

THE VOICE NAMIBIA

YOUR VOICE, OUR PULSE

NEWS LETTER
24 July 2025



Dear Voices

As President Netumbo Nandi-Ndaitwah completes her first 100 days in office, we extend our gratitude to the 504 Namibians who made their voices heard in our #100DaysOfNNN national survey.

This marks the first time a leadership milestone has been measured with such broad public engagement and openness.

For the first time in Namibia's post-independence history, a sitting president's early performance has been actively reviewed through a public-driven survey and by you, the people.

President Nandi-Ndaitwah assumed office as Namibia's first female Head of State, taking on the role amid high public expectations for economic recovery, social progress, and youth development.

Within her first 100 days, the administration has introduced several headline commitments, including free tertiary education, a zero tolerance stance on corruption, and a renewed focus on housing and job creation.

At the center of all this... You, the people showed up, filled out the survey, and helped set a new standard for how public feedback can guide the national conversation.

This is just the beginning. Thank you for being part of this first chapter.

Yours Sincerely,
THE VOICE TEAM

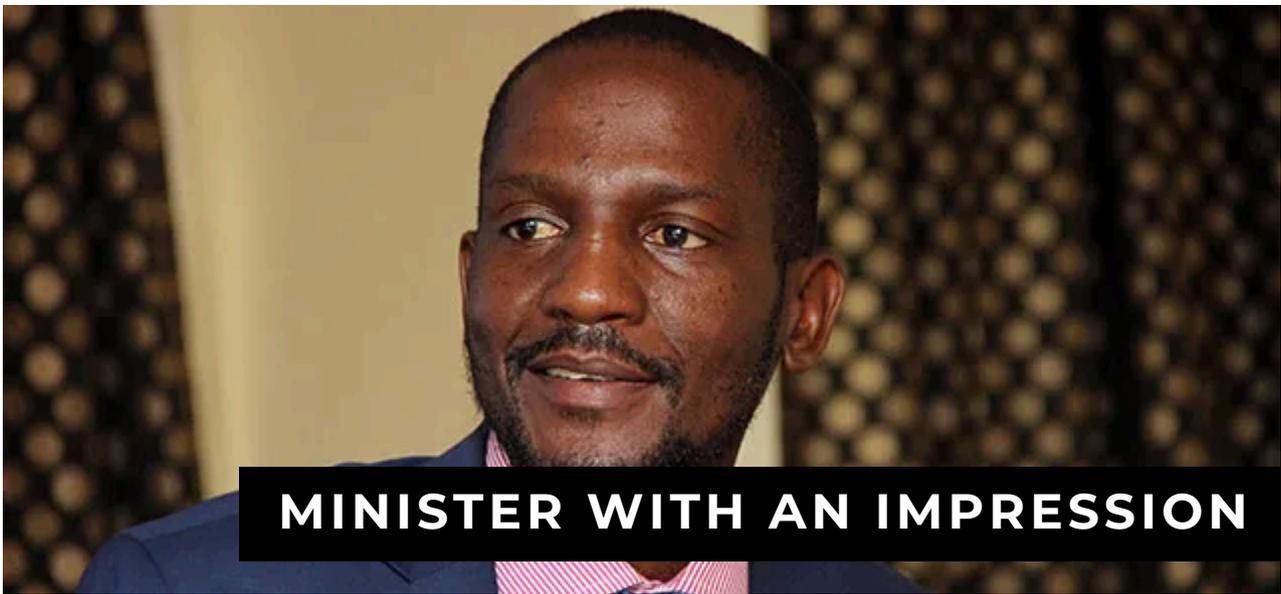
President NNN Approval Ratings

51% Approval

39.1% Netural

2.8 Disapprove

***Gathering your thoughts
to shape our future.***

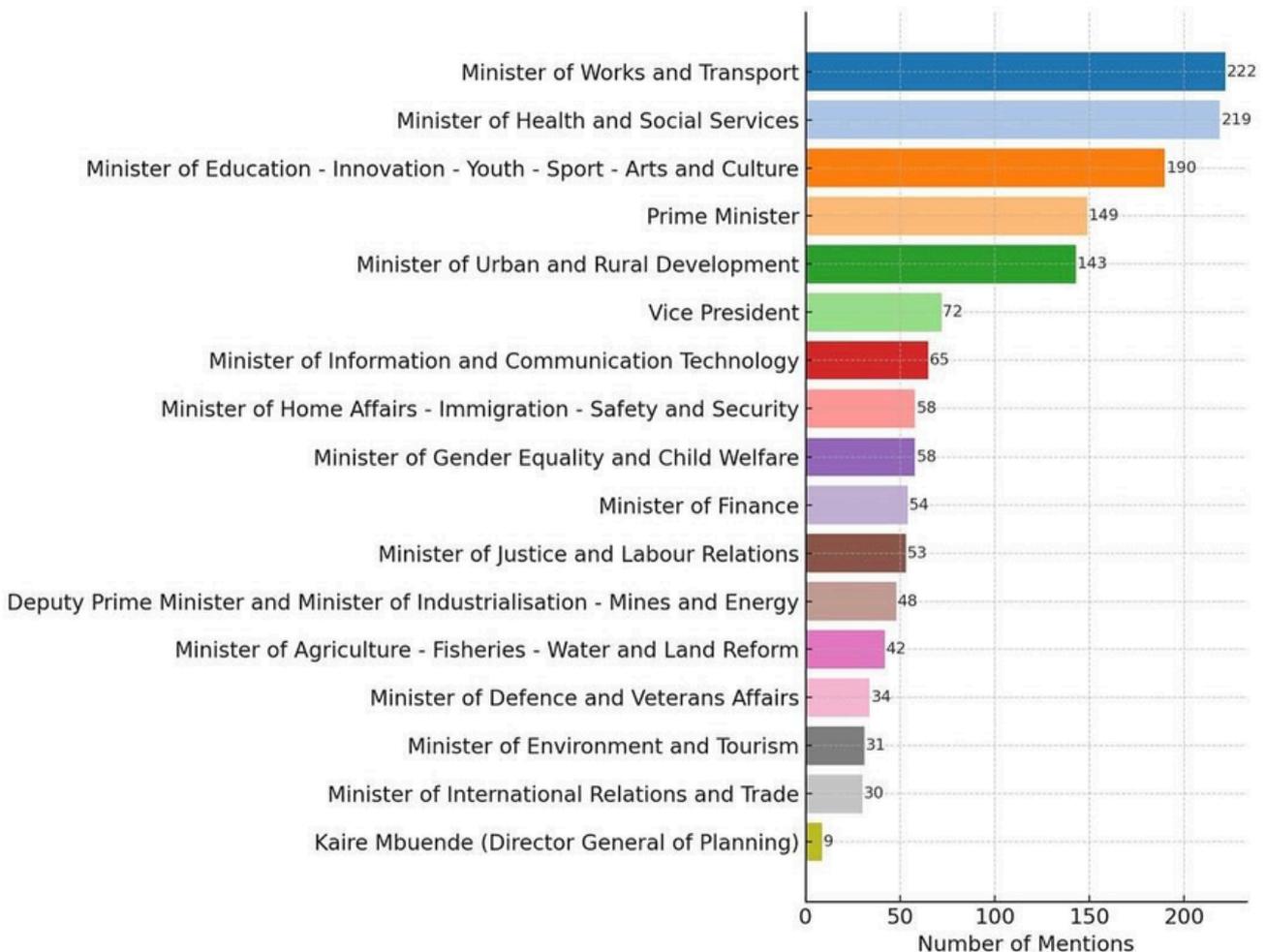


MINISTER WITH AN IMPRESSION

CABINET CHECK-IN...

Here's how Namibia rated its Cabinet members:

- 1. Minister of Works & Transport leads with 222 mentions
- 2. Minister of Health & Social Services follows closely with 219
- 3. Minister of Education, Youth, Sport & Culture holds 190



What the Voices are saying

President Nandi-Ndaitwah's first 100 days have been marked by strong public support for key policy announcements and a clear indication of areas where citizens anticipate significant improvement.

