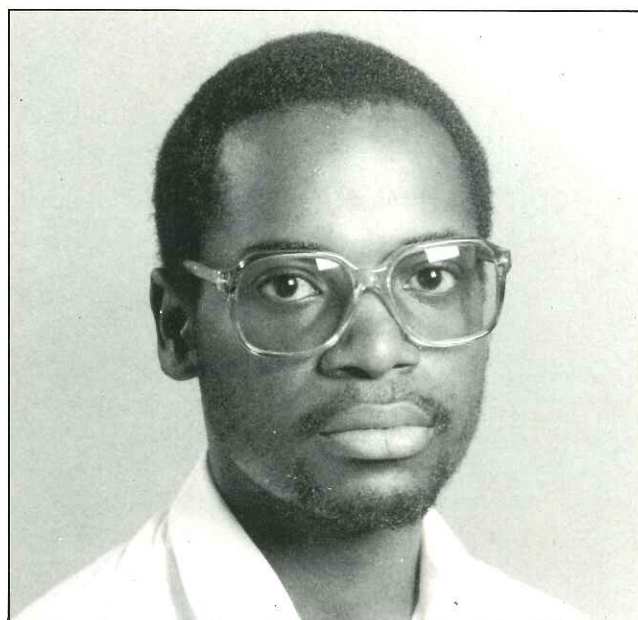
P. NAKASHOLOLO



M. MANSFIELD



S. BÖHLKE



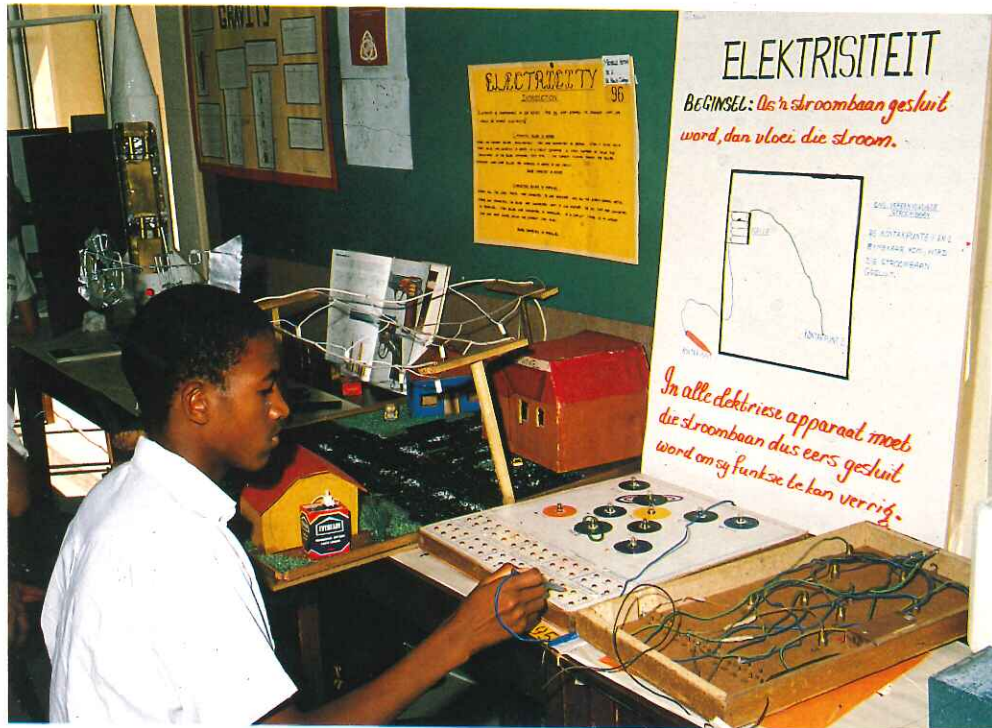
A. NARIB

# Rössing's Young Scientists

In 1983 Rössing initiated the Young Scientists Programme in order to stimulate Namibia's high school pupils to become involved with both the physical and the biological sciences.

In an effort to take science out of the classrooms and into

the environment Rössing decided to host an annual National Young Scientists Exhibition in Windhoek. The first exhibition was held in 1984 and an exhibition has been held each September since that year.





An important feature of the exhibition is that the students are free to select their own topics and the types of project, whether practical or theoretical. The students then pursue the research and experimentation or construction, over a period of several months before the exhibition.

The students are also expected to make their own display boards, set up their projects to be visually attractive and discuss their projects with the panel of judges.

The exhibition has grown from a small local one to one from which Namibians now go on to participate in international exhibitions. In 1989, more than a thousand young scientists competed in the National Exhibition.

*"In 1989, more than a thousand young scientists competed in the National Exhibition"*

Far left, top:  
One of the varied projects undertaken for the Young Scientists' Exhibition.

Far left, bottom:  
A group of participants admires a "spaghetti tower".

Top :  
A view of the busy Young Scientists' regional exhibition held in Swakopmund.

Below:  
A working hovercraft built by two enterprising schoolboys.



## Rössing and sport

It is on the sports field that character is built, leadership developed and comradeship nurtured. Sport is a great equalizer.

It bonds people from different countries and backgrounds and forges friendships.

Sport at the Rössing mine enjoys a high priority and the company encourages employees to get fit and compete at local and national levels.

The Rössing National 15km championship road race held in 1989 was given added excitement by the participation of UNTAG athletes and Kenya swept the board with first and second places. The race has grown into one of the most successful events on the sporting calendar in Namibia and draws the largest field of all road running events in the country. Rössing also sponsors the annual national 42km marathon championships held at the coast.

In 1990 Rössing identified an opportunity for sponsoring

league soccer on a countrywide basis which has hitherto been neglected. Participation in this league was limited and because the league competition remained unsponsored it provided no incentive to team managers and players to produce top soccer in these competitions. The R100000 a year sponsorship of the first Namibian Soccer League which

has been offered by Rössing would raise the standard of the game in the long term and give Namibian players the opportunity to enter the Africa Cup competition and world soccer.

In addition, the sponsorship of the Rössing Soccer Coaching Clinic aims to improve the level of competence in junior football.

*"The company encourages employees to compete at local and national levels"*

Right:  
Rössing is closely  
involved with  
soccer in Namibia.

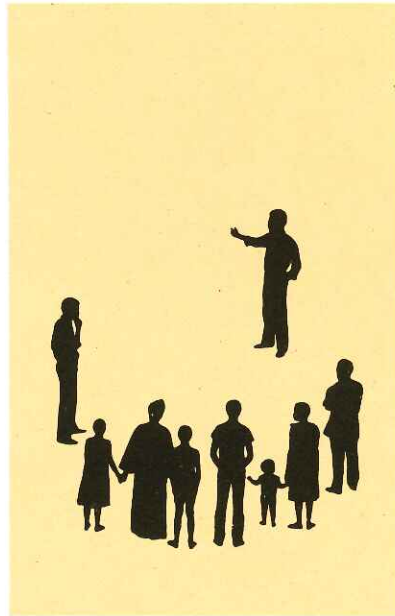
Far right:  
A sewing class at  
the Rössing  
Foundation  
Education Centre  
in Windhoek.



# Rössing Foundation

Possibly Rössing's greatest contribution to Namibia in terms of social responsibility is the Rössing Foundation. Over 25 million rands have been invested by the company in the Foundation over a period of ten years. 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 between the inhabitants 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, in its eleventh year, it runs nine centres scattered throughout the length and breadth of Namibia.

The objectives which were laid down by the Trustees ten years ago remain the same, and if anything, are even more relevant now that Namibia is independent.



During ten years of operation, over 10 000 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 a skill to help them survive.
- ★ Agricultural development – the Foundation has spent almost R3 million in capital development on its two agricultural training centres, and hopes to expand still further in the future. The Foundation sees agricultural development as being of vital importance if an independent Namibia is to be successful.
- ★ English language training – over the years the Foundation has run many courses in English at a variety of levels. To a very large extent it is focusing its attention on helping teachers to change to English as the medium of instruction in the schools, since English is now the sole official language of the country.

### **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 eleven 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 schoolteachers to use English as the medium of instruction in their classrooms has enjoyed tremendous success. To date about 500 teachers have attended the courses and workshops organised 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, weekend courses have been arranged elsewhere in Namibia.