Key Highlights of Support:

Free Tertiary Education is overwhelmingly the most praised initiative, viewed as a game-changer for social equity by removing financial barriers to higher education and vocational training. This is particularly welcomed given Namibia's high youth unemployment rate, as it aims to equip more young people with skills for the job market and to break the cycle of poverty.

Her Cabinet restructuring and anti-corruption efforts have also garnered strong approval. The decision to reduce and merge ministries (from 21 to 14) is seen as promoting efficiency and potential cost savings. Her swift dismissal of a scandal-hit minister is also viewed as a decisive move against corruption and a commitment to accountability.

The President's leadership style, including transparency, public engagement, and demanding performance from ministers, is highly appreciated. Her promotion of gender equality, including appointments of more women to key positions and including the country's first female Vice President and Speaker, is also notably supported.

Areas for Improvement Highlighted by the Public:

Accelerating Job Creation and Youth Employment remains a critical concern. Despite efforts, there's a strong demand for more concrete action and faster implementation to address high youth and graduate unemployment, particularly the "experience paradox"; and the plight of unemployed teachers.

Increasing Old Age and Social Grants is a significant area of disappointment, with many feeling the President failed to prioritise or deliver on promises to increase these vital payments, which are currently deemed insufficient for survival.

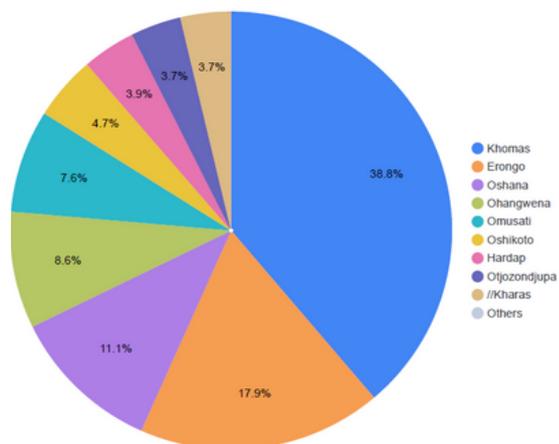
Addressing Housing, Land, and Cost of Living is a widespread concern, with citizens struggling with high rent, lack of affordable housing and land, and increasing living expenses. Issues like squatter camps and poor sanitation are also highlighted.

There's a call for greater transparency and communication on the implementation plans for major initiatives, especially regarding funding and detailed roll-out, to build public trust and counter speculation.

Rural Development and Infrastructure in under served regions needs significant improvement in basic services like clean water, proper shelter, electricity, roads, schools, and health facilities. Neglected projects, like the long-stalled renovation of Windhoek's Independence Stadium, are also noted.

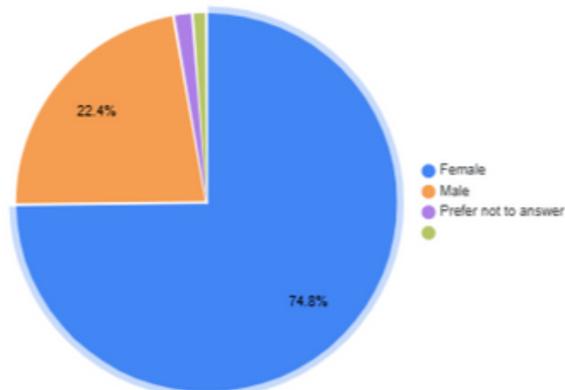
Demographic Representation

Regions



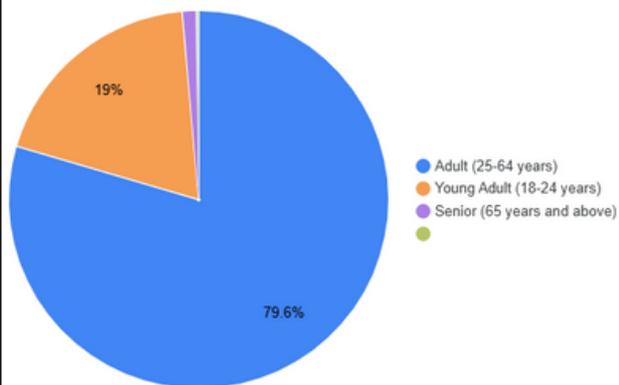
Namibians from every corner of the country lent their voices to the survey, with Khomas leading at 38.8%, followed by Erongo (17.9%), Oshana (11.1%), and others contributing from across all 14 regions.

Gender



The majority of responses came from women (74.8%), with men making up 22.4% and a small percentage preferring not to say.

Age Groups



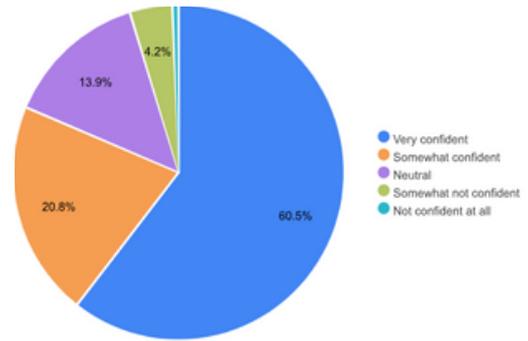
The survey drew wide participation across generations with nearly 80% of responses coming from adults aged 25 to 64. Young adults (18-24) made up 19%, while seniors (1.61%) were a small but present voice.

Over 500 participants



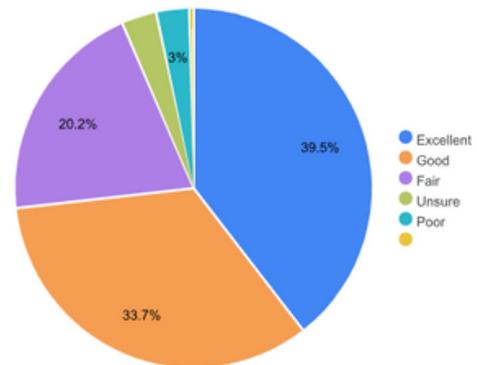
Public Confidence in President Nandi-Ndaitwah’s Leadership

A resounding 60.5% of respondents expressed strong confidence in President Nandi-Ndaitwah’s leadership, while 20.8% were somewhat confident. Neutral respondents accounted for 13.9%, and only 4.2% expressed doubt. These figures reflect a high level of public trust at the close of her first 100 days.