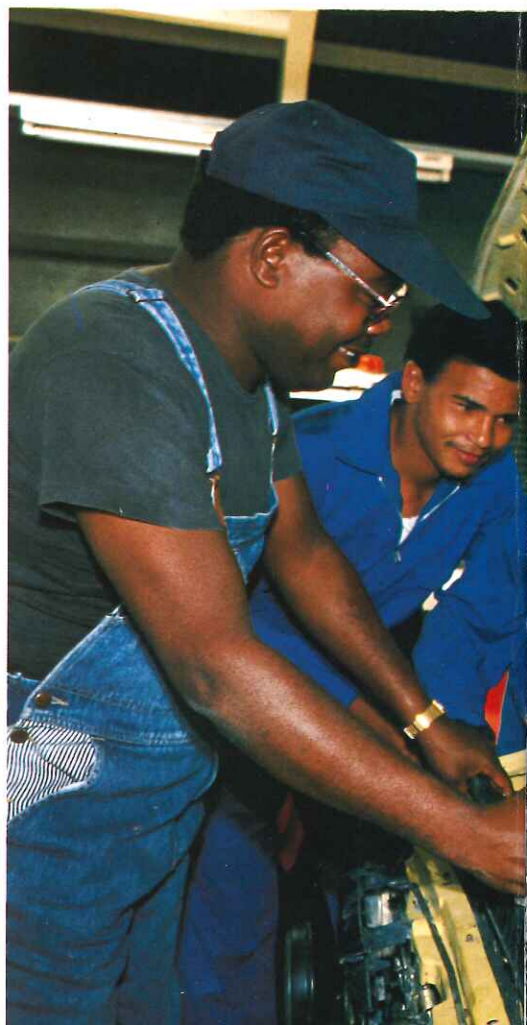
### **KATUTURA LIFESKILLS CENTRE**

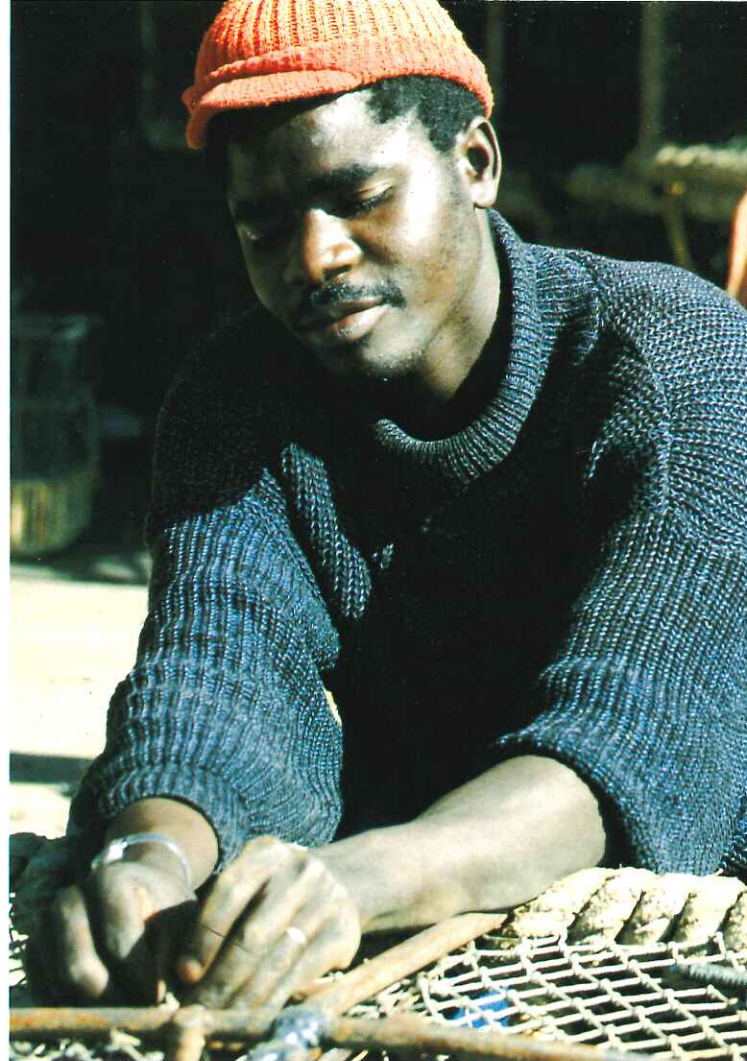
This centre is situated in the heart of Katutura and serves a community that faces problems of unemployment, malnutrition (particularly of children), and many others.