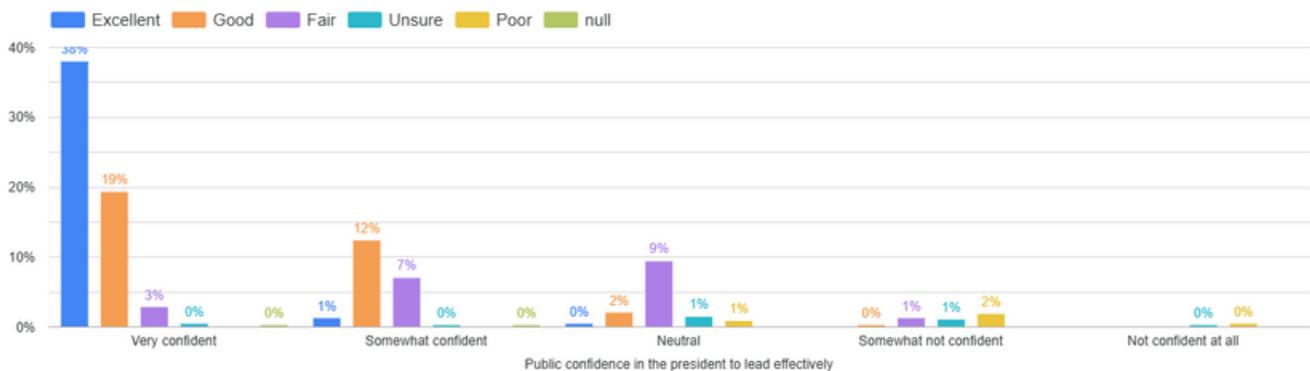


Public Rating of the President’s First 100 Days in Office

About 39.5% of participants rated the President’s first 100 days as “Excellent,” 33.7% as “Good,” and 20.2% as “Fair.” A minimal share expressed dissatisfaction or uncertainty, indicating broad approval among citizens for the President’s initial leadership period



Confidence in Leadership vs Performance Rating

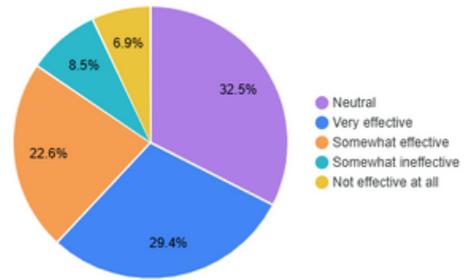


Respondents who were “very confident” in the President’s leadership overwhelmingly rated her performance as “Excellent” (38%) or “Good” (19%). Those moderately confident leaned toward “Good” or “Fair,” while almost no low-confidence respondents rated her positively.

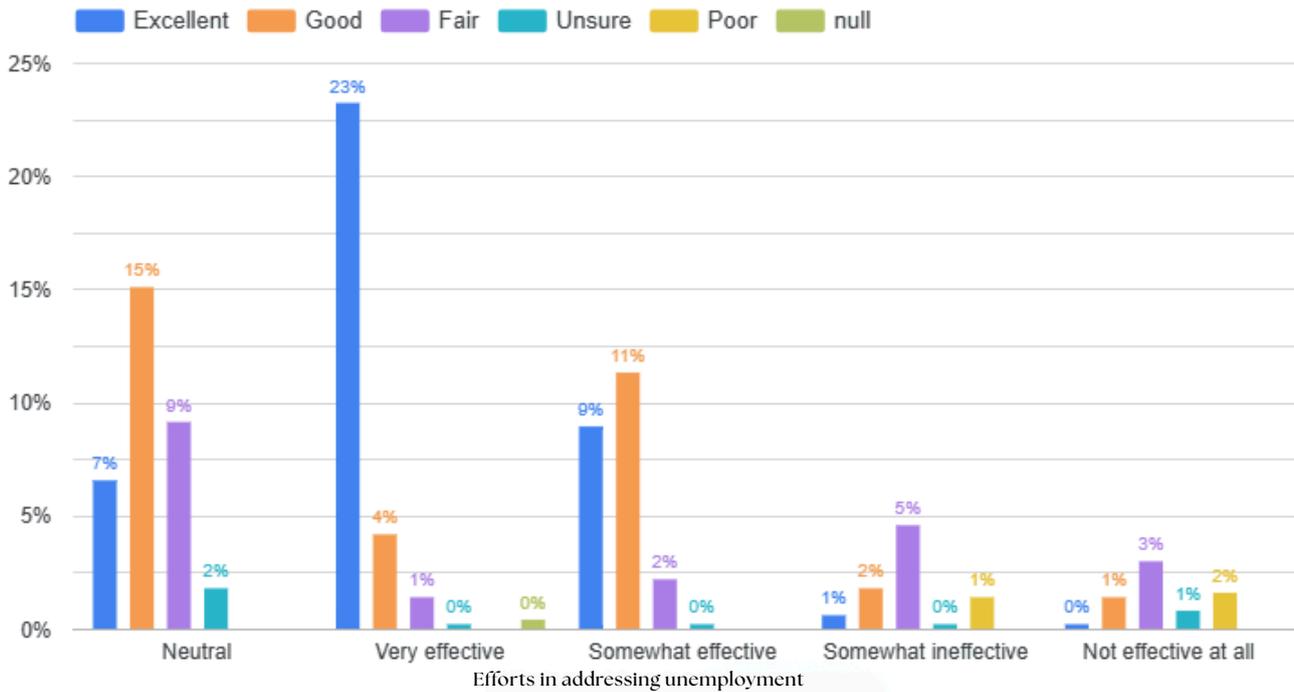
The strong alignment between confidence and performance rating suggests public trust is reinforcing perceptions of effectiveness. The neutral-to-fair segment reflects a group that may be open to shifting either way depending on delivery.

Perceptions of the President's Unemployment Policy Response

Roughly 29.4% of respondents believe the President is “very effective” in addressing unemployment, while 32.5% remained neutral. The rest were split between moderate effectiveness and dissatisfaction, indicating uncertainty or the need for more visible outcomes.



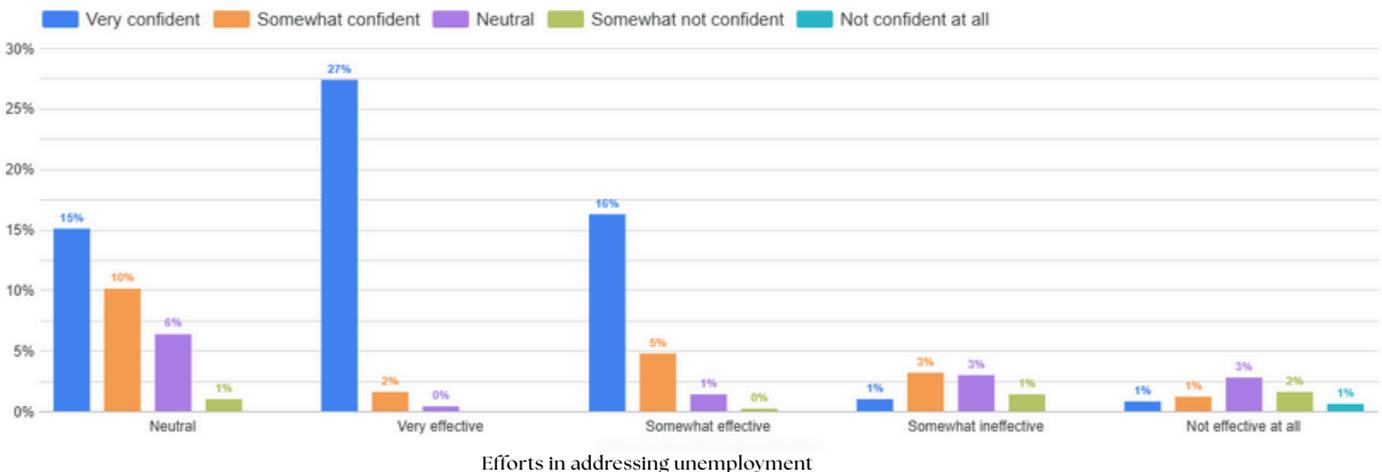
Performance Rating vs Perception of Unemployment Response



Around 23% of those who rated the President's performance as “Excellent” also said she is “very effective” in addressing unemployment. Those rating her “Good” or “Fair” were more likely to respond neutrally, while negative raters perceived the policy as ineffective.

Public perception of unemployment action directly shapes overall performance ratings. As this is a top national issue, performance here may strongly influence future approval.

Performance Rating vs Perception of Unemployment Response

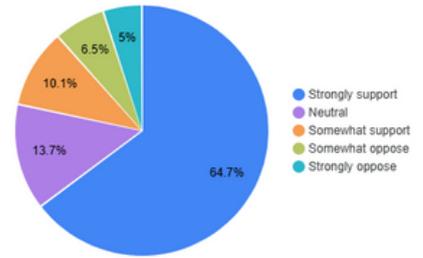


Among those with high confidence in the President's leadership, 27% also rated her unemployment efforts as “very effective.” Those with lower confidence leaned toward neutral or less favorable assessments.

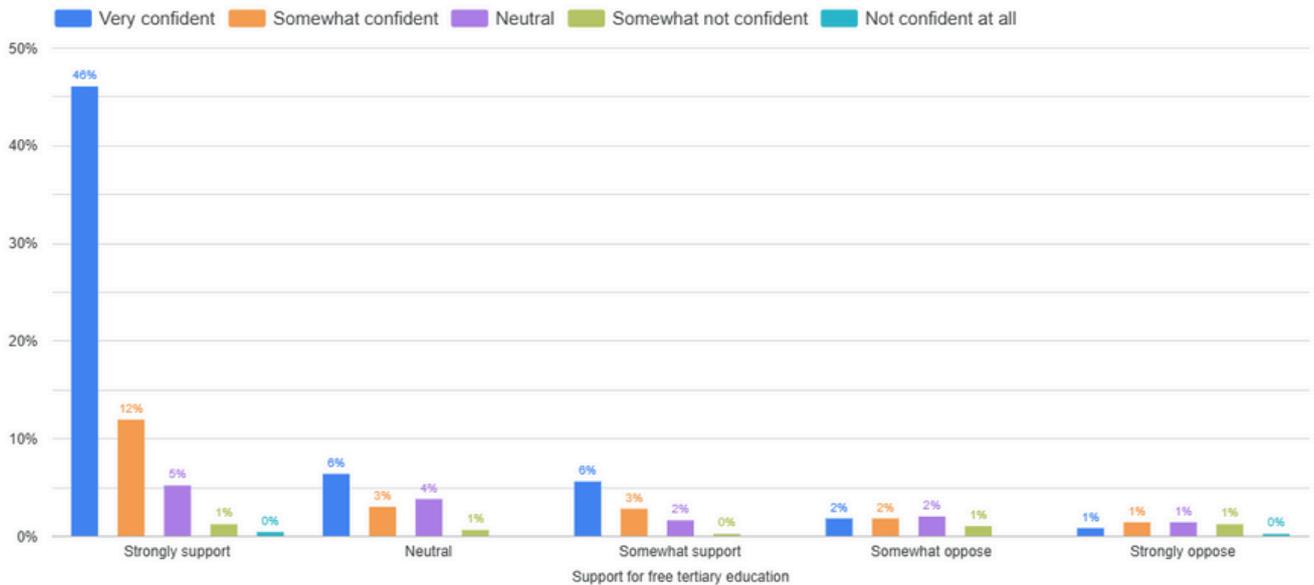
Confidence appears to boost support for job creation efforts, but the high neutral share suggests many citizens are cautiously observing and awaiting tangible action.