The centre teaches life skills, mainly to the womenfolk of the community who bear the brunt of these problems. Subjects covered include diet and nutrition, money management, communications skills and vegetable growing.

### **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 schoolgoing 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 3800 people are registered as library members.





## **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 was purchased in June 1985 and to date the Rössing Foundation has spent R1,6 million on this project. The Foundation believes 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 vital to the needs of the people who live in the rural areas, such as building, mechanics, the care of livestock and disease control.

*"The objectives are even more relevant now that Namibia is independent . . ."*

**Top left:**  
Instruction on a  
water pump  
system.

**Top right:**  
At Brakwater  
Centre farmers  
are taught how to  
make fencing.

**Left:**  
A vehicle  
maintenance  
workshop.

Subsistence farmers are brought to the centre for short courses of four or five days and are housed in hostel accommodation.

### **THE OKASHANA CENTRE**

The activities of the Okashana centre 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 Ovambo farmer. These courses are practical and cover all farming activities in Ovamboland. The centre has a strong experimental and research role. Experiments with halophytic types of plants, which have the capability of providing 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.

### **THE ONDANGWA CENTRE**

The Ondangwa Centre was established in 1984. It has a student population of one hundred, undergoing practical training in various skills such as sewing, knitting, typing and health and home care.

Recently the Foundation has embarked on an experimental

project to establish people in their own businesses. After completing their courses, students work from the centre, using the Rössing Foundation equipment for a three month period before moving out on their own. This new concept is working very 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. Courses vary in



*"The Luderitz centre continues to be the fastest growing centre of the Foundation"*

length from three months to one year.

### THE LUDERITZ CENTRE

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

Approximately 170 pre-seamen, 40 marine motormen grade three and two, and 45 fishermen grade three, have been trained at the Luderitz centre and have found jobs in the fishing industry in Luderitz or Walvis Bay.

A further exciting development is the introduction of computers and a software programme donated to the Rössing Foundation which allows the Luderitz 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.

This programme involves the donation of educational equipment and books to a wide variety of schools and is an important part of the Foundation's peripheral activities. Among the equipment that has been donated are television and video sets, overhead projectors and typewriters.



Luderitz is ideally situated to become a "crafts village" and to this end the Luderitz centre has developed a number of classes. Subjects taught include leatherwork, textile printing, weaving, dressmaking 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 Luderitz centre's activities is very popular with the local community with more than 50 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 different educational programmes.

Above left and below:  
Crop experimentation is beginning to show results.

Above:  
The Luderitz Centre trains students for Namibia's emergent fishing industry.



## **CAREER GUIDANCE/COMMUNITY DEVELOPMENT DAY**

An annual Careers Guidance Seminar has attracted each year up to 100 teachers or people concerned with community development from all areas of Namibia.

This seminar gives all the different organisations a chance to get to know what the others are doing and to avoid duplication. New ideas are put forward, old ideas are discussed and an atmosphere of co-operation and communication is fostered. This seminar plays a vital role in helping teachers to prepare the young people for the future.

## **SCHOLARSHIPS**

Under the scholarship scheme

42 Namibian students have been sent to overseas institutions. Scholarships are awarded for post graduate work where students are sent to universities in the United Kingdom and the United States. The pre-matric scheme sends students to the United World College of the Atlantic in the United Kingdom; these scholarships are awarded for a two year period.

The overseas scholarships are all awarded strictly on merit and the selection committee looks for students with the potential to come back to Namibia and become leaders in their own fields.

The scholarship programme also covers local scholarships whereby the Foundation supports over 50 young people each year.

*"The Foundation believes the development of the agricultural sector is of vital importance"*

Below:  
Help with the  
development of  
Namibia's farming  
sector is an  
important part of  
Rössing  
Foundation's  
work.