Public Support for the Free Tertiary Education Policy

The policy to provide free tertiary education garnered the highest level of public endorsement among all surveyed issues, with 64.7% of respondents expressing strong support. The remaining participants showed moderate support, neutrality, or limited opposition.



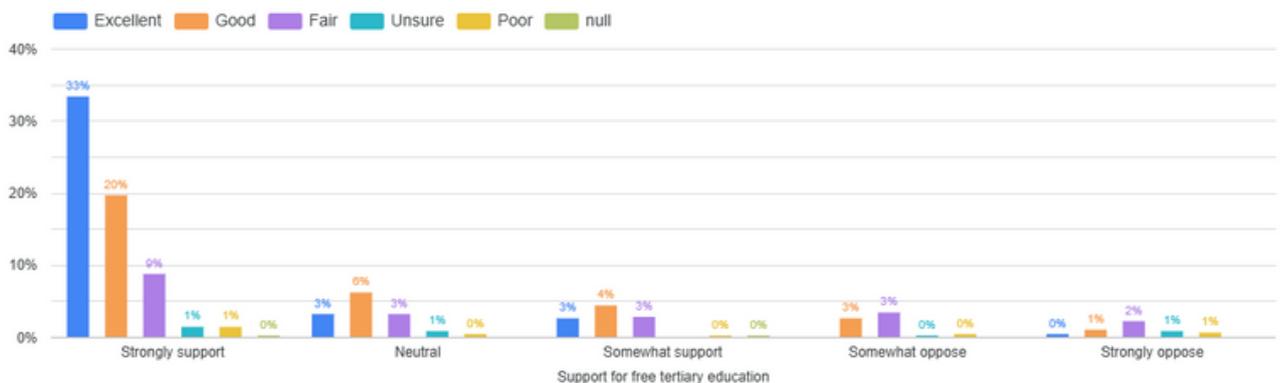
Confidence in Leadership vs Support for Free Tertiary Education



Respondents who were “very confident” in the President’s leadership showed the highest levels of support for the education policy, with 46% strongly endorsing it. Lower confidence groups showed reduced enthusiasm.

This initiative serves as a flagship policy, resonating strongly with the most trusting citizens. For others, support may depend on how well the policy is communicated, funded, and implemented over time.

Performance Rating vs Support for Free Tertiary Education

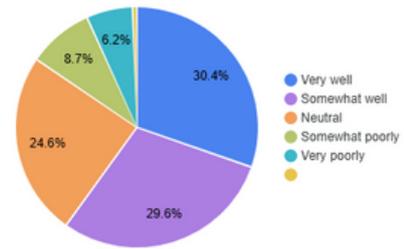


A significant proportion of those who rated the President’s performance as “Excellent” (33%) also strongly support the free education policy. Support declined among those with lower performance ratings.

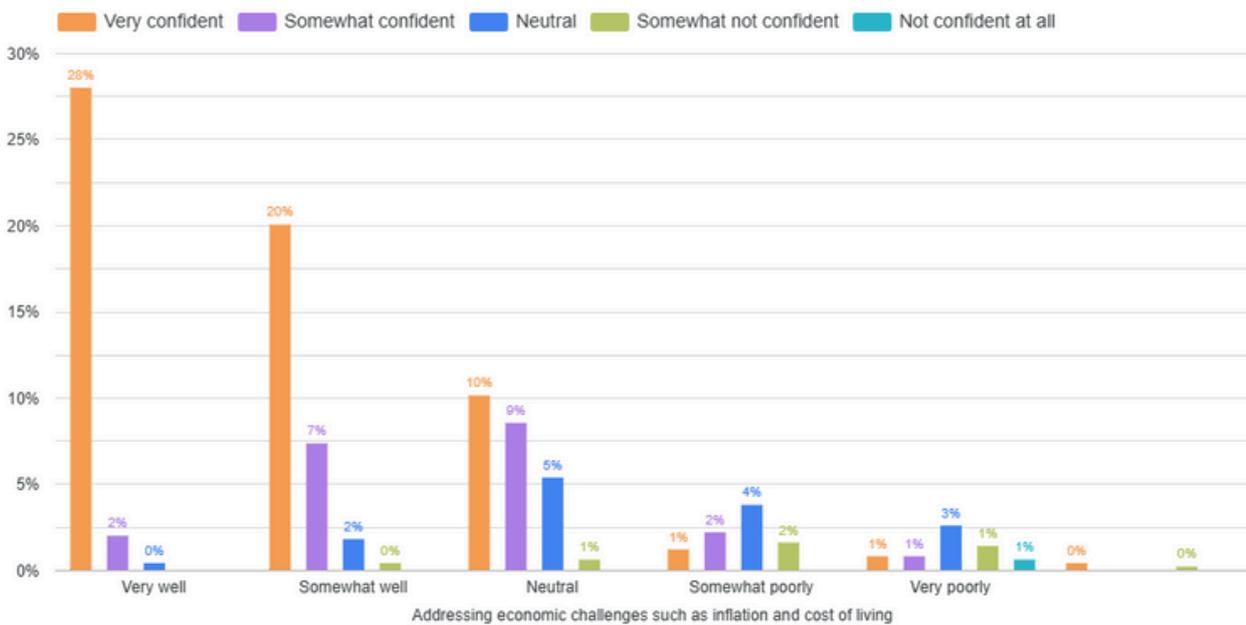
This trend suggests free education is viewed as a key indicator of government performance. Continued execution will be critical to maintaining these high support levels.

Public Perception of Economic Intervention Effectiveness

A combined 60% of respondents believe she is addressing these issues “very well” (30.4%) or “somewhat well” (29.6%). However, a substantial portion remains cautious, with 24.6% expressing neutrality and 8.7% saying she is “somewhat poorly” effective. A smaller segment (6.2%) viewed her performance in this area as “very poor.”



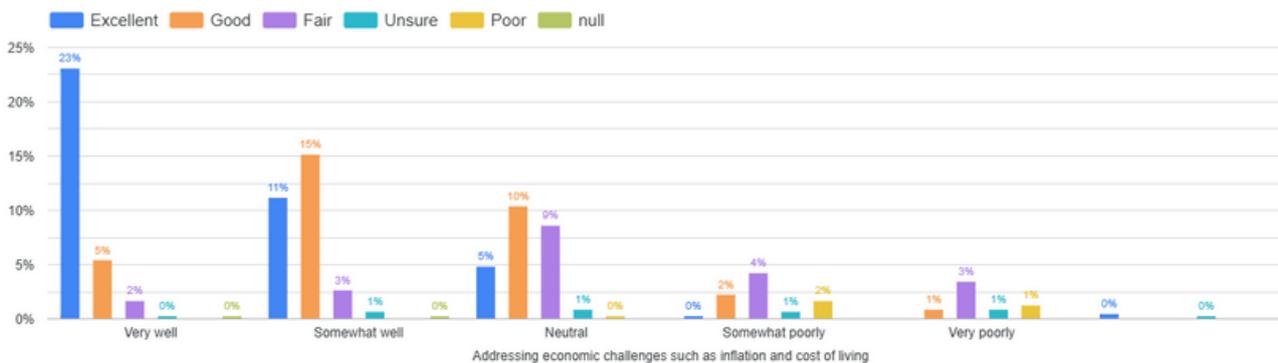
Confidence in Leadership vs Perceived Economic Efforts



Among “very confident” respondents, 28% rated the President’s economic response as “very well handled.” Lower confidence groups were more evenly split or neutral in their assessments.

Confidence correlates strongly with economic optimism. However, the presence of neutral responses—even among moderately confident citizens—suggests that more tangible improvements are needed to consolidate approval.

Performance Rating vs Economic Efforts

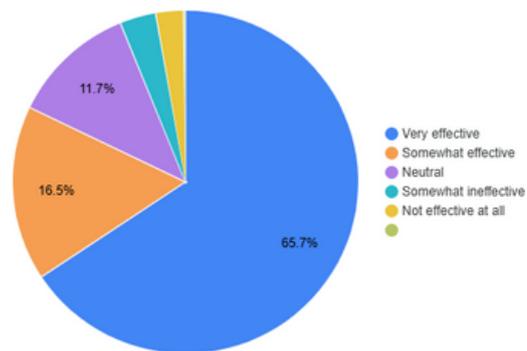


Respondents who rated the President’s overall performance as “Excellent” or “Good” were also more likely to view her economic response favorably. However, a portion remained neutral or concerned about the pace and clarity of delivery.

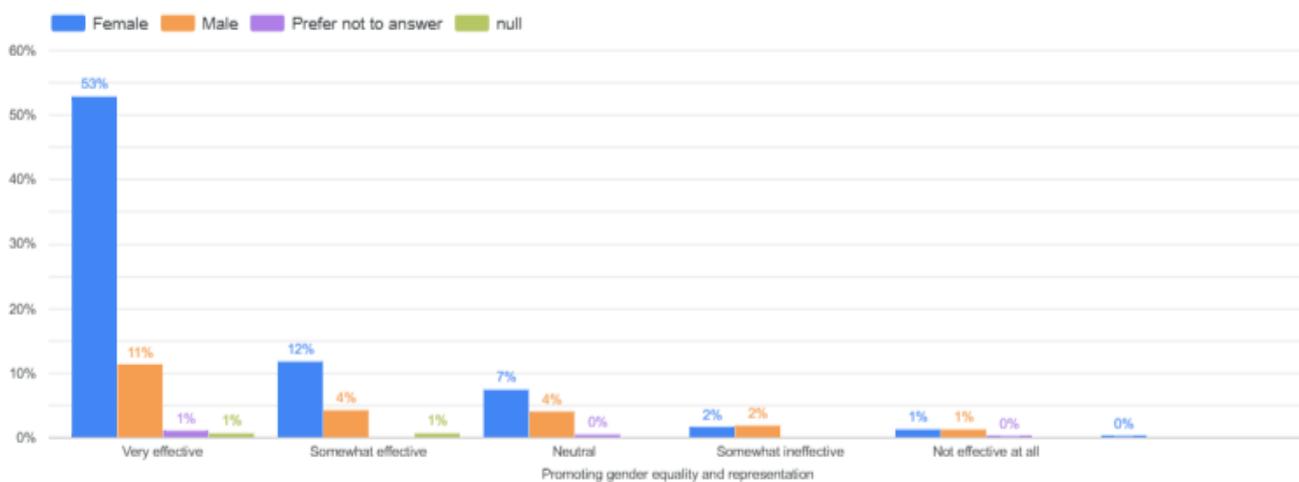
The economy remains a litmus test for leadership. If economic pressure points like inflation and unemployment are not addressed visibly, confidence could soften despite good intentions.

Effectiveness of Gender Equality and Representation Policies

A strong majority of respondents (65.7%) rated the President's efforts to promote gender equality and representation as "very effective." The rest of the sample expressed moderate approval, neutrality, or limited criticism — indicating widespread public approval of gender-focused leadership.



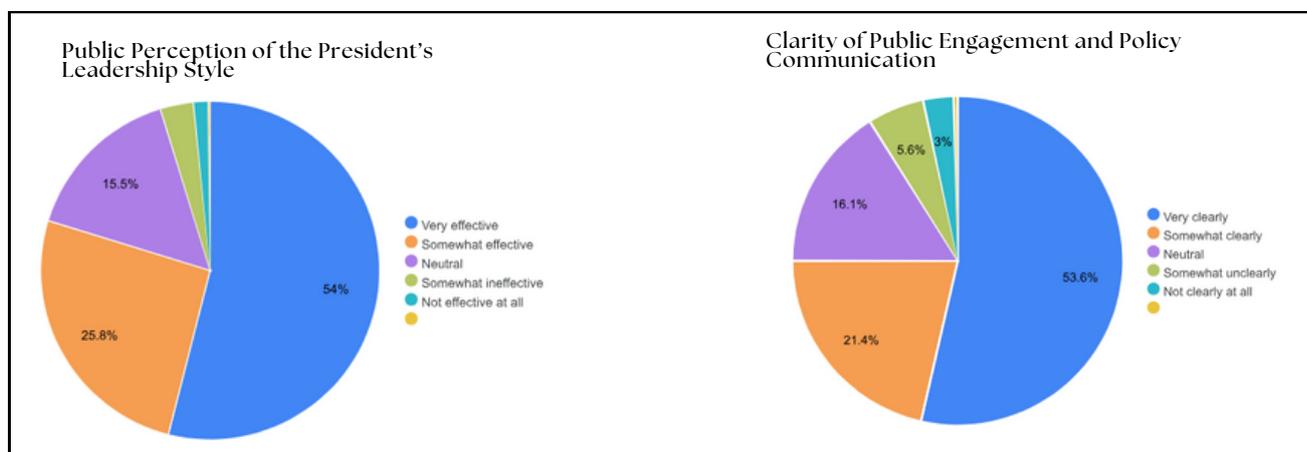
Gender-Based Perceptions of Equality and Representation



Women overwhelmingly view the President's efforts to promote gender equality and representation as "very effective," with 53% of female respondents endorsing this view. Men show lower levels of strong approval (11%), with a more varied spread across "Somewhat effective," "Neutral," and less favourable ratings.

This gender divide may reflect personal identification with the policy. For many women, increased representation may feel like a personal victory. For men, lower enthusiasm could signal uncertainty about the policy's relevance or implementation impact.

Leadership style and public engagement on policy implementation



Leadership style: About 54% of respondents rated the President's leadership style as "very effective," with 25.8% describing it as "somewhat effective." Only 4% expressed dissatisfaction, and 15.5% remained neutral. These findings reflect widespread satisfaction with the President's approach to decision-making and presence.

Public engagement: More than half of respondents (53.6%) believe the President communicated her plans and policies "very clearly." A further 21.4% found them "somewhat clear," while 16.1% remained neutral and only 8.6% considered the messaging unclear. These figures reflect strong approval of her transparency and communication style.